

Succeeding in a Matrix™

How to Thrive in Complex Organizations



Succeeding in a Matrix™ enables individuals to develop and maintain a powerful network of key relationships. This network is the critical differentiator between the most successful people in business today and everyone else.

Succeeding in a Matrix™ helps participants:

- Enhance their effectiveness in large, global, complex and matrix organizations
- Align goals across diverse stakeholder groups
- Navigate cultural differences to achieve results
- Exercise influence without formal authority
- Break down organizational silos
- Leverage short-term conflict to strengthen long-term relationships



Goal Success
Our Goal is Your Success.

KEY FEATURES

- Interpersonal awareness, influence, and conflict style assessments
- Extensive, individualized skill practice opportunities
- Video-recording and review with peer and instructor feedback
- **Succeeding in a Matrix Relationship MAP™** tool to assess and strengthen key relationships
- **Key Relationship Conversation Planning™** tools

EXPERT FACILITATION

- Highly skilled, regionally-based facilitators
- Facilitators with local business and cultural expertise
- Local language options

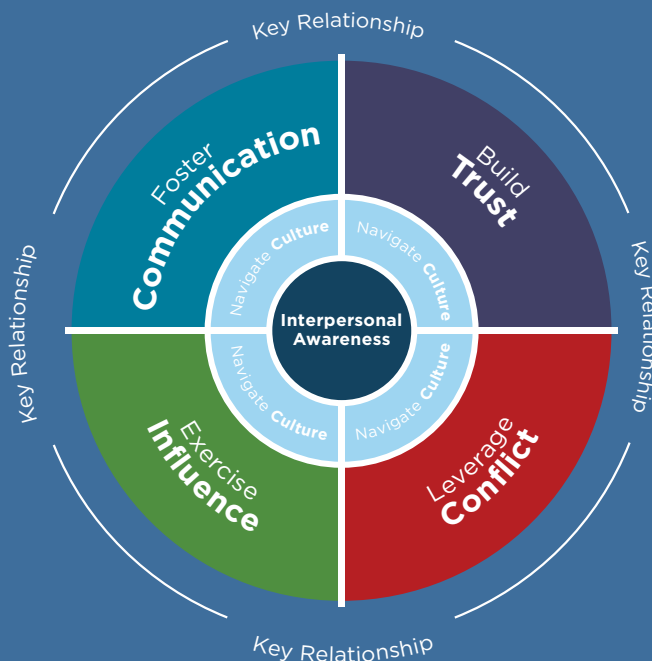
TARGETED BENEFITS

- Enhanced communication with key stakeholders
- Deeper levels of trust
- Increased alignment of individual and organizational goals
- Improved cross cultural interactions
- Clarified decision ownership
- More productive conflict
- Minimized “Us vs. Them” thinking

QUICK FACTS

- Average Class Size: 18
- Length: 2 Days (One Day Option Available)
- Facilitator to Participant Ratio: 1 to 6 available
- Customizable: Yes

RELATIONSHIP ACUMEN™: AN OVERVIEW



Relationships are the key to success in business today. Interpersonal Awareness is at the core of those relationships, enabling individuals to Foster Communication, Build Trust, Navigate Culture, Leverage Conflict, and Exercise Influence with the people required to achieve their goals. This is Relationship Acumen®.

While Relationship Acumen® is innate in some of us, it requires refinement for most. Interpersonal awareness can be developed, and you can learn to foster communication, build trust, navigate culture, leverage conflict, and exercise influence. Building these skills requires concentrated effort and practice - and will pay personal and professional dividends in both the short and long-term.



EFFECTIVE LEARNING ENVIRONMENT

The effectiveness of **Succeeding in a Matrix™** rests largely in the creation of a safe and supportive learning environment. During the session, our skilled facilitators work to create an environment of honesty, openness, and trust. This environment encourages participants to:

- Embrace the video-recording and feedback opportunities
- Share their current challenges and opportunities of working in complex and matrix organizations
- Engage in “practice conversations” to better foster communication, build trust, navigate culture, leverage conflict and exercise influence.

GLOBALLY RELEVANT. GLOBALLY AVAILABLE.

Succeeding in a Matrix™ is available across the globe. The program has been successfully delivered in over 15 countries around the world. It is currently offered in English, Spanish, French, Portuguese, German, Cantonese, and Mandarin. Other languages are available upon request.

GOAL SUCCESS by Design™

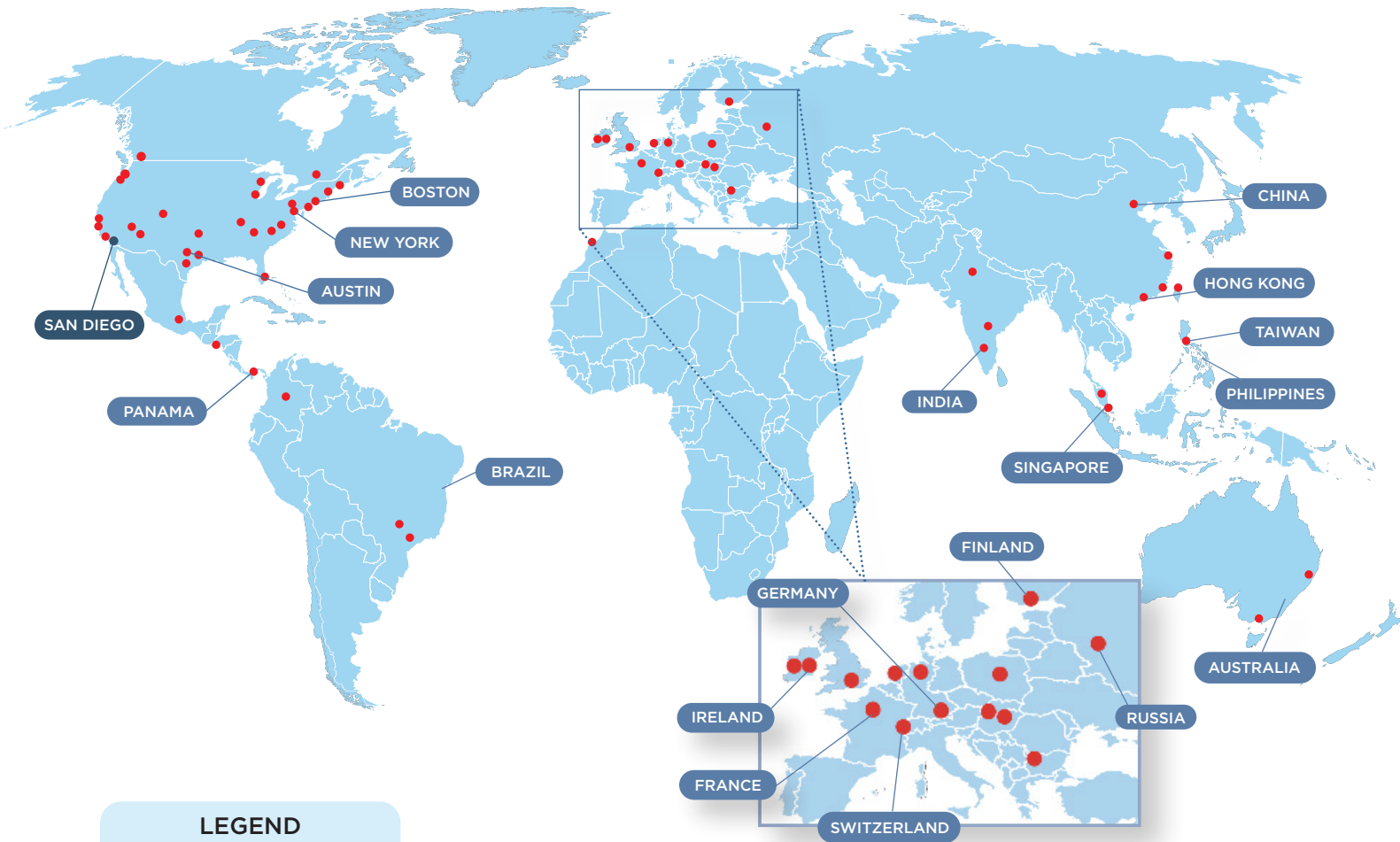
Succeeding in a Matrix™ can be customized for your organization. Goal Success by Design™ is our process for developing customized client solutions to ensure ultimate relevance to your organization. Through deep insight into — and integration of — your organization’s structure, culture, language, business challenges, industry, and operating environment, we guarantee that our custom solutions meet your targeted objectives.

With **Goal Success by Design™** we offer:

- Program design customization based on your organization design, for example a regional matrix structure and key stakeholder input
- Development of customized participant materials including “conversation practice” scenarios specific to your organization
- Inclusion of organization specific content, modules, and senior leader guest speakers
- Train-the-trainer solutions with on-going support
- Content licensing opportunities



GOAL SUCCESS LOCATIONS



LEGEND

- Corporate Headquarters
- Global Delivery Teams / Program Delivery Locations

Goal Success, a premier global training and development organization, helps individuals, teams and organizations achieve their most critical goals.

With services ranging from world-class leadership development solutions to high impact training programs, curriculum design and executive coaching, Goal Success delivers lasting results.



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For more information about our products and services, please contact us at:

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