Every organisation needs a working link between technology and human capital to keep afloat. Many organisations have invented methods of how their view their organisation strategy and how top management gain insight of their strategy and organisation. Most organisation use scorecard to give them a high degree of awareness and consensus of their organisation strategy as well as their operation processes improvement priorities. However, there is a limited consensus and awareness of people strategy in terms of their culture and diversity due to their lack of understanding of diverse human capital and technology implementation strategy. Despite a diverse human capital being the foundation value creation for most organisation, there is no existence of cultural diversity framework or model creating a greatest implementation strategy challenge in both academic and practitioner literature. Notwithstanding most studies showing an importance of diverse human capital as the foundation of value creation in organisation and being an important asset for an organisation, diverse human capital is least understood and least suggestible to strategic management. The surge of technology use and adoption most triggered by the current severe acute respiratory syndrome corona virus 2(SARS-COV-2) commonly known as covid 19 has triggered new business model-based technology use and adoption to ripple through organisation hence the need of new management research and understanding.