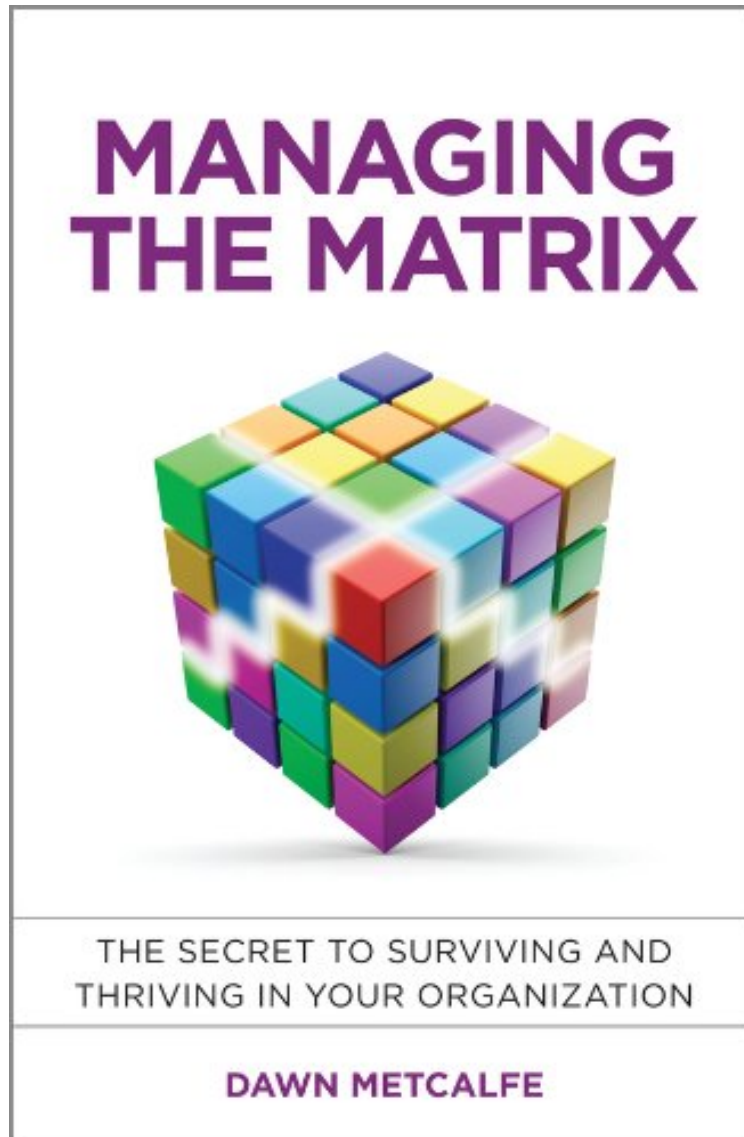


Managing the Matrix: The Secret to Surviving and Thriving in Your Organization

Dawn Metcalfe

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Dawn Metcalfe : Managing the Matrix: The Secret to Surviving and Thriving in Your Organization before purchasing it in order to gauge whether or not it would be worth my time, and all praised Managing the Matrix: The Secret to Surviving and Thriving in Your Organization:

0 of 0 people found the following review helpful. interesting way to correlate EI with leading a MatrixBy Henry L. More than one half of the book refers to the Emotional Intelligence subject. I think that is ok but there are many other things not only related to business and management that should be said, such as the mechanisms to create

conflict and awareness, but also other soft skills such as ethics and virtues and could make a more complete perspective. However, the stories are good and helpful. 0 of 0 people found the following review helpful. Bite Size By Albo Loved the narrative format and bite size application. Enjoyed chapter-end summary recaps. 15 values feel like too complex to embrace. Overall Helpful read. 0 of 0 people found the following review helpful. Good Read and Informative By Dan The narrative format kept me engaged and really helped to illustrate the importance of emotional intelligence in succeeding in today's business world. I really got a lot out of it and can immediately use what I learned moving forward. Needless to say I'll be recommending this book to others!

A comprehensive guide to excelling in a complex matrix organization Debra was not in a good mood as she entered Johann's office for their third meeting. One of her colleagues had just been promoted and, although the guy who got it was good, she didn't think he was any better than her. Well, except at one thing, he was always playing politics - sucking up to the more senior guys and volunteering to be on any committee going. Debra knew the type - went to the same school, belonged to the same club - she didn't have a hope against the kind of connections he had so she might as well give up. It seemed doing a good job just wasn't enough around here. Debra and Johann work in an environment with multiple and complex reporting lines - in other words, a matrix. There's room to "slip between the cracks" - if a person wants to take advantage of confusion over who is managing performance; or if they can't make the necessary transition to self-management. Communication can be difficult even when there is an apparently shared language. Read how Johann and Debra work together to identify the skills needed to succeed in a matrix, and how using Emotional Intelligence (EI) can develop specific behaviours you can incorporate in your daily job. The result will help reduce stress and increase your chances of success. Dawn Metcalfe, Managing Director of PDS, based in Dubai, uses her experience as a coach and trainer to give us a behind the curtain look at how mentoring can help an individual develop the skills they need to survive and thrive in today's complex work environments.

I would recommend senior managers in organizations read this book. (Edge, July 2014) This is a business book with a refreshing writing approach to the conventional business book writing style, it's a real page-turner, you become immersed from the first chapter and your subconscious takes over the learning. I highly recommend spending a few hours at the weekend reading this book, especially if you are a soft skills skeptic. (Training Magazine, August 2014) I know many people feel stressed working in a political environment and this book is a great way to manage your own feelings and help reduce that stress. It comes highly recommended. (LIA, August 2014) From the Back Cover Debra was not in a good mood as she entered Johann's office for their third meeting. One of her colleagues had just been promoted and, although the guy who got it was good, she didn't think he was any better than her. Well, except at one thing, he was always playing politics - sucking up to the more senior guys and volunteering to be on any committee going. Debra knew the type - went to the same school, belonged to the same club - she didn't have a hope against the kind of connections he had so she might as well give up. It seemed doing a good job just wasn't enough around here. Debra and Johann work in an environment with multiple and complex reporting lines - in other words, a matrix. There's room to "slip between the cracks" - if a person wants to take advantage of confusion over who is managing performance; or if they can't make the necessary transition to self-management. Communication can be difficult even when there is an apparently shared language. Read how Johann and Debra work together to identify the skills needed to succeed in a matrix, and how using Emotional Intelligence (EI) can develop specific behaviours you can incorporate in your daily job. The result will help reduce stress and increase your chances of success. Dawn Metcalfe, Managing Director of PDS, based in Dubai, uses her experience as a coach and trainer to give us a behind the curtain look at how mentoring can help an individual develop the skills they need to survive and thrive in today's complex work environments. About the Author Dawn Metcalfe is the Managing Director of Performance Development Services (PDS) and an experienced and qualified trainer, facilitator and coach who works across a wide range of industries. Her clients are usually already highly effective and skilled people who wish to consider new tools that might help them as they face their next challenge. Dawn has extensive experience of working with different cultures having lived and worked in the UK, France, Spain, Japan, China and now Dubai where she is based. Dawn works regularly with board directors, senior managers and top management teams across the region to improve performance by changing the way individuals and groups see the world and the impact they have on it and others. Performance Development Services (PDS) helps individuals, teams and organizations to change behaviour and improve performance be it through 1:1 Executive Coaching, mentoring or delivering Leadership and Management Development Programmes.