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alternatives to the matrix organization

~~"Holacracy"~~ by Brian Robertson

~~BOOK SUMMARY~~ *Matrix*

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For those companies that adopted

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matrix structures, the problem was not in the way they defined the goal. They correctly recognized the need for a multi-dimensional organization to respond to...

*Matrix Management: Not a Structure, a Frame of Mind*

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The obvious organizational solution to strategies that required multiple, simultaneous management capabilities was the matrix structure that became so fashionable in the late 1970s and the early 1980s.

*Matrix Management: Not a Structure, a*

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## *Frame of Mind* A Frame Of Mind

The basic problem with matrix management is a belief that it is just an organisational structure. If a matrix structure is set up, it is unlikely to work. Matrix management is about managing and every person in the organisation must undergo a thinking

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*The challenges of matrix management  
| Training Journal*

Matrix management is defined as an organizational structure where some of the employees report to one or more than one leader at the same time. It is

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described as a cross-business or  
cross-functional management where  
the model does not follow strict vertical  
units that have been grouped by  
geographical location or functions.

*Matrix Management - Definition,  
Challenges and Types ...*

*Page 15/35*

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Matrix management is a technique for managing an organisation through dual-reporting relationships, as opposed to a more traditional management reporting structure. It combines functional and product departments in a dual authority system.



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*Matrix Management - What is it? Definition, Examples and More*

Matrix management is a structure for running those companies that have both a diversity of products and a diversity of markets. In a matrix structure, responsibility for the

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products goes up and...

*Idea - Matrix management | The Economist*

The Matrix Management Structure  
Since the division of work and the methods of grouping seen in line management structures tend to be

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permanent, organisations are increasingly adopting more flexible organisational structures based on project teams.

*What Is Matrix Management? — A Guide to Matrix Management ...*

Matrix organization is defined as a

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Complex structure implemented by  
business organizations. In most cases,  
the business entity follows a hierarchy  
system but here, the reporting  
relationship is set up as a matrix or a  
grid. Employees will now have to  
report to more than one leader, for  
instance, both to the product and

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*Matrix Organization: Structure, Types, Examples, and ...*

Where Matrix Management Is Not Ideal While there are many potential benefits to this flexible style of team structure, there are some

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circumstances where it is not ideal.

## *The Benefits and Challenges of Matrix Management*

Matrix organizational structure is often used in project management because it speaks to both the product of the project and the function of the

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management producing it. Let's take a closer look at this type of organizational structure to determine its pros and cons in project management. What Is Matrix Organizational Structure?

*Matrix Organizational Structure - A*

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## *Quick Guide* A Frame Of Mind

The inbuilt conflict in a matrix structure pulls managers in several directions at once. Developing a matrix of flexible perspectives and relationships within each manager's mind, however, achieves an entirely different result.



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*Matrix Management: Not a Structure, a Frame of Mind - Ron ...*

The organizational structure of a company is the way in which hierarchy is defined. When built properly, every employee will know exactly what their individual job is and who they should report to. Matrix organizational

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*Matrix Organizational Structures: The Pros and Cons ...*

The matrix developed as a natural evolution of organizational structures in answer to a very definite real-world

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need. The need was for an organizational form capable of managing the recent very large and very complex programs, projects, and problems, and for managing limited resources.

*The matrix organization - Project*

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*Management Institute* **Structure A Frame Of Mind**

Matrix Management: Not a Structure, a  
Frame of Mind Christopher Bartlett  
and Sumantra Ghoshal The authors  
argue that today's managers have lost  
some element of control over their  
companies. The source of this  
disruption can be traced to both

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Strategic blunders and organizational miscues.

## *Matrix Management: Not a Structure, a Frame of Mind*

In matrix organisation structure, ambiguity could come in, if you (employees) are not sure which

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Structure A Frame Of Mind manager to report to. This also means that employees might be confused about their role and responsibility.

*What is Matrix Organization?*

*Definition of Matrix ...*

The matrix structure is usually a response to corporate silos and the

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communication problems they can  
create; the goal is to make the  
organisation more responsive to  
customers, and to use resources more  
efficiently.

*Managing in a Matrix | Boulden  
Insights*

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A matrix structure may not be well suited for businesses working in a more settled environment, with set customer requirements. Because of its complexity, and the need for employees to report to two bosses, it can lead to: confusion regarding roles, responsibilities and priorities divided



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loyalties between project teams

*Matrix organisational structure |  
nibusinessinfo.co.uk*

A Matrix Organization has a hierarchy which is divided according to product or project teams. This structure is thought to be more flexible and

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conducive for better communication.  
This is different from a top-down  
Functional structure or a Flat structure  
with few levels of hierarchy. Four  
Types of Organizational Structures

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