

# Executive Growth Advisors

## The Seven S Framework

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## The Seven S Framework:

1. **Strategy:** Plan or course of action leading to the allocation of company resources, over time, to reach identified goals.
2. **Structure:** Salient features of the organization chart (i.e., functional, decentralized, etc.) and how separate entities of an organization are tied together.
3. **Systems:** Proceduralized reports and routinized processes (such as meeting formats), etc.
4. **Staff:** “Demographics” description of important personnel categories within the firm (i.e., engineers, entrepreneurs, MBAs, etc.); “Staff” is not meant in line-staff terms.
5. **Style:** Characterization of how key managers behave in achieving the organization’s goals; also the cultural style of the organization.
6. **Shared Values:** The significant meanings or guiding concepts that the organization imbues in its members.
7. **Skills:** Distinctive capabilities of key personnel and the firm as a whole.

## Summary:

- Objective of the Model: To analyze how well an organization is positioned to achieve its intended objective.
- Usage: Improve the performance of a company, examine the likely effects of future changes within a company, align departments and processes during a merger or acquisition, and determine how best to implement a proposed strategy.
- The model is most often used as a tool to assess and monitor changes in the internal situation of an organization.
- The model is based on the theory that, for an organization to perform well, these seven elements need to be aligned and mutually reinforcing. So, the model can be used to help identify what needs to be realigned to improve performance, or to maintain alignment (and performance) during other types of change.
- Whatever the type of change - restructuring, new processes, organizational merger, new system, change of leadership and so on – the model can be used to understand how the organizational elements are interrelated, and so ensure that the wider impact of changes made in one area is taken into consideration.

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