Fulcrum Point

Workshop outline · Working with others

Succeeding in a Matrixed Organization.

Get things done where reporting lines overlap and nobody has full authority. Participants build an influencing strategy for their own matrix.

For

Anyone frustrated by not getting what they need from counterparts in a matrixed organization.

Format

One day. In person or live virtual.

What it is for.

Matrixed organizations are hard on managers and individual contributors alike: unclear or overlapping reporting lines, little formal authority, competition for resources, conflicting goals, and office politics.

Participants learn to find their way in a matrix and to work with others as relationships shift. They build credibility and trust, map and strengthen their network, practice the communication skills that influence depends on, and plan strategically around real situations, then bring it together in an influencing strategy for building support, aligning goals, sharing resources, and driving their priorities.

What you leave with.

- Skills for building credibility and trust
- A strategy for mapping and strengthening your network
- Core communication skills for influencing others
- A tool for strategic planning around situations
- A framework that brings these skills together in an influencing strategy

Why it matters.

- Resources in a matrix go to those who can influence without authority
- A strong network advances your priorities and gets you heard
- Clear, consistent communication builds a reputation as someone connected and credible

Format.

Length	One day
Mode	In person or live virtual
For	Anyone frustrated by not getting what they need from counterparts in a matrixed organization.
Method	Self-assessment tools; Short inputs from the facilitator; Group activities; Individual and peer-to-peer assignments

Your speaker.

Lorne Michael Cousins

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Lorne Michael Cousins has spent twenty-five years inside corporate sustainability across China and the Asia-Pacific, as environmental auditor, sustainability consultant and leadership strategist. He is Senior Fellow and Council Director at The Conference Board, Asia, founder of Fulcrum Point Sustainability Consulting in Shanghai, and a Founding Member of the Sustainability Directory.

He holds an MEM from UNSW Sydney, a BA from UBC Vancouver, and Practitioner status with IEMA. Accredited Advisor, Future-Fit Business Benchmark.

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