Written Assignment

The text discusses three kinds of organizational structures: matrix, boundary-less, and learning. In a 2-page paper answer the following questions:

What is a challenge to reporting to more than one manager in a matrix organization?

Communication and staying up to date on communication can be a hassle when there is more than one manager to report to such as in a matrix organization. When there are multiple people in the telephone line there will generally speaking always be someone who is out of the loop, who has outdated information or who is unaware of what is going on.

What might be a benefit?

Should an employee have an issue with one manager, there is another one to report to. Say the manager in question is out of office and an obstacle need immediate resolution. Or should the employee have some personal issue with the manager, like not feeling comfortable speaking openly to them about a problem arising and trusting in the manager’s problem-solving8skills.

What do you think are the advantages and disadvantages of being employed by a boundary-less organization?

Advantages

Boundary-less organizations are more adaptable, flexible and open to change. They are more dynamic and can easily adapt, move and shift in any direction without bureaucracy tying them down.

Disadvantages

Sometimes this fluidity a boundary-less organization has can be a bad thing, as there are no clear structures of leadership and decision making guidelines and everyone is rather left to their own devices.

What is the main cost of maintaining an organizational learning environment?

There is usually a material cost involved, either in sourcing a learning framework or in creating one and in keeping it updated and fully running and accessible to all employees as well as the cost of ensuring overview in employee participation.

What is the greatest benefit?

Upskilling employees makes for better return on investment into them and helps them grow into the company and fit into the company culture. It is also a great way to support employees and ensure they have whatever skills necessary to complete their job even as their job becomes more dynamic with ever changing roles and responsibilities.

Which kind of organization would you like to work for?

I would like to work for a boundary-less organization.

Why?

The formal structure feels far too rigid for me, and I see so much potential for leadership, especially my leadership style which is inspiration focused in a boundary-less setting where leadership vacuums often emerge. Leadership is my passion, not management. I don’t want to punish employees and push them to fit into a rigid company structure that can feel stifling, even to me. I want to company structure to be fluid so that it can fit into the employees needs per my direction and support them as they need it to, helping me inspire and motivate so they can be the best at what they do.

Total Words (488)