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Week 17 Focus: Operating in the Matrix – Pitfalls

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Focus Question: What can you do to avoid the pitfalls of matrix teams?

Description

Conflict may also be more prevalent. Think about these different conflicts which are present in matrix relationships. (Mentioned first in Teams365 #601: <https://www.potentialsrealized.com/teams-365-blog/teams365-601-potential-sources-of-conflict-in-matrix-teams>)

Here's a list of potential sources of conflict in matrix teams include:

- * Conflict between local level priorities and global or project priorities
- * Conflict between direction and style of local leader and matrix leader
- * Style conflict
- * Potential conflict on multiple levels around communication styles - direct versus indirect communication - (refer to Geert Hofstede's Culture scales)
- * Conflict created by working across multiple time zones which can impact meeting times, and perceived favoritism
- * Conflict around resourcing (perceived and real)
- * Conflict around team membership - my "local" team and my "project" team
- * Conflict around team culture - how things are done on different teams and what's acceptable and not

Activity

Consider the matrix relationships you are part of. What are the pitfalls you might encounter? The conflicts which might exist? What can you do to create an antidote around them?



Did you know...

In Teams365 blog post I shared these four pitfalls more in-depth -

1. Thinking I can do it all myself
2. Unclear expectations
3. Thinking it can all be remote
4. Micro-managing not micro-monitoring

Check out Teams365 post #2080 or posts tagged with REMOTE.

Conflict	Source	Cost/Impact	Antidote/Solution

For more on this topic check out:

Teams365 blog posts on this topic over at Potentials Realized.com - <https://www.potentialsrealized.com/apps/search?q=matrix>

Including:

- Teams365 #595 – Matrix Teams – Where's the Loyalty?
- Teams365 #596 – Matrix and Goal Setting Teams365 #602 – Matrix Management – Top Tips