

# BLUEPRINT MATRIX

Blueprint Component	Definition / Purpose	Guiding Questions	Example Inputs
<b>Role Mission</b>	The single, essential purpose of the role.	Why does this role exist? What value does it create?	“Ensure customers achieve measurable outcomes using our platform.”
<b>Top Responsibilities</b>	3–5 core areas of focus that define the role’s scope.	What are the non-negotiable responsibilities? What must this role own end-to-end?	“Pipeline generation”, “Customer onboarding”, “Product QA feedback loop”
<b>Success Metrics (KPIs)</b>	Quantifiable measures tied directly to the Role Mission.	How do we know this role is successful? What outcomes matter most?	“NPS ≥ 50”, “Quarterly revenue target”, “Time-to-resolution < 24h”
<b>Decision Rights (RACI)</b>	Clear boundaries on what decisions the role can make independently vs. escalate.	What decisions can this role make? Where do they consult or inform others?	“Can discount up to 10%”, “Approves sprint backlog items”
<b>Interfaces</b>	Key internal and external stakeholders the role must collaborate with.	Who does this role depend on? Who depends on them?	“Sales”, “Product”, “Finance”, “Key accounts”
<b>Competencies</b>	Required skills and behavioral attributes.	What skills are essential? What behaviors predict success?	“Data analysis”, “Stakeholder management”, “Bias for action”
<b>Onboarding 30/60/90</b>	A structured path to full performance.	What must be learned or achieved at 30, 60, and 90 days?	“Day 30: Systems trained”, “Day 60: First project delivered”
<b>Development Path</b>	Natural next steps for growth within the organisation.	What roles could this person grow into? What skills bridge the gap?	“Senior Manager”, “Cross-functional leadership track”

