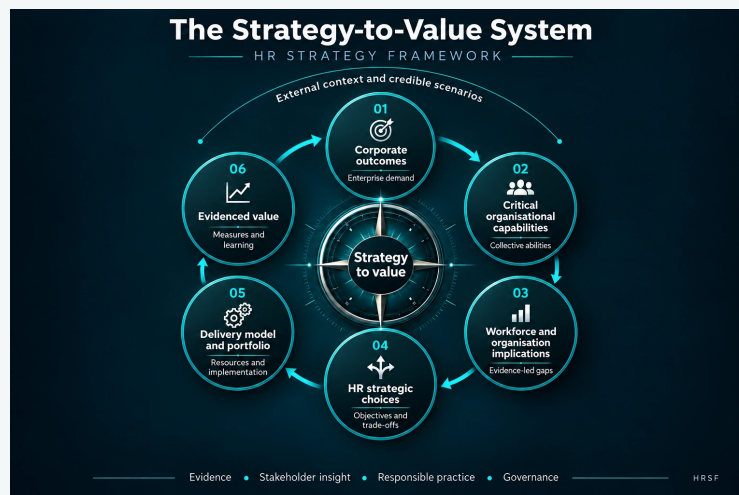




HR Strategy Framework

STRATEGY AND PLANNING

An effective HR strategy connects people decisions with the outcomes the organisation needs. This framework helps leaders identify critical capabilities, understand workforce and organisation gaps, choose coherent investments and build a deliverable portfolio. It gives each priority a clear purpose, accountable ownership and evidence for reviewing value.



THE MODEL AT A GLANCE

The approach

The Strategy-to-Value System traces enterprise outcomes through critical capabilities, evidenced gaps, choices and delivery. Six connected decisions establish strategy logic; ten people-system domains check coherence; ten gates guide approval. A Line-of-Sight Record makes ownership, assumptions and value review explicit.

When to use it

- People initiatives compete for funding without a clear strategic link.
- New business direction requires different skills, roles or working arrangements.
- Leaders need to choose which HR projects deserve continued investment.

What the model covers

Corporate outcomes · Critical organisational capabilities · Workforce and organisation implications · HR strategic choices · Delivery model and portfolio · Evidenced value

Value for your organisation

- Makes investment priorities visible and connected to enterprise outcomes.
- Clarifies who delivers each action and who reviews its benefit.
- Links progress measures with capability change and expected business contribution.

Put it into practice

Choose one business priority and trace its people initiatives. Identify the capability each should change, the gap evidence and the business owner responsible for reviewing benefits. Agree what deserves funding, sequencing, correction or deferral.

Outputs you can use

- Strategy-to-value map linking outcomes, capabilities and supporting people choices.
- Prioritised delivery portfolio with funding, ownership, sequencing and dependencies.
- Value review scorecard distinguishing delivery progress from business contribution.