

# Thriving in a Matrix Organization Learning Path

Discover



Develop




Deploy





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## 3d Learning Philosophy

We recognize that quality learning is most often the outcome of a well-designed process, not chance.

We have created a simple, but powerful, three-phase process for our Learning Path solutions that we call the 3ds: Discover-Develop-Deploy.

All phases of the process are important, but we place emphasis on Deploy. We are not in the business of providing learning for its own sake. The only desired outcome is change in the learner (mindsets, skills, knowledge, behaviours) leading to measurable performance improvement and business results.

# Thriving in a Matrix Organization

## Learning Path Benefits

Once out of fashion, matrix organizations are having a resurgence. Complex environments require complex organizations to manage them successfully. Operating in a matrix is challenging; you need to be able to network across multiple reporting lines, communicate and negotiate using technology, and coordinate work across borders.

### Benefits for participants

By completing the Thriving in a Matrix Organization Learning Path, participants will be able to:

- Recognize the benefits and challenges of matrix working
- Develop flexibility, adaptability and initiative to succeed in a matrix
- Manage multiple managers with different working styles
- Deal with conflicting priorities
- Create a virtual presence to build effective working relationships and networks
- Use technology to communicate, coordinate and negotiate across borders
- Implement a process to influence and negotiate solutions

### Audience

The **Thriving in a Matrix Organization Learning Path** is aimed at all individuals operating in a matrix environment who can perform at a higher level by gaining the core skills and knowledge for matrix working.



# Thriving in a Matrix Organization

## Learning Path Overview

### Discover

1



Issues Forum

2

Working  
in a matrix  
video overview

3



Top tips

### Develop

4

TIMO  
workshop

5



Action plan

### Deploy

6



Job aids

7



Video gym



The Thriving in a Matrix Organization learning path can be tailored to your specific requirements.

## Discover

# Discover the essential skills

### Pre-workshop learning consists of:

- an issues forum that provides participants with an opportunity to discuss key issues affecting them when working in a matrix organization.
- a video providing an overview of managing in matrixed organizations.
- top tips for operating effectively in a matrixed organization:
  - ✓ Understanding the global context
  - ✓ Developing effective virtual cross border relationships
  - ✓ Interacting with your global colleagues
  - ✓ Operating effectively in a matrixed organization



## Develop

# Develop your skills

## Thriving in a Matrix Organization Workshop Face-to-Face | Virtual | Asynchronous

Experienced facilitators focus participants' attention on the expertise needed to work effectively in a matrixed organization.

Participants learn how to work in networks with multiple reporting lines, communicate and negotiate using technology, and coordinate their work across borders.

Using thought provoking activities and facilitated discussion, participants acquire skills and develop action plans to thrive in matrixed organizations.

### Workshop roadmap:

- Succeeding in matrixed organizations
- Working in a network
- Creating a virtual presence
- Making an impact
- Self-direction
- Action plan



## Deploy

# Deploy your skills

**Learning is sustained post-workshop through continuous access to a range of practical tools and learning resources.**

### Job Aids:

- Managing multiple managers
- Relationship management
- Setting Priorities: Urgent/Important
- Setting Priorities: Impact/Effort
- Negotiating: using the DEAL process
- Influencing across borders
- Conquering time zones
- Information overload

### Video Gym:

- Managing multiple managers
- Relationship management - five steps
- Influencing across borders
- Working effectively across different time zones
- Managing information overload



# Faculty

With over **200 consultants**, TMA World offers global delivery capability blended with the flexibility and sensitivity to adapt training delivery to meet local needs and expectations.

Each year we deliver over **3,000 learning solutions** across **50 countries** in **14 languages**.



# Learning Path Delivery and Integration

## Options:

- to your LMS via AICC
- from your LMS via single sign-on
- via our Continuous Learning Platform



# TMA World

We help people work more effectively in today's borderless workplace.

TMA World understands the challenges of managing change in a global and virtual world.

We know the skill sets your people need to make the most of the opportunities.

And we have the consultants, learning resources and the technology to develop your talent: across teams, across cultures, across the world.

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