

Example of McKinsey 7-S Analysis

7-S	Current State	Future State	Change Gap	Issues/Barriers to Change	Change Activities
Strategy: the plan to maintain and build competitive advantage over the competition	<ul style="list-style-type: none"> Unpack to Organization Focus on strengthening theoretical/Traditional Practices Weak or Strong Governance with Single Gates The Seven Approach On-line/On Budget Outcomes Corporate Goals expressed as big multi-year projects Well defined processes Functional Authority and Strong Task Management Well defined goals that are cascaded 	<ul style="list-style-type: none"> Vision pushed down to the lowest levels Decision making moved to the people who do the work Agile delivery (quick time to market) Incremental and adaptive process/business outcomes Incremental delivery Success & reward in plan and predict 	<ul style="list-style-type: none"> New leadership style New roles Agile Network & model New team design New ways to engage and align our way to customer focus New collaborative environment New way to change New experimental, safe to fail 	<ul style="list-style-type: none"> Resistance to role changes Lack of appetite Old rewards and incentives "Lock" of control from No time available Obtaining to work in progress Current work environment & tools don't fit Culture change is hard 	<ul style="list-style-type: none"> Training leadership Visual success Transformation strategy Strategy fit disruptions Research & communicate what Implement Customer First at the Top Align rewards & metrics Build structure for incremental delivery
Structure: the way the organization is structured and who reports to whom	<ul style="list-style-type: none"> Unpack to Organization Individual report to manager as functional area Collocated by functional area For business collaboration Project teams temporary Teams work on projects aligned by systems 	<ul style="list-style-type: none"> Product Owners and Business Analysts with line of business Team members report to functional manager or cross functional team reports to area manager Business collaboration as a core role in team (Product Owner) Cross functional stable and collocated teams 	<ul style="list-style-type: none"> Stretched and time management skill for business Team roles customer focused Role of Manager changes to more strategic Team owns decision making 	<ul style="list-style-type: none"> High stability causes resistance High collaboration and daily communication Collaboration & technology usability Logistics Manager resistance PO Role Education PO Sponsor education Lack of Agile Training 	<ul style="list-style-type: none"> Agile Training of Business Manager role training Technology needs & set-up PO Training Team design/organization design around business
Systems: the daily activities and procedures that staff members engage in to get the job done	<ul style="list-style-type: none"> Unpack to Organization All decisions in matrix Meetings (long, infrequent) Assigned Tasks by management Overruns Management oversight heavily by PMO/Governance Project Management - Not Strategic Processes completed often by manual intervention Long Range Planning Reports - upward Reporting 	<ul style="list-style-type: none"> Collaborative teams Experiments Collaborative Tools - Agile, Velocity Features Transparency & Open Conflict Feedback Loops - Shared Responsibility Risks and Learning Metrics for Outcomes Customer & Value 	<ul style="list-style-type: none"> New Tool Investment Training New Model - Online, Virtualized Communicative Plan Efficient/Lean Capital Management (w/ Human Resources) Rewards & Incentives & Recognition Self-Engagement Learn "Why" 	<ul style="list-style-type: none"> MMI Role Not clear role, Authority, Responsibility Values, Processes Clarity Communicate the "Why" 	<ul style="list-style-type: none"> Training Coaching Small workshops interactive Support groups Communication or Culture Meetings Feedback from participants

Strategic Analysis With Mckinsey 7s Framework

David Kirk



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