

# Example of McKinsey 7-S Analysis

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

# Strategic Analysis With Mckinsey 7s Framework

**Annelies Wilder-Smith**



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