

Seven 'S' Framework

The McKinsey Seven S Framework is a useful diagnostic tool to analyse the internal performance of an organisation.

Shared Values

- What are the core values?

Strategy

- What is our strategy?
- How will we achieve our objectives?
- What are our strategic priorities?

Structure

- How is the company/team divided?
- What is the hierarchy?
- How do the various departments coordinate activities?
- How do the team members organise and align themselves?
- Is decision making and controlling centralised or decentralised?
- What are the lines of communication?

Systems

- What are the main systems within the organisation?
- How is the business monitored and evaluated?
- What internal rules and processes exist & are they effective?

Style

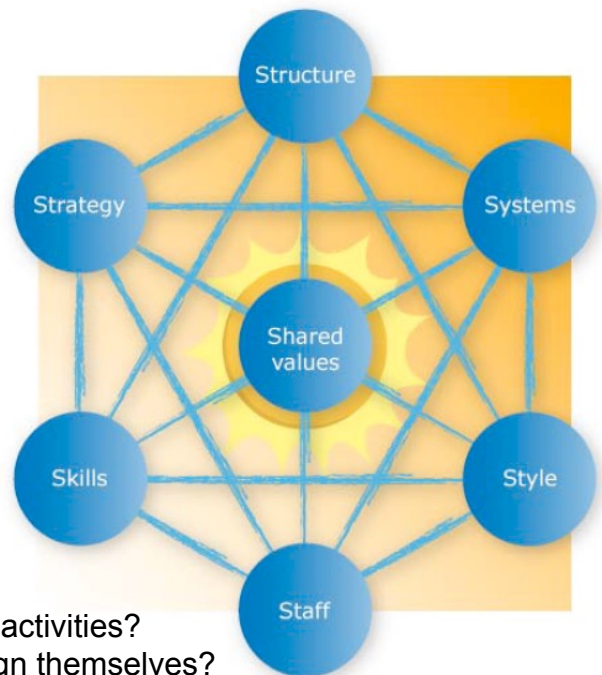
- What is the leadership and management style?
- How effective is leadership and management within the business?

Staff

- What are the strengths and weaknesses of the people management process?
- What are the strengths and weaknesses of the organisation's workforce?

Skills

- What are the strongest skills represented within the company/team?
- Are there any skill gaps?
- How are skills monitored and assessed?



Seven 'S' Worksheet

Shared Values	
Strategy	
Structure	
Systems	
Style	
Staff	
Skills	