

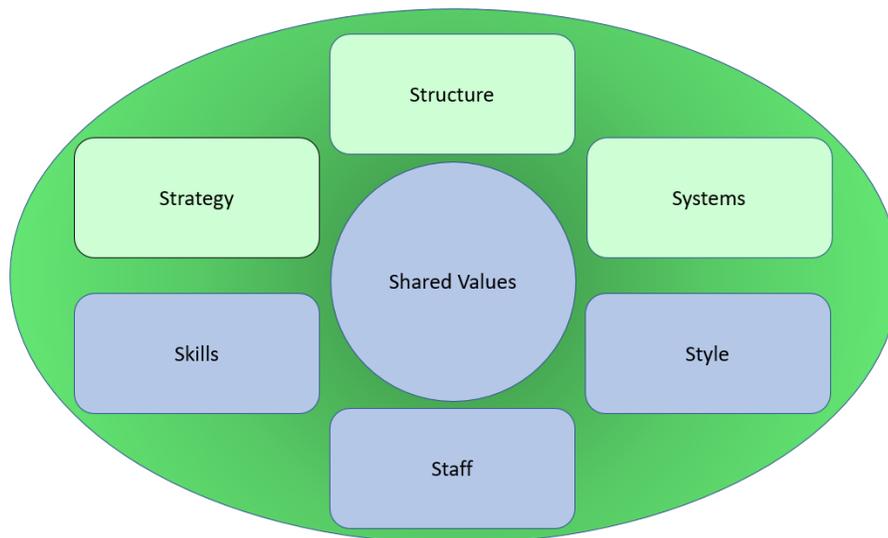
7S

Strategy, Structure, Systems,
Skills, Staff, Style, Shared Values



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Definition: 7S Model (originally developed by McKinsey) is a tool to analyze a company’s organizational design by looking at 7 key internal elements: strategy, structure, systems, shared values, style, staff and skills. The elements are used to identify if the organization is effectively aligned and allow the organization to achieve its objectives.



The 7S model tries to emphasize the soft S aspect (human resources) rather than the traditional productivity aspect. The key point is that all seven areas are interconnected and if one element needs change all of the others need adjustment.

The Model can be applied in countless situations and is a valuable tool when organizational changes are in question or to verify a strategy that is being implemented.

Hard S	Soft S
Strategy	Style
Structure	Staff
Systems	Skills
	Shared Values

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Below is a brief description of the 7S's. As you read through the descriptions, you will be able to identify how these are interconnected with each other.

Strategy is a plan developed to develop longterm sustained competitive advantage and successfully compete in the market, thus 7S aligns all other elements of the Strategy for successful implementation.

Structure represents the way the company connects and its accountability, in short the org chart.

Systems are the processes and procedures of the Company, which reveals daily activities and how decisions are made.

Skills are the abilities that firms employees perform very well, including capabilities and competences. Very important in an organizational or strategic change to have the resources to perform

Staff is the number of employees the company needs, how they are recruited, trained, motivated and rewarded.

Style is the Management style of the Companies Leadership Team

Shared Values is the Core of the 7S model, these are the norms and standards that guide employee behavior and the Companies actions and are the foundation of every organization.

Using the Tool:

Step 1. Identify the areas that are not effectively aligned

Step 2: Determine the optimal organizational design

Step 3: Decide where and what changes should be made

Step 4: Make the necessary changes

Step 5: Continuously review the 7S

For more information on Strategy or Business Planning contact [Tony Koechli](#)
