



The Visory Model™ HR Strategy Blueprint

Designing an HR Strategy That Actually Runs

By Peoplevisor

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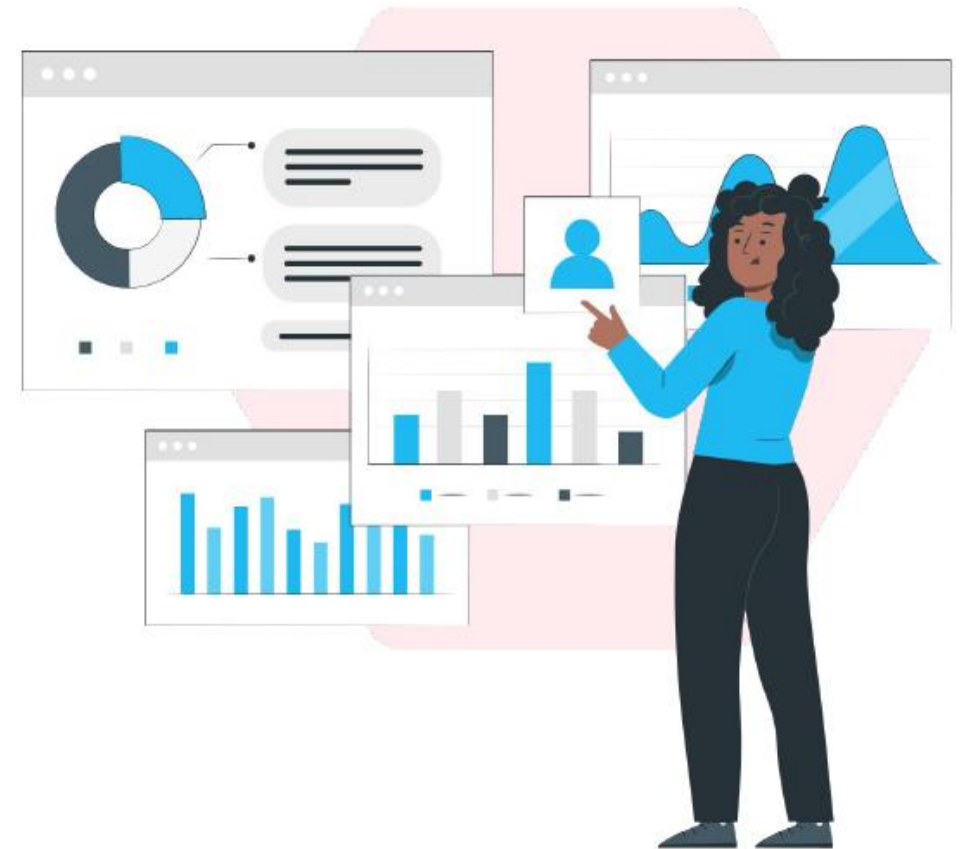
Purpose of the HR Strategy Blueprint

Objective

The HR Strategy Blueprint is a structured framework designed to help HR leaders move from disconnected plans to an integrated operating system that aligns People, Process, Technology, and Analytics to business outcomes.

This blueprint enables HR leaders to:

- Diagnose gaps between strategy and execution
- Design a scalable HR operating model
- Align HR capabilities to business priorities
- Enable consistent execution
- Measure effectiveness and continuously improve



Overview: The Four Pillars of Modern HR Strategy

The Blueprint is built on the Visory Model™ framework:

Pillar	Purpose	Core Question
People	Define roles, capabilities, and accountability	Who executes the strategy?
Process	Design how work actually gets done	How does strategy translate into execution
Technology	Enable and reinforce execution	What systems support execution?
Analytics	Measure and improve outcomes	How do we know the strategy is working?

Each pillar must be intentionally designed and aligned.

Phase 1: Diagnose the Current State



Phase 1: Diagnose the Current State

Objective

Identify gaps between strategic intent and operational reality.

Step 1.1: Assess Strategic Clarity

Key Questions:

- Is there a clearly documented HR strategy?
- Are strategic priorities explicitly defined?
- Do HR leaders consistently interpret the strategy the same way?
- Can HR team members explain how their work supports the strategy?

Document responses:

Phase 1: Diagnose the Current State

Objective

Identify gaps between strategic intent and operational reality.

Step 1.2: Assess Operational Alignment

Key Questions:

- Do HR processes reinforce strategic priorities?
- Are there operational bottlenecks that prevent execution?
- Is ownership and accountability clearly defined?

Document responses:

Phase 1: Diagnose the Current State

Objective

Identify gaps between strategic intent and operational reality.

Step 1.3: Assess Technology Alignment

Key Questions:

- Does your HRIS enable your strategic operating model?
- Are systems integrated or fragmented?
- Are manual workarounds common?

Document responses:

Phase 1: Diagnose the Current State

Objective

Identify gaps between strategic intent and operational reality.

Step 1.4: Assess Measurement and Analytics

Key Questions:

- Are metrics aligned with strategic outcomes?
- Can HR leaders measure execution effectiveness?
- Are insights used to improve operations?

Document responses:

Phase 2: Define Strategic Outcomes



Phase 2: Define Strategic Outcomes

Objective

Clarify what HR must deliver to enable business success

Step 2.1: Identify Business Priorities

Examples:

- Growth
- Cost efficiency
- Workforce scalability
- Capability development

Document business priorities:

Phase 2: Define Strategic Outcomes

Objective

Clarify what HR must deliver to enable business success

Step 2.2: Define HR Strategic Outcomes

Examples:

- Reduce time-to-fill by 25%
- Improve leadership bench strength
- Increase workforce productivity

Document outcomes:

Phase 3: Design the HR Operating Model



Phase 3: Design the HR Operating Model

This is the most critical phase.

Step 3.1: Design the People Component

Define:

- HR roles and structure
- Capability requirements
- Decision-making authority
- Accountability

Worksheet:

Role	Responsibility	Capability Required	Accountability

Phase 3: Design the HR Operating Model

This is the most critical phase.

Step 3.2: Design the Process Component

Define:

- Core HR processes
- Workflow structure
- Governance mechanisms

Worksheet:

Process	Owner	Inputs	Outputs	Pain Points

Phase 3: Design the HR Operating Model

This is the most critical phase.

Step 3.3: Design the Technology Component

Define:

- Systems required
- Integration needs
- Automation opportunities

Worksheet:

System	Purpose	Supports Which Process	Gap

Phase 3: Design the HR Operating Model

This is the most critical phase.

Step 3.4: Design the Analytics Component

Define:

- KPIs
- Reporting cadence
- Decision metrics

Worksheet:

KPI	Measures	Owner	Frequency

Phase 4: Enable Execution



Phase 4: Enable Execution

Objective

Ensure strategy is implemented consistently.

Step 4.1: Define Governance

Define:

- Decision rights
- Escalation paths
- Review cadence

Phase 4: Enable Execution

Objective

Ensure strategy is implemented consistently.

Step 4.2: Define Execution Cadence

Examples:

- Weekly operational reviews
- Monthly strategy reviews
- Quarterly performance reviews

Phase 5: Measure and Improve



Phase 5: Measure and Improve

Strategy must evolve continuously.

Step 5.1: Monitor KPIs

Track:

- Execution consistency
- Operational efficiency
- Strategic outcomes

Phase 5: Measure and Improve

Strategy must evolve continuously.

Step 5.2: Identify Gaps

Document:

- Execution breakdowns
- System limitations
- Capability gaps

Phase 5: Measure and Improve

Strategy must evolve continuously.

Step 5.3: Continuous Improvement

Define:

- Improvement priorities
- Ownership
- Timeline

Blueprint Output Summary



Blueprint Output Summary

At completion, you will have:

- Clearly defined HR strategy
- Aligned operating model
- Defined roles and accountability
- Supporting technology architecture
- Measurement framework

This transforms HR strategy into a functioning system



Next Step: Implement the Visory Model™

If you would like support implementing this framework in your organization, Peoplevisor provides consulting, toolkits, and operating model design services.

Learn more at:

www.peoplevisor.com

