

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

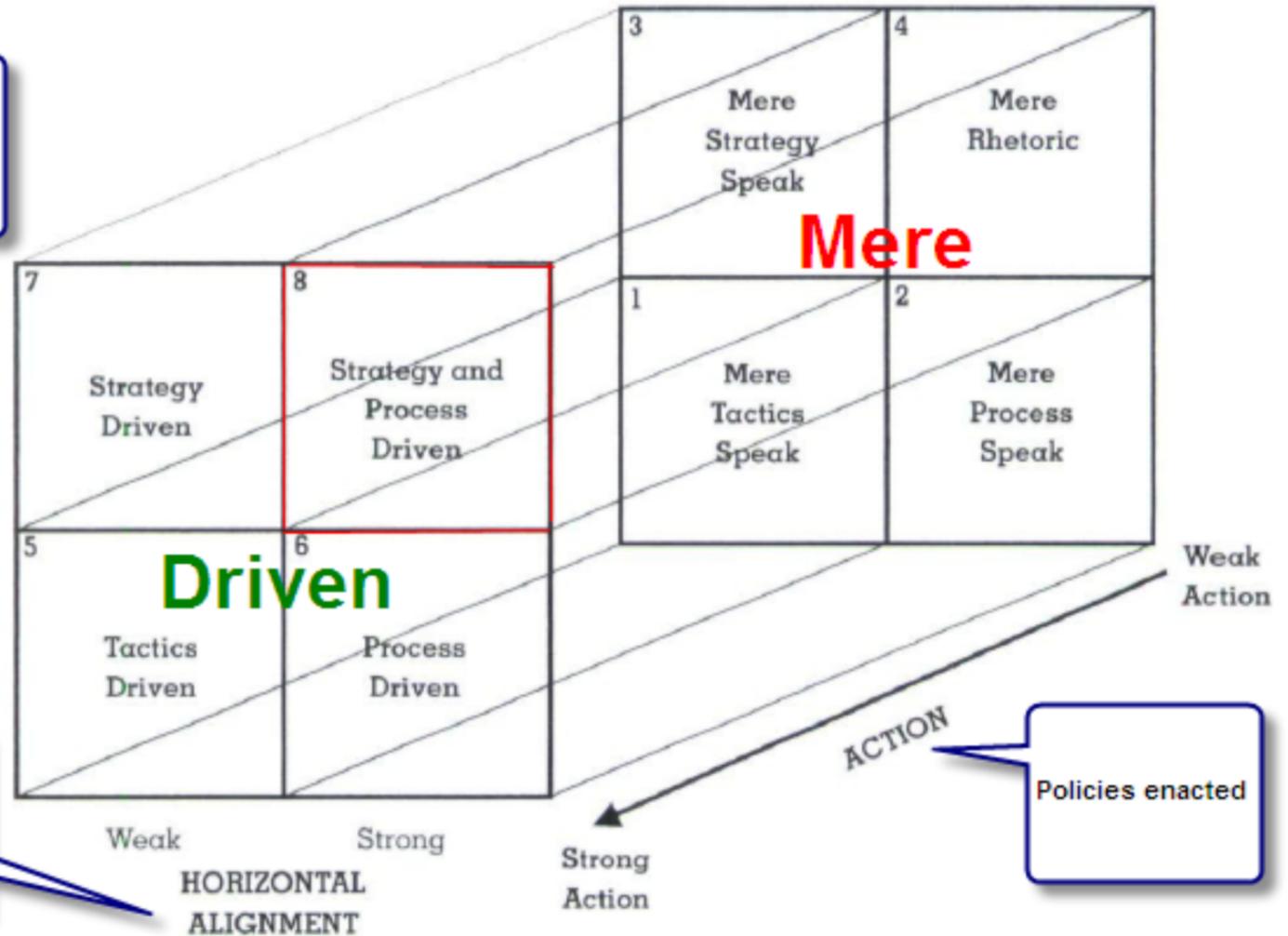
Gratton, L & Truss, C (2003) The three-dimensional people strategy: putting human resource policies into action.

Business goals and people strategy aligned

Strong
 VERTICAL ALIGNMENT

Internal alignment of HR policies making up people strategy

Weak Strong
 HORIZONTAL ALIGNMENT



Policies enacted