# Gap analysis

Understanding how to get people to collaborate towards a greater objective takes much more than just a sense of others' motivations. Each organization, whether a team or company, consists of seven components that all work together (McKinsey, 1982). Individually, these components may work for awhile but changes both inside and outside the organization can render them ineffective. For this reason, a wise leader will periodically review each component and find out what it needs to thrive.
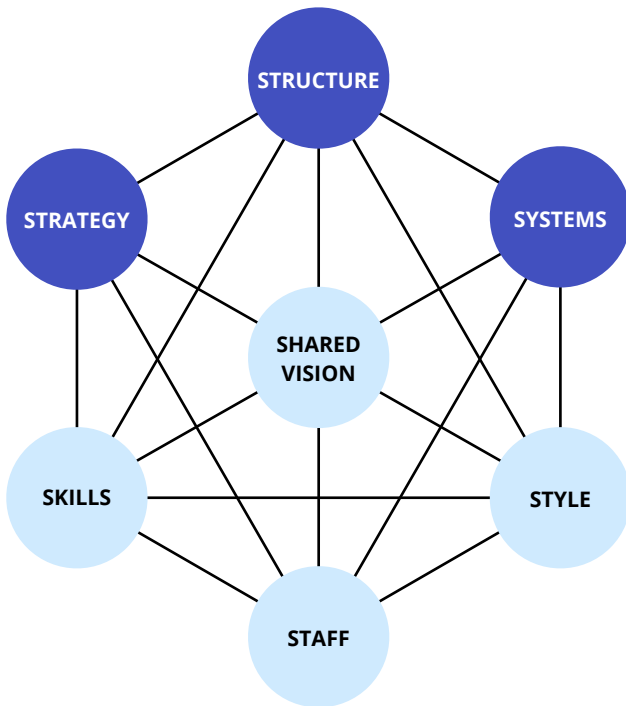
Structure	How is your team or your company organized? What are reporting relationships like?
Strategy	What is your overall, long-range plan? Where do you want to be in one, five or ten years?
Systems	What procedures do you have in place to get things done? What does your workflow look like?
Skills	What are the special abilities that the people on your team or company bring to the table?
Staff	Who are the people in your team or company? What do they want? How are they trained for new challenges?
Style	What is your approach to running your team or company? How do you deliver your results?
Shared vision	What are the commonly accepted standards and norms that your team or company agree to and work with?

Note that the darker circles generally take "hard skills" to develop and the lighter circles require "soft skills" to manage.

7-S	What does this look like today?	What do we want this to look like?	What is the *gap* between the two?	What is preventing us from changing?	What do we need to do to change?
Structure					
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Systems					
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