

IMPOWER

GROW THE TALENT THAT
WILL GROW YOUR COMPANY



The Women's Organization for Mentoring Education & Networking
Developing Leaders Who Deliver Results

Peer Team #4

WOMEN
UNLIMITED, INC.

MENTORING
EDUCATION
NETWORKING

Women Unlimited - IMpower Project Team 4



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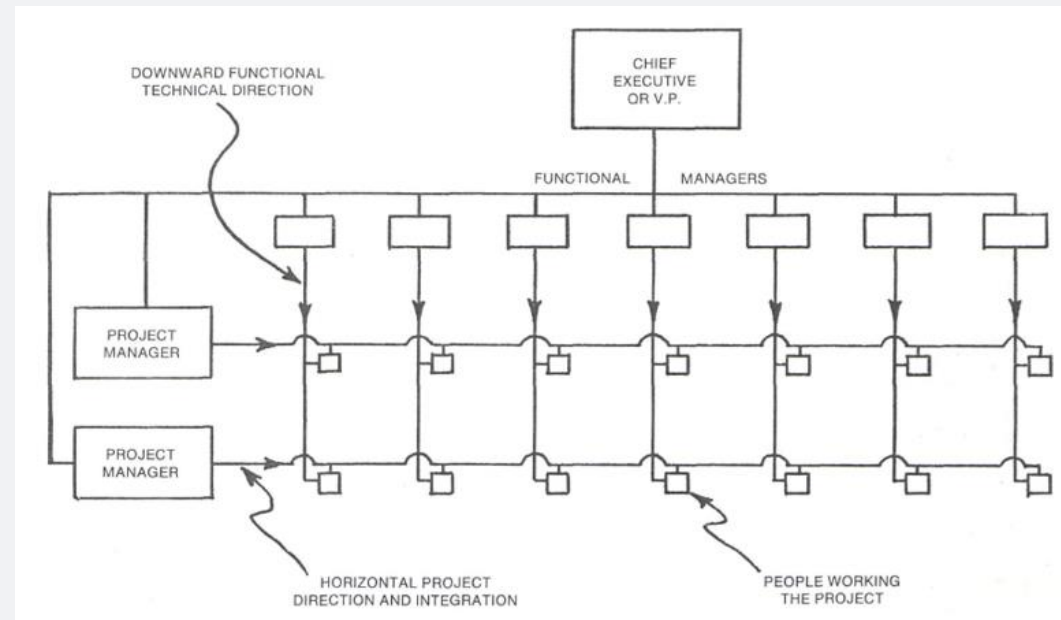
Khusbu Paragas



Heather Smith

What is a Matrix Organization?

- A matrix organization is defined as one in which there is **dual or multiple managerial accountability and responsibility**.



Source: <https://www.pmi.org/learning/library/matrix-organization-structure-reason-evolution-1837>

Matrix Org Real World Example

Where I report in

Teams I rely on to be successful

Teams that rely on me to be successful

Raytheon Missiles & Defense



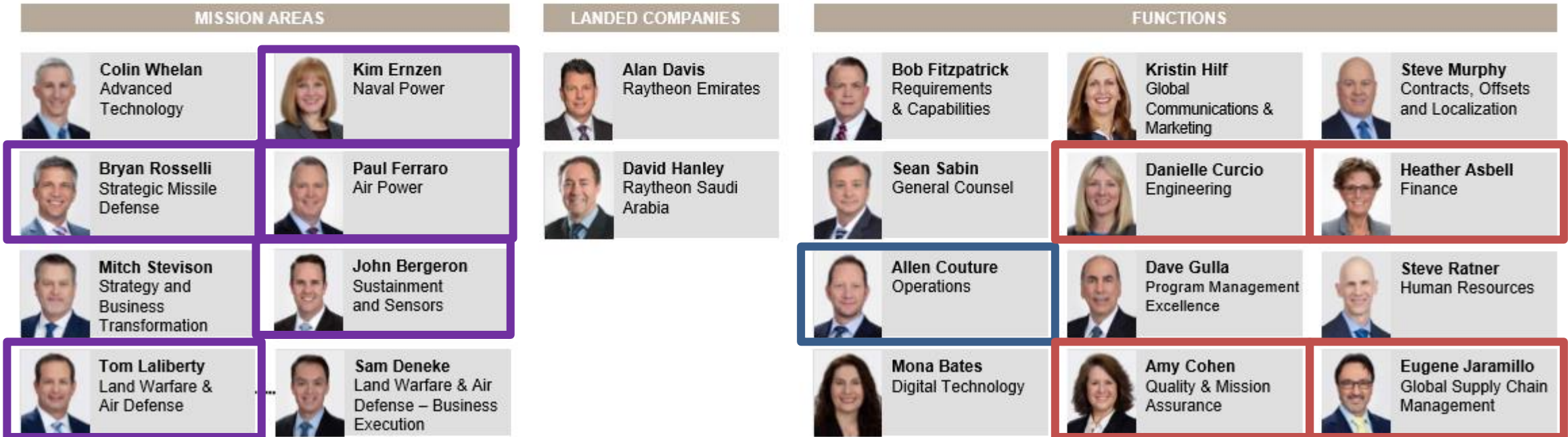
Laura Bear
Staff Executive



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Opportunities and Challenges

Opportunities	Challenges
1. Efficiency	1. Strategic planning required
2. Leadership roles	2. Two-boss problems
3. Interdepartmental communication	3. Undefined roles



Matrix Organization Experience

Lessons Learned:

- Know your Audience
- Influence without Authority
- Collaborative Efforts
- Benefactors