

IMPLEMENTING MATRIX MANAGEMENT

By [Denizon Team](#) Posted [June 22, 2014](#)

In [Governance](#), [Operational Efficiency Initiatives](#), [Project Management](#), [Strategy and Portfolio Management](#)



Matrix management is a culture change. More than the hierarchical structures, lines of responsibilities, modes of communication and channels of decision-making, it is a concept that needs to be planned ahead and managed appropriately over time.

Implementing matrix management to any organization can be confusing. It is essential to ensure that it fits right to your business strategies, skills and competencies. With this, realizing matrix management should not be taken lightly. Careful stages should be considered, instead.

Here are the steps to proper implementation of matrix management:

Consider Your Business Context

You need to evaluate your organization to analyze what are your development needs with regards to skills, products, services and market environment. This will help you decide on what type of matrix structure you will apply in your organization. Consider the following questions in building up your context:

- What is our strategy?
- Where are the demands in our business?
- What are the structures that our competitors currently employ?
- What are the talents that my people possess?
- What are other business organizations doing?

Set Your Implementation Scope

Next, you need to define the parameter and set the scope of your implementation. What area in your business do you think matrix management will successfully work? There are several things that you need to consider in setting your scope. You have to make sure that it works well with your overall business strategies, that it can be excellently communicated and easily understood. Also, you must ensure that you acquire the necessary talents and skills in the business to deliver the new system of responsibilities.

Implement the New Structure

When you have already decided what structure type you will implement, you are ready to give it a go. You will need to establish new communication channels so you can monitor the progress and receive feedback effectively.

Here's how to apply the matrix structure:

- Highlight your development needs
- Define roles based on outputs and not inputs
- Line up procedures and systems to support the structure and the behavior that comes with it.
- Invest in training and development
- Support the key people in the structure by coaching them to better adapt in changes



- Communicate regularly
- Monitor progress and make necessary adjustments

Review the Matrix Structure, Roles and Responsibilities

Organizations that successfully implement matrix management adapt to the changes in their environment. With this, they do regular evaluations to highlight the need for changes and revisions. The review can either focus on the structure only or to the entire process as a whole. The results can alter the structure, the roles involved and the responsibilities taken.

The process of implementing matrix management follows a step-by step method. Each stage is equally important with the rest. Hence, if you plan to exploit it in your organization, you have to recognize the purpose of each step and follow it appropriately. Balance is the key. And when you achieve stability in matrix management, amidst the complex changes in the world of business, then your organizational success is just around the corner.

Implementing Matrix Management? [contact us](#).



