

**3 dimensions**

- vertical measures how much the corporate strategy is aligned with people management
- horizontal measures if there are strong HR policies written down
- "action" measures how much the policies are applied in reality

**Three dimensional people strategy**

Gratton, L & Truss, C (2003) The three-dimensional people strategy: putting human resource policies into action.

Business goals and people strategy aligned

Strong  
 VERTICAL ALIGNMENT

Internal alignment of HR policies making up people strategy

Weak

**Driven**

Weak  
 HORIZONTAL ALIGNMENT

Strong

Strong Action

**Mere**

ACTION

Policies enacted

