## MPOWER GROW THE TALENT THAT WILL GROW YOUR COMPANY



Peer Team #4



## Women Unlimited - IMpower Project Team 4



Tamara Houston



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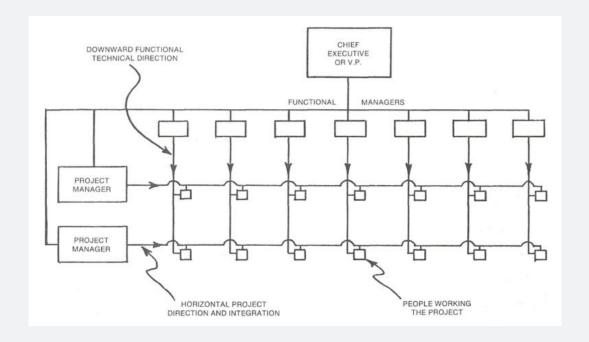


Heather Smith



## What is a Matrix Organization?

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



 $Source: \underline{https://www.pmi.org/learning/library/matrix-organization-structure-reason-evolution-1837}$ 



### 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



LANDED COMPANIES

Alan Davis

**David Hanley** 

Arabia

Raytheon Saudi

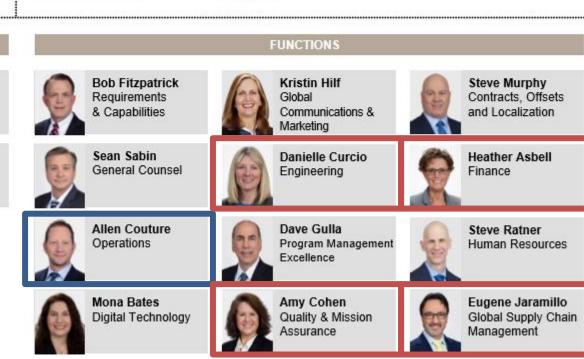
Raytheon Emirates

Wesley D. Kremer President, Raytheon Missiles & Defense



Diane Stephen Executive Assistant

#### MISSION AREAS Colin Whelan Kim Ernzen Naval Power Advanced Technology Bryan Rosselli Paul Ferraro Strategic Missile Air Power Defense John Bergeron Mitch Stevison Strategy and Sustainment and Sensors Business Transformation Tom Laliberty Sam Deneke Land Warfare & Land Warfare & Air Air Defense Defense – Business Execution



## **Opportunities and Challenges**

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



# Level 4 Level 3 Level 2 Level 1

## Matrix Organization Experience

#### **Lessons Learned:**

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

