

Organization and Teamwork

1. What is the advantage of the Matrix organizational structure?

Matrix management was originally designed to address the disadvantages of both functional and divisional management by creating a flexible system to allow for ad hoc management structures to be implemented on per project basis.

It was especially popular among technology and similar firms with highly skilled professional employees. The main advantage of the system is staffing flexibility.

2. When to work as a “Team”?

- When a variety of expertise is needed
- To share the workload in accomplishing goal
- When creativity and innovation are needed
- For tasks high in complexity
- For tasks that have many interdependent subtasks

3. What are the Benefits of Teamwork?

- *Fosters Creativity and Learning:* Brainstorming ideas as a group prevents stale viewpoints that often come out of working solo. Combining unique perspectives from each team member creates more effective selling solutions.

- *Blends Complementary Strengths:* a team works well together because team members rely on each other to bring individual talents to the table. By observing the process behind these skills, you can learn how to combine your gifts and become a stronger team.

- *Teaches Conflict Resolution Skills:* When conflict arises in teamwork situations, employees are forced to resolve the conflicts themselves instead of turning to management. Learning conflict resolution firsthand is a skill that employees can use to become efficient managers down the road.

- *Encourages Healthy Risk-Taking:* Working as a team allows team members to take more risks, as they have the support of the entire group to fall back on in case of failure. Conversely, sharing success as a team is a bonding experience.