



LEADING IN A MATRIX TEAM™

Program Agenda

My Leadership Story:

This dynamic program begins with participants having the opportunity to understand the events that have shaped them as leaders, the heroes and mentors who have influenced their attitudes and beliefs, and their goals for their own leadership development. From these reflections, participants will write their Leadership Story.

Team Leadership:

The balance of both tasks and relationships are critical to developing a high performing team. In this session, participants will review the characteristics of a high performing team and the stages of team development, and gain a greater insight into the keys to successful team participation and shared leadership. Using the Tushman model, participants will discuss and resolve the team challenges which are presented during times of organizational change, and when dealing with fewer or different team members. Each participant will identify their team's stage of development and create a leadership action plan designed to take the team to its next level of success.

Overcoming the Top 5 Challenges of a Matrix Team:

Matrix teams are challenging when it comes to communication styles, accomplishing goals and meeting deadlines. During this session you will discuss the purpose, process and importance of a matrix team or organizational structure and learn how to effectively lead and participate on a matrix team. You will discuss why your organization has selected a matrixed team structure and develop skills to overcome the top 5 challenges of a matrix organization. During an activity you will apply the learned techniques to a matrix situation in your organization and gain insight from class members on ways to overcome the challenge.

Leading in a Matrix Team:

Leading in a matrix team requires an understanding of your own leadership strengths and opportunities. You will learn techniques to more effectively lead matrix teams and discuss common challenges teams experience and learn skills to address the challenges.

Communicating in a Matrix Team:

In this session, you will understand the complexities associated with communicating in a matrix structure and gain skills for effective team communication and techniques for addressing communication challenges. Good listening skills ensure effective communication as well as learning techniques to ensure virtual team communication works well for a team and its members.

EQ-Emotional Intelligence:

Intelligence (IQ), personality and emotional intelligence (EQ) are distinct qualities we all possess. Together they determine how we think and act. In technology based companies, there has been a history of assigning the greatest value to an individual's IQ. As organizations evolve and the use of matrix based teams has gained in popularity, the need for an individual's strong emotional intelligence (EQ) has become more and more critical. Self-awareness and control, empathy, social expertness, personal influence and mastery of vision have become the cornerstones of effective leadership. In this module you will explore the EQ framework and define the ways in which you can develop these aspects of your leadership style.

Influence Without Authority:

You may think you have no authority and can't influence the important decisions, but think again. Through the understanding of the role of influence when working in a matrixed team environment, you will gain greater awareness of your preferred influence style and how the importance of well developed relationships can play a major roll when influencing others. You will learn how to assess influence situations and apply appropriate strategies to achieve success as well as identify and apply proven skills when planning for influence situations.

Meeting Management:

Nothing's worse than an unproductive meeting. Here you will learn how to facilitate productive and effective meetings, develop skills to effectively address meeting problems and learn techniques to encourage participant engagement during meetings. There is a simple, yet effective system to manage meeting planning and execution.

Problem Solving and Decision Making:

Too many cooks in the kitchen? Not anymore. During this session you will gain an understanding of the various methods of team decision making and their appropriate use. You will learn tools for effectively moving the team through the decision making process and avoid "groupthink".

Strategic Thinking:

As a manager, it was your responsibility to execute on the tasks necessary to achieve strategic objectives. As a leader, your role is to utilize a strategic mindset to leverage opportunities for your team, division and the organization as a whole. In this session you will enhance your strategic thinking skills through the use of exercises and activities. In addition, you will gain a strategic perspective by understanding external factors and relationships that are key to the achievement of your goals.

Where can you get the edge? Training from The Leadership Edge.

Business training for scientist, engineers and their executives.