



The Master Prompt: Strategic Analysis for HR Decisions

One copy-paste framework that catches stakeholder conflicts before they kill your initiative

The template — copy, paste, customize

"I need strategic analysis for **[YOUR HR CHALLENGE]**.

Analyze this from these key perspectives:

- **[Stakeholder 1]**: their main priorities and concerns
- **[Stakeholder 2]**: their main priorities and concerns
- **[Stakeholder 3]**: their main priorities and concerns
- **[Stakeholder 4]**: their main priorities and concerns
- **[Stakeholder 5]**: their main priorities and concerns

Then answer:

1. What conflicts emerge between these perspectives?
2. What could go wrong during implementation?
3. What solution addresses the main stakeholder conflict?
4. What early warning signs should I watch for?

Provide a refined approach that prevents the biggest implementation risks."

Four steps to set it up

1. Name your challenge

"Implementing a new performance review process." "Changing remote work policy." "Rolling out a new HRIS." Specific beats vague.

2. Pick your five stakeholders

The people most affected: executives, department managers, the HR team, affected employees, IT, legal/compliance, finance. Make them specific — "remote employees" and "in-office employees" have different concerns; lumping them as "employees" hides the conflict you most need to see.

3. Run it

Paste your customized prompt into your AI tool. Add context for sharper analysis: organization size, industry, timeline, budget constraints.

4. Look for the gold

Conflicts between stakeholders (these kill initiatives), implementation risks, and early warning signs. That's what you're mining for — not a generic answer.

Worked example: mandatory return-to-office

Running an RTO policy through the template with executives, department managers, remote employees, in-office employees, and IT as stakeholders surfaced: the core conflict (cost savings vs. quality of life), the biggest risk (high-value remote employees quit rather than return), the better design (role-based flexibility instead of a blanket mandate), and the warning signs to track (resignation upticks, satisfaction drops).

Without the prompt: a generic announcement and hope. With it: a rollout that anticipates the failure mode.

When to use it — and when not to

Use it for:

- Major policy changes
- New programs and initiatives
- System implementations
- Restructuring and role changes
- High-resistance situations

Skip it for:

- Routine decisions
- Crisis response — act, don't analyze
- Individual employee situations
- Simple yes/no policy questions

Safety rules — non-negotiable

- **Never input:** employee names, compensation details, investigation specifics, individual performance data, or medical/FMLA information
- **Always use placeholders:** "SampleCorp," "Department A," "similar role"
- **Disclose AI assistance** when the analysis informs decisions others rely on
- **Prompts are discoverable** in litigation and visible to IT. Never use AI to obscure or soften something that shouldn't be happening

The goal isn't to make AI do your thinking — it's to help you think more comprehensively about complex decisions.

Want this as a session for your team or conference? This guide pairs with "AI Without the Anxiety: Making Technology Work FOR Your Team" — a plain-spoken session for leaders who don't need a tech background, just a clearer head and a starting point. heatherlambert.speaker@gmail.com · 615.434.5180