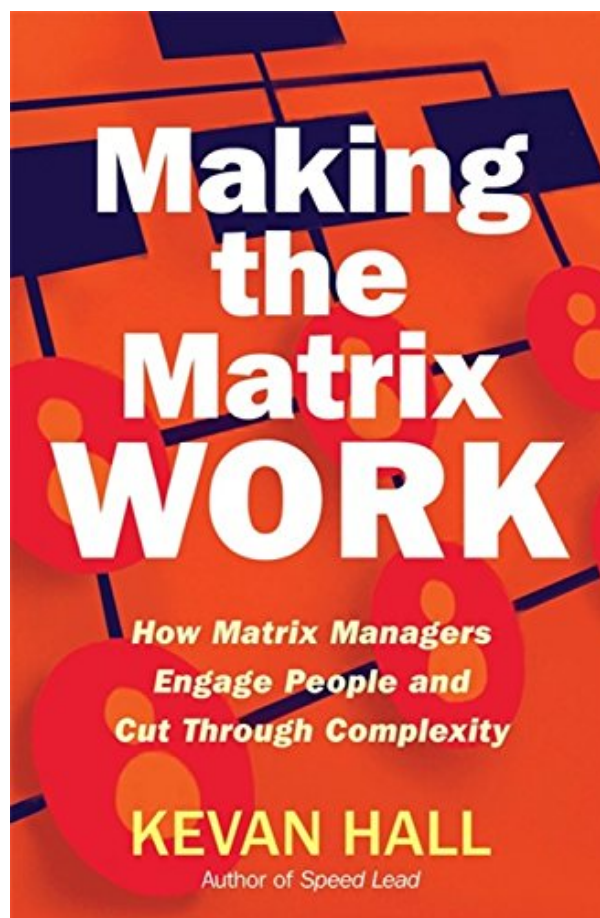
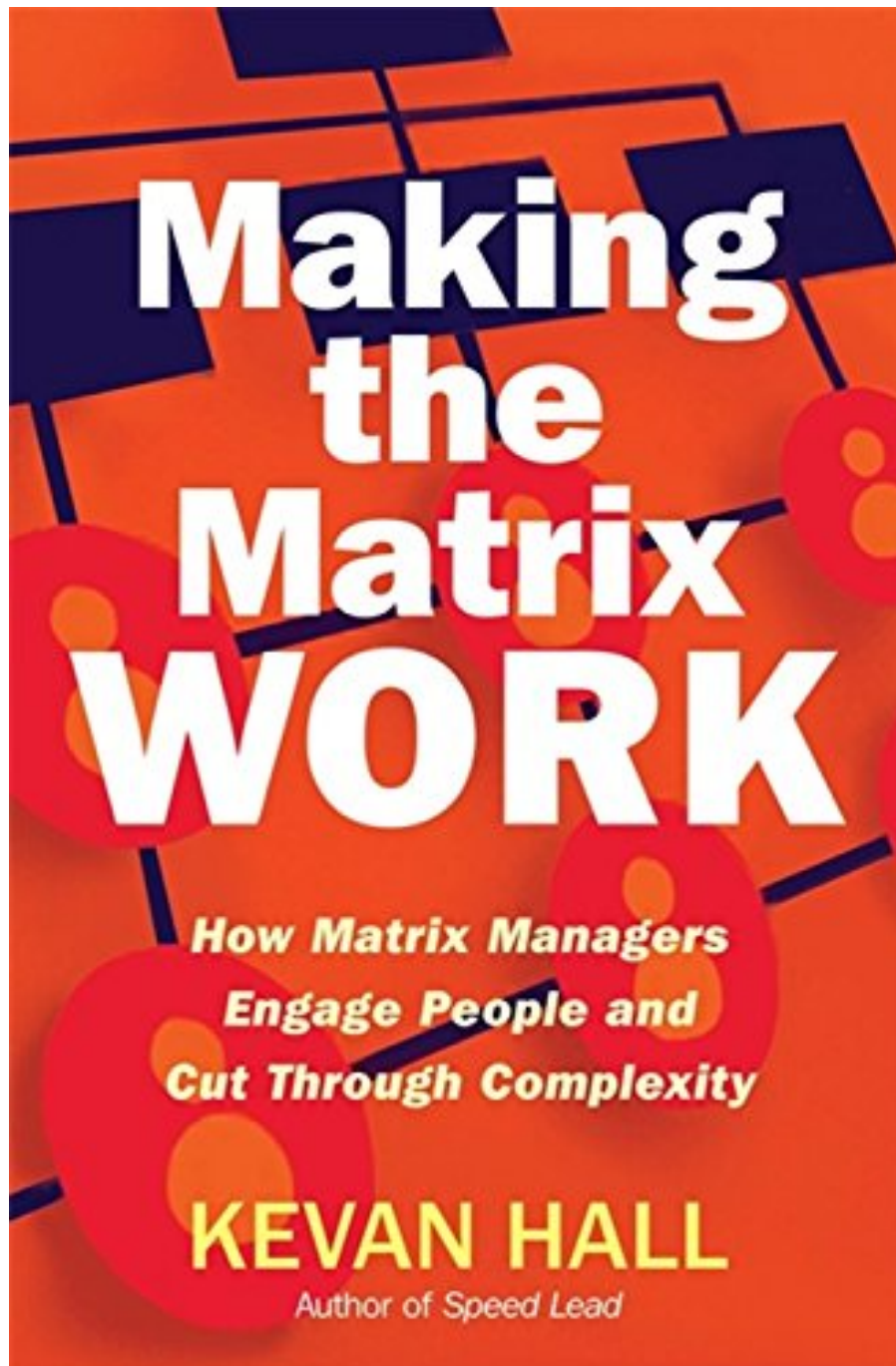


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MATRIX MANAGERS ENGAGE PEOPLE  
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## Review

The book is accessible, easy to read and practically written...I found the book gave me cause to examine how I manage, and I was able to take away some practical ideas that I will apply in my own working environment. Personnel Today Intensely practical. Hall's book is a highly stimulating guide to creating a more efficient business. Any global firm would benefit form the chapter on managing across time zones by organising continuous 24-hour working. -- Carol Kennedy Director An eminently practical book, good at giving pragmatic, realistic tips that can help the reader to reframe and reflect on one's practice, and change behaviour without the guilt from being 'stuck' in an outdated managerial mindset. This is a well-organised and enthusiastic synthesis of good managerial practice. People Management We want our companies to be faster, simpler and easier to run - this refreshing blend of challenging ideas and practical tools shows us how. -- Karl Kahofer, Group President Europe and Asia Pacific, Rubbermaid/IRWIN A much needed new look at managing and leading in complex modern organisations. Practical tools you can implement to speed up your company. -- Bob Morton, Head of People Development Competence Centre, Europe-MEA, Ciba Specialty Chemicals Speed is the key word for companies in the Asia Pacific Rim. Kevan's remarkable...book comes from his long practical experience. New tools and techniques from this book can be applied in many different countries without any cultural difference. -- Professor Jae Ho Park. Yeungnam University, South Korea Globalization, technology and scale can lead to growth and success, but they also bring dysfunctional baggage. Kevan shows how to get off the organizational 'hamster wheel' and focus on what is important. -- Geoff Armstrong, Director General, CIPD

## About the Author

Kevan Hall is the author of Speed Lead and founder of Global Integration acompany delivering consultancy and training to over 200 companies in 40countries.

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Global customers, supply chains and more integrated business functions mean that work now cuts across the traditional vertical silos of country and function. But the 'solution' of the matrix structure also brings multiple bosses, competing goals and higher levels of complexity. Traditional management training prioritizes clarity, predictability and control. In a matrix we need to be able to balance this with the ability to tolerate ambiguity, manage uncertainty and decentralize control. Managers need an expanded toolkit to help them move from the hard to the soft, from the concrete to the ambiguous and back again depending on the situation. Kevan Hall's new book will help you develop your "matrix mindset" and will show you how to establish and engage networks that do not depend on role, control or authority to get things done. This book gives individuals working in the matrix the tools to take control of their own goals, role and success and shows matrix managers how to lead others to make their matrix really work.

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from his long practical experience. New tools and techniques from this book can be applied in many different countries without any cultural difference. -- Professor Jae Ho Park. Yeungnam University, South Korea  
Globalization, technology and scale can lead to growth and success, but they also bring dysfunctional baggage. Kevan shows how to get off the organizational 'hamster wheel' and focus on what is important. -- Geoff Armstrong, Director General, CIPD

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6 of 6 people found the following review helpful.

Full of Practical Tips

By John Bland

Very similar in style to his previous book "Speed Lead" so if you liked that one you'll like this one too.

The book deals essentially with three aspects of working in a Matrix -- Clarity, Co-operation and Control offering practical tips and advice on how to get the right balance in each area -- i.e. neither too much or too little of each. As well as the practical and pragmatic tips which I find very useful, I also like the fact that it contains many case studies are stories from business people from around the globe which illustrated what it takes to make it work, as well as the mistakes you can make.

This book is aimed at people who find themselves in a matrix and want to know what to do to make it work. I think it complements nicely Galbraith's book "Designing Matrix Organizations that Actually Work" which is more aimed at the Organizational Development Community. So I'd expect this book to have a wider audience.

I work for Kevan's company so I'd encourage you to read this review alongside my other reviews of business books

2 of 2 people found the following review helpful.

Easy reading

By lindakaren73

Easy reading and easy to understand. The information has assisted me with several presentations and I've utilized some of the problem-solving techniques covered in the book.

1 of 1 people found the following review helpful.

Very useful. I am ready to put in practice the learning.

By Pedro Padierna

I reorganized the Country team into a matrix organization. Also globally the company is moving to a matrix organization. Therefore the book provided many lessons and tools to enhance the effectiveness of both local and global team. Also provided me with several reflection points of how to be a more effective leader in this new world.

I took many notes comparing how we did put in place our local matrix and the expert advice from the book, and found several areas of learning and opportunities for improvement.

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