Change Management

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September 15, 2020

**The McKinsey S 7-5 Framework**

**Summary**

 The McKinsey S 7-5 Framework was designed to identify seven critical elements of an organization essential to reap success. The elements are categorized into either soft or hard. Hard elements comprise of systems, strategy and structure while soft elements include staff, skill, shared values and styles. Identifying hard elements is often easy, and managers have a certain degree of control and can twist them directly. The four soft elements are often less visible, hard to describe, and are governed by a company’s culture (Pothiyadath & Wesley, 2015). However, the elements are as equally essential as hard elements in determining a firm’s success.

 The strategy is a plan initiated by an organization for establishing and maintaining a competitive advantage over its rivals. Structure refers to the organization of a particular company in terms of departments and hierarchy. Systems refer to the daily activities and techniques that organizational workers use to achieve the daily objectives. Shared values refer to the core values and corporate culture that binds relationships between workers. Style typically refers to the approach to leadership adopted by the organization (Pothiyadath & Wesley, 2015). Staff pertains to the employees, and their capability to deliver and create an optimum output and skills pertains to the actual competence of the staff within an organization.

**Rationale**

This model rightly fits into all organizational elements that determine success. As such, managers that chose to implement the McKinsey S 7-5 Framework in their organization can be assured of attaining their human resource, output, and financial objectives because the model addresses numerous factors that connect the implementation of activities with work objectives. These seven elements require being balanced or applied moderately in a way that they reinforce each other for organizational success. As such, the model comprehensively oversees organizational activities and puts everything to the task.

**Application for EMR implementation**

This framework can effectively be applied to implement EMR in a healthcare organization because the seven elements of organizational success focus on enhancing quality and accuracy. The goal of electronic health recording is to improve outcomes through safety, quality, and accuracy. When the seven models are applied in the clinical context, the approach steers healthcare activities towards achieving output and good quality experience within an organization (Pothiyadath & Wesley, 2015). Healthcare organizations are supposed to embrace strategy, structure, systems, shared values, styles, staff, and skills in ensuring the patients are properly managed and assured of recovery through good experience with the healthcare workers.

**Strengths and Weaknesses specific to the EMR implementation**

This method is highly advantageous when used in implementing EMR processes within an organization because the 7 approaches each play a specific role in ensuring accuracy. Several elements appear to be enjoining and producing the ultimate outcome. The models are also the strength of an organization because they represent each factor of organizational growth. However, the model has a limitation in that if one or more factors experience a problem, the other factors also become affected, and the overall objective of an organization becomes compromised. All factors must be at play to assure success and sustainability in achieving EMR. Another limitation is bad leadership. Bad leadership can also compromise the McKinsey S 7-5 Framework and renders it unproductive in an organization. When the model is applied in, but the responsible persons starting from the top leaders are not enforcing every aspect, then the approach cannot achieve its designated goals.

References

Pothiyadath, R., & Wesley, J. (2015). Developing a measurement scale for 7-S

 Framework. *IOSR Journal of Business and Management*, *16*(1), 16.