



HR Alignment Matrix

TEMPLATE

Measuring Internal HR Alignment

For each of the HR centers of excellence, score to what degree they work cross-purpose or create synergies:

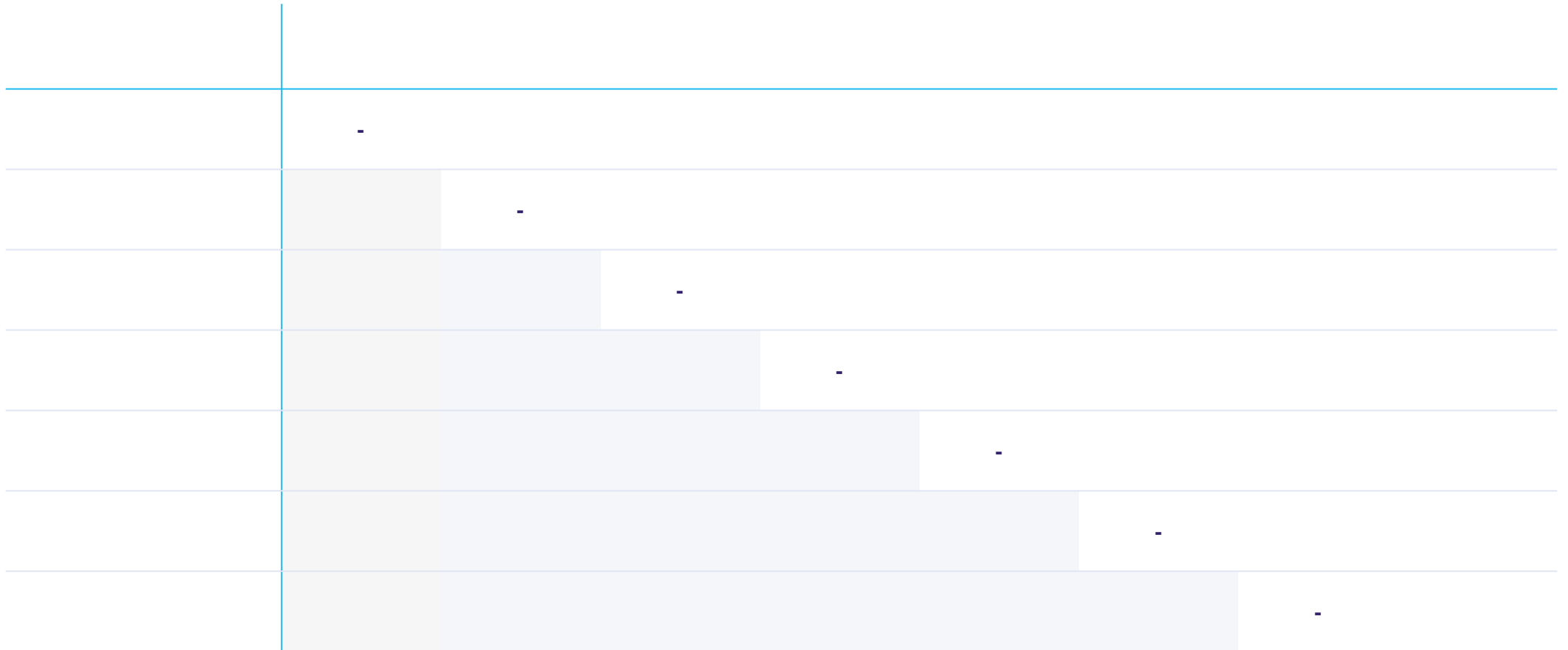
- **-100:** the centers of excellence work cross-purpose
- **0:** the centers of excellence don't work cross-purpose but also don't create synergies
- **+100:** the centers of excellence create synergies

	Workforce planning	Recruitment & selection	Learning & development	Performance measurement	Compensation and benefits	HR reporting & analytics	HR technology & systems	Value creation (average)
Workforce planning	-							
Recruitment & selection		-						
Learning & development			-					
Performance measurement				-				
Compensation and benefits					-			
HR reporting & analytics						-		
HR technology & systems							-	

Measuring HR Alignment

For each of the HR centers of excellence, score to what degree they work cross-purpose or create synergies:

- **-100:** the centers of excellence work cross-purpose
- **0:** the centers of excellence don't work cross-purpose but also don't create synergies
- **+100:** the centers of excellence create synergies



Measuring Strategic HRM Alignment

For each of the HR deliverables, score to what degree they help to enable the organization's strategic objectives

- **-100:** the HR deliverable and strategic objective work cross-purpose
- **0:** the HR deliverable and strategic objective don't work cross-purpose but also don't create synergies
- **+100:** the HR deliverable and strategic objective create synergies

	HR capability 1	HR capability 2	HR capability 3	HR capability 4
Strategic objective 1				
Strategic objective 2				
Strategic objective 3				
Strategic objective 4				