



Making the Matrix Work: How Matrix Managers Engage People and Cut Through Complexity

Kevan Hall

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Global customers, supply chains and more integrated business functions mean that work now cuts across the traditional vertical silos of country and function. But the 'solution' of the matrix structure also brings multiple bosses, competing goals and higher levels of complexity. Traditional management training prioritizes clarity, predictability and control. In a matrix we need to be able to balance this with the ability to tolerate ambiguity, manage uncertainty and decentralize control. Managers need an expanded toolkit to help them move from the hard to the soft, from the concrete to the ambiguous and back again depending on the situation. Kevan Hall's new book will help you develop your "matrix mindset" and will show you how to establish and engage networks that do not depend on role, control or authority to get things done. This book gives individuals working in the matrix the tools to take control of their own goals, role and success and shows matrix managers how to lead others to make their matrix really work.

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