

THE 100

Building Blocks for
Business Leadership

D22

McKinsey 7S Model

TOM SALONEK

Downloads





How to Use this Download

- First give the following few pages a review to understand the McKinsey 7s model
- Look at the example model for Accenture, a technology and management consulting firm, to see an implementation of the model
- You can also look at the Kotter Change model as an alternative to the 7S model
- Whether McKinsey, Kotter, or a different model, the core concept is to have the major systems/processes/strategies/goals within an organization in alignment

TOM SALONEK

Downloads



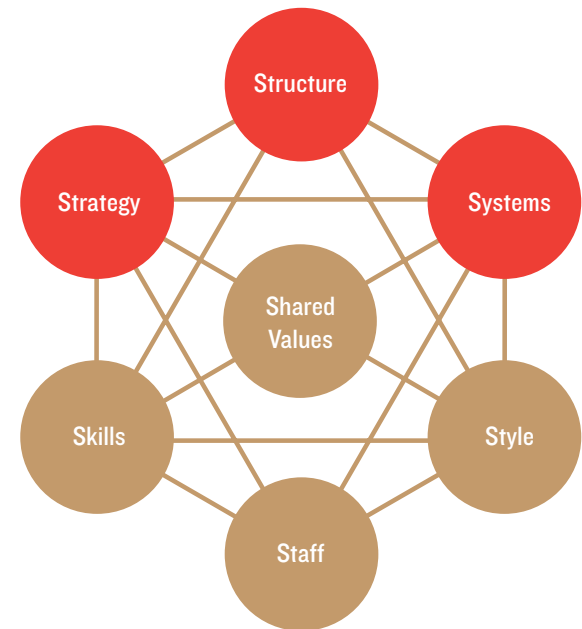


Overview – Hard S's

McKinsey developed a new framework for analyzing and improving organizational effectiveness, the 7S model.

The 3Ss across the top of the model are described as 'Hard Ss':

- **Strategy:** The direction and scope of the company over the long term.
- **Structure:** The basic organization of the company, its departments, reporting lines, areas of expertise, and responsibility (and how they inter-relate).
- **Systems:** Formal and informal procedures that govern everyday activity, covering everything from management information systems, through to the systems at the point of contact with the customer (retail systems, call centre systems, online systems, etc).



TOM SALONEK

Downloads



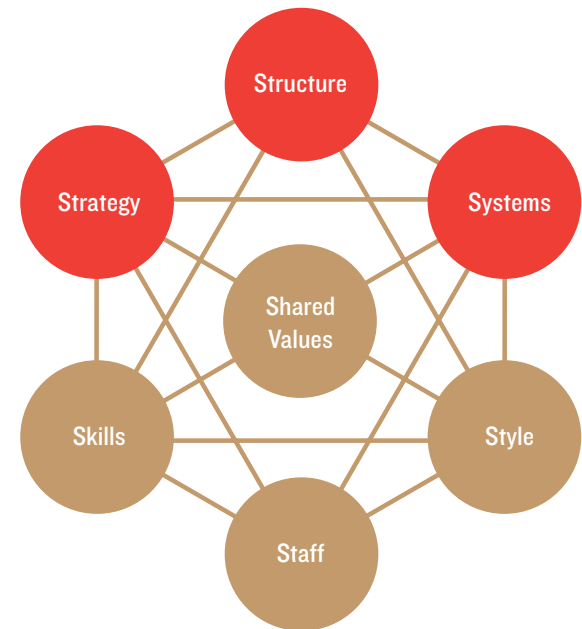


Overview – Soft S's

The 4Ss across the bottom of the model are less tangible, more cultural in nature, and were termed 'Soft Ss' by McKinsey:

- **Skills:** The capabilities and competencies that exist within the company. What it does best.
- **Shared values:** The values and beliefs of the company. Ultimately they guide employees towards 'valued' behavior.
- **Staff:** The company's people resources and how they are developed, trained, and motivated.
- **Style:** The leadership approach of top management and the company's overall operating approach.

In combination they provide another effective framework for analyzing the organization and its activities.



TOM SALONEK

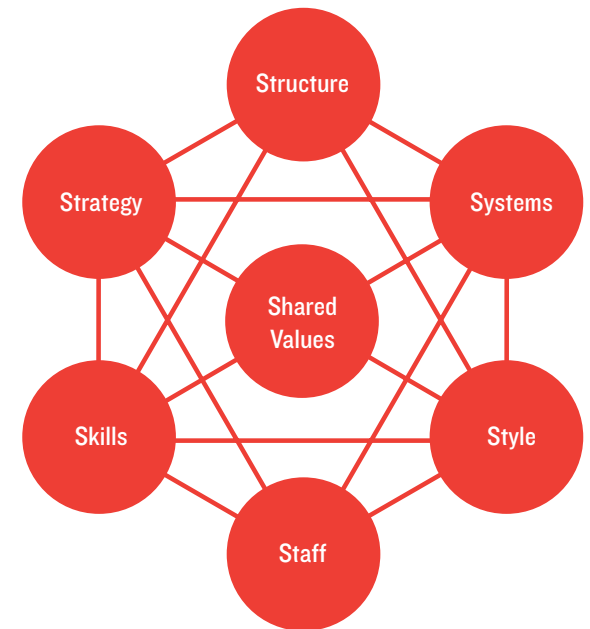
Downloads





The Goal

The goal of the exercise is to create total **alignment** between each of the 7 areas.



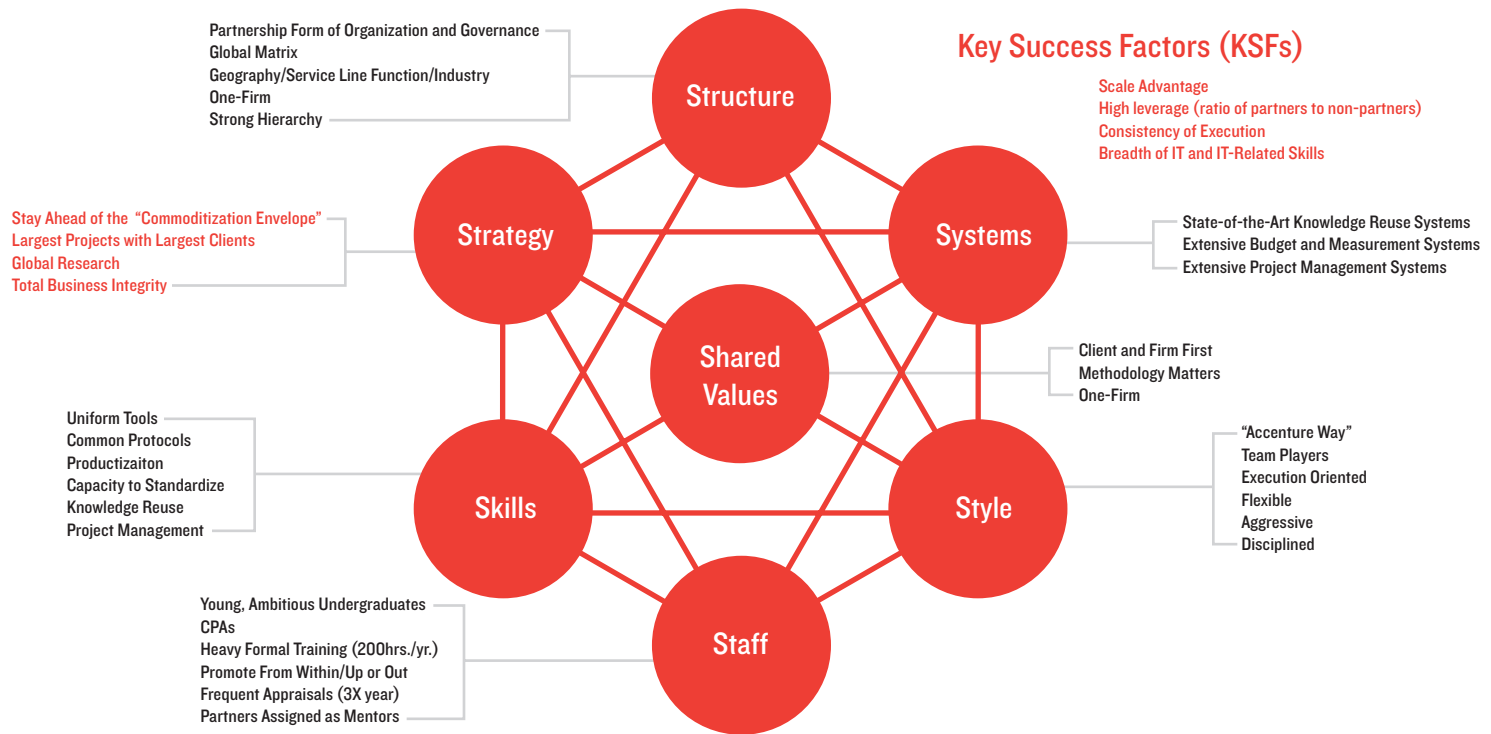
TOM SALONEK

Downloads





Example: Accenture



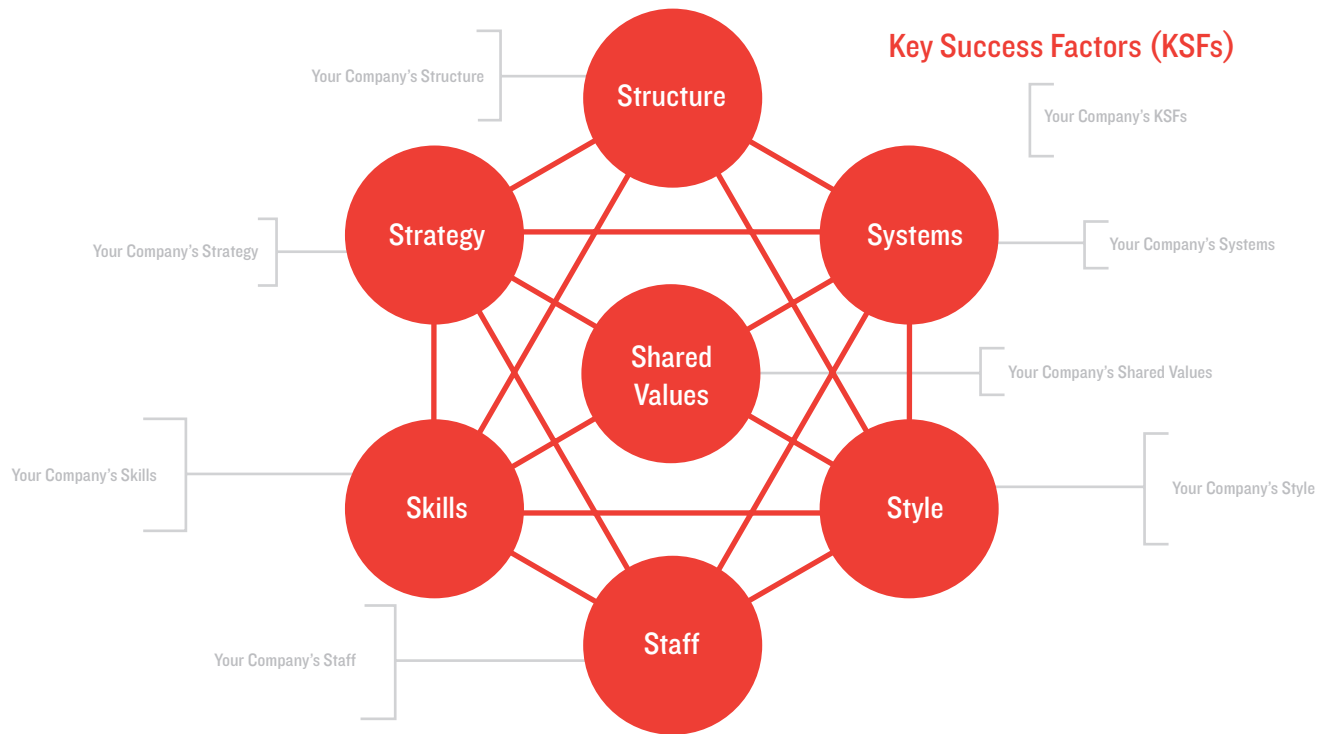
TOM SALONEK

Downloads





Outline: Your Company's 7Ss



TOM SALONEK

Downloads

