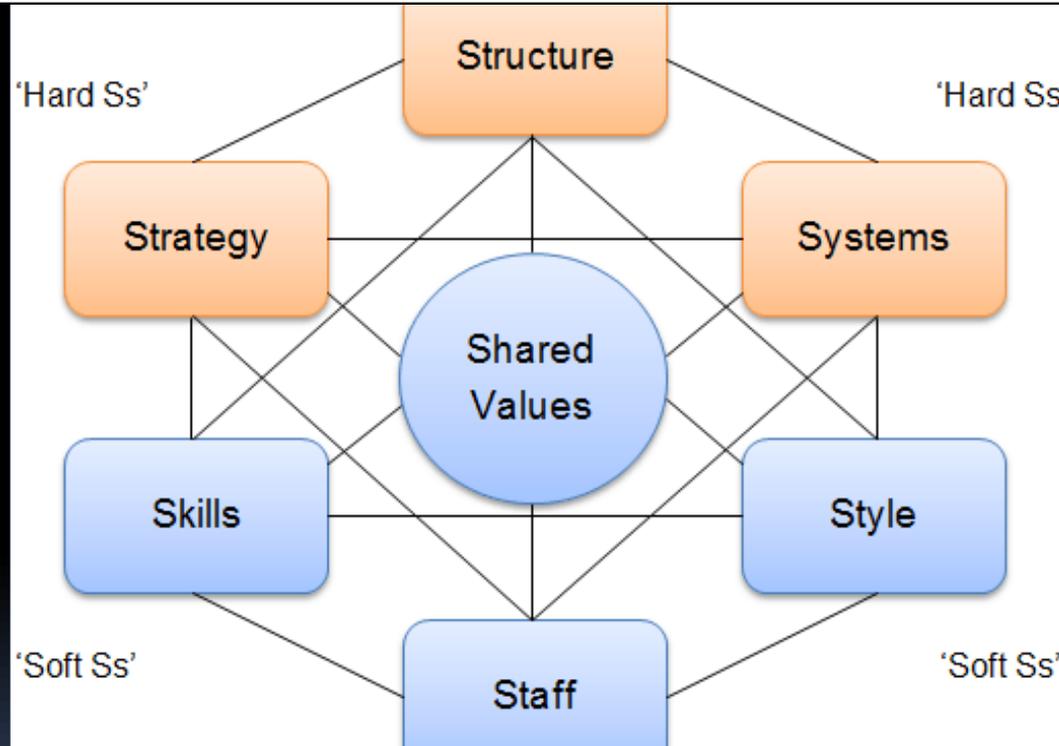
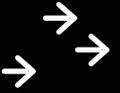


7S Model of McKinsey



A Brief Overview



Origin of 7S framework

- It is a management model developed by well-known business consultants Robert H. Waterman & Tom Peters in 1980s.
 - It is useful for every organization to have good understanding of the internal organization & to find out how work can be done more effectively and efficiently.
- 

Where 7S model can be used?

- To help spot what you need to do to improve the performance of a company.
- To examine the likely effects of future changes within a company.
- To determine what is the best way to implement a proposed strategy.
- Very useful when planning for change in the organization.

The seven elements

Hard elements

- ★ Strategy
- ★ Structure
- ★ System

Soft elements

- ★ Shared values
- ★ Skills
- ★ Staff
- ★ Style

- Hard Elements are easier to define or identify
- Soft Elements are more difficult to describe



Strategy

The plan devised to maintain and build competitive advantage over the competition. It determines how you are gonna beat your competitor and success in your mission.

Structure

The way the organization is structured and who report to whom, organizational structure is your hierarchy or organizational chart.





Systems

The daily activities and procedures ,workflow and the decisions that make up the standerdoprations within the organization.

Shared values

Their are the core values of the company that are evidenced in the corporate culture and the general work ethic.



Style

The style speaks to the example and approach that management take in leading the company.

Staff

The employees and their general capability, How large the workforce is where their motivations reside as well how they are trained.

Skills

Comprise the talents and capabilities of the organization's staff and management, Which can determine the type of achievements company can accomplish.



Conclusion:

- Identify the areas that are not effectively aligned
- Determine the optimal organization design
- Decide where and what changes should be made
- Make the necessary changes
- Continuously review the 7s

**Thank You
For
Attention!**