Week 4 Discussion

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**Overview of the 7S Model**

           McKinsey 7S framework is recognized as one prominent management model to meet the actual objectives of strategic vision. This specific approach is defined as the influential instrument that is used to analyze the overall design set for the organization. The application of the 7S strategic model associated with the consideration of seven key internal elements. These specific factors are identified as strategy, structure, system, shared values, style, staff, and skills. Critical consideration of all these elements is essential to successfully achieve aligned strategic objectives. It is noteworthy to indicate that the practical feature of change is recognized as a necessary aspect of concern in an organizational setting (Hanafi Zadeh & Ravasan, 2011). The business organizations must apply the significant practical framework to meet the targets of organizational change. 7S model is established as one comprehensive instrument to successfully meet the objectives of planning and executing change in an organizational setting.

**Description of the Value of Each Step**

           Comprehensive identification of the value of each step of the 7S model is essential to successfully utilize it according to structural and strategic requirements of the organizations. The efficacious accomplishment of each element is important to meet the standard goals of the entire framework in the context of planning and implementing organizational change. All the seven elements of the 7S model are distinguished into main forms of hard S’s and soft S’s. Evaluation of the value of each element is essential to utilize these aspects effectively and efficiently.

**Strategy**

           The practical implication of strategy is defined as the overall plan or process of the organization that is created to implement all the activities of change. This specific element is recognized as one of the core features of the 7S framework because it provides direction to enhance overall performance level (Dyer, Godfrey, Jensen, & Bryce, 2016). Expansion of customer range is one suitable example of the strategy in the context of organizational change.

**Structure**

           The value of this aspect appeared in case of the proper division of tasks and labor within an organizational setting. All stakeholders need to have a clear understanding of their relevant organizational responsibilities. Distribution of operations is an example of a feature of the structure.

**System**

           The main aim of adopting this practical approach is to develop a significant form of coordination and control between different working units working on the same organizational goals. Adoption of the suitable information system, and financial reporting, etc. are relevant examples of the perspective of the system.

**Staffing**

           The paradigm of staffing associated with the practical approach of human resource management within an organizational setting. This specific element defines the crucial role of the human resource department when it comes to hiring and promoting workforce according to actual organizational requirements. Development of the new customer-oriented plan is an example of this approach that demands proper hiring and training of most suitable staff members.

**Skills**

           The plan of organizational change can never be achieved without the presence of the necessary skills and abilities of relevant staff members and management. Combination of different valuable skills is the key to achieve better outcomes in the form of organizational change.

**Style**

           The objective of developing organizational change is only possible with the consideration of suitable leadership style. This particular element is recognized as the domain of interpersonal association between different people within the organization. Adoption of an informal and flexible way of communication between different people within an organizational culture is a suitable example of this specific element.

**Shared Value**

           This element of the 7S framework is defined as a center of priority to achieve actual outcomes of the model. It is a depiction of actual cultural values and standards followed by all members of the organization. Adoption of specific cultural norms by employees is the actual example of this approach.

**Analysis of Helpful Components**

           The management must identify those specific elements that can be immensely helpful to achieve the goal of organizational change. This specific consideration is assistive to adopt the most suitable practical domains to actual competence and requirements of the organizational setting. Identification of the difference between hard and soft S’s is an essential step to explore helpful components. Identification of required strategy and system are recognized as two helpful aspects to ensure proper application of change according to actual organizational needs. This argument can be better apprehended through the example of an organizational setting when management is keen to diversity product or service for potential customers by modifying its existing systematic domain.

**Analysis of Challenging Components**

           Critical consideration of the challenging features of the 7S model is also essential to identify all the risk factors associated with the application of change within an organizational context. Skills are the difficult components to achieve actual prospects of the overall plan of change. It is complex for the management of the organization to successfully align employees’ skills with the requirements of organizational change (Ravanfar, 2015). Adoption of new flexible organizational change is one prominent example that explains the difficulty in case of incompetency of all workers to accept change.

**References**

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