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Making Matrix Organizations Actually Work 1. Adopt when purposeful. The matrix should not be the default design option. It should be used only when two conditions... 2. Keep intrinsic conflict out.

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Making Matrix Organizations Actually Work

Matrix Organization Design: How to Get the Most Out of It. November 30, 2016 Reed Deshler. When people talk about matrix organizations, different ideas come to mind. In the most straightforward sense, a matrix organization is when one individual formally reports to two or more managers (solid and dotted lines).

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Designing Matrix Organizations that Actually Work on ...

Last, the matrix structure is notorious for frequently obscuring lines of accountability, so leaders and managers should ensure that all employees understand whom they answer to and the duties for which they are responsible. The importance of regular discussions to reclarify expectations as work demands change is compounded in matrix organizations.

Revisiting the matrix organization

Managers jockey for power in many organizations, but a matrix design almost encourages them to do so. Diagnosis—The essence of a matrix is dual command. For such a form to survive there needs to ...

Problems of Matrix Organizations - Harvard Business Review

Designing Matrix Organizations that Actually Work: How IBM, Proctor & Gamble and Others Design for Success. Jay R. Galbraith. ISBN: 978-0-470-31631-3 November 2008 Jossey-Bass 272 Pages. E-Book.

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