

Ooredoo

Business, Management



Mckinsey 7S framework for Ooredoo Company Mckinsey 7S framework for Ooredoo Company Management encompasses a lot and it is a requirement of managers to ensure that his or her organization works in harmony to realize the organizational goal. This paper present the Mckinsey 7S framework for Ooredoo Company that is always a management tool applicable in many work places (Singh, 2013). This model is a value based management (VBM) approach that help one to effectively and holistically organize a company. The 7S framework include the following. First, is the shared value, which are the core values of the company that involve both corporate culture and general work ethic (Singh, 2013). All employees must obey and follow the general work ethic while the other corporate social culture requires that employees should respect one another.

Structure is another framework as posited by Peters (2011). This involve the structure of the organization with a well layout from the top managers and directors to subordinate works (Palatková, 2011). It also outline the chain of command defining how orders move within the organizational structure.

Strategy is another framework where the company maintain and build a competitive, differentiated advantage and cost leadership over competition (Peters, 2011). Another framework is style. In this case, it refers to the mode of leadership a company adopts. For example, the style can be decentralization or centralization within the company where an employee can talk to the management at any time.

Singh (2013) asserts that staff is another framework where the company need to have employees with different capabilities. For example, the considerations with regard to this include age, culture and religion variations.

Another framework is skills where the company should have an excellent training program for employees and a special one for managers (Palatková, 2011). Through this, employees and managers will have the necessary competence for working in the company (Peters, 2011). Finally, system is another framework that involve the daily activities and procedures that the company staff members engage in to get job done. For example, this may involve setting up goals for each employee, assessing the employee to see what they have done so far and finally rewarding hardworking employees.

References

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