

FROM RESPONSIVE SUPPORT TO BUSINESS IMPACT: THE STRATEGIC HRBP RESET

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A practical, high-impact session helping HR Business Partners move beyond responding to requests and start shaping better business decisions through stronger judgment, clearer accountability, and greater strategic influence.

Recently delivered at AtkinsRealis.

WHY EVENT PLANNERS BOOK IT

- Addresses a persistent business challenge: HRBPs are expected to be strategic yet remain pulled into transactional work and leader requests.
- Gives participants a practical method for shifting from request taking to business advising.
- Sends attendees back to work ready to apply a Role Reset to a real leader, challenge, or decision.

IDEAL FOR

HR and leadership conferences, SHRM chapters and associations, HRBP development programs, HR leadership teams, and organizations transforming the HR operating model.

AVAILABLE FORMATS

- Keynote
- Breakouts
- Workshop

WHY THIS SESSION MATTERS

HRBPs create greater value when they move beyond responding to requests and partner with leaders to make better business decisions.

The Strategic HRBP Reset equips HRBPs to surface the real issue, challenge assumptions, clarify accountability, and connect people decisions to business outcomes - shifting their impact from activity delivered to decisions improved and results advanced.

THE RESULT

HRBPs who operate with greater business discipline and influence creating stronger leader accountability, better decisions, and greater organizational impact.

AUDIENCE TAKEAWAYS

- 01** SHIFT FROM REQUESTS TO BUSINESS ISSUES Reframe leader requests to uncover the underlying business issue, performance impact, and decision required.
- 02** CREATE STRONGER LEADER ACCOUNTABILITY Establish clear ownership so leaders remain accountable and HR adds value where partnership is required.
- 03** INCREASE STRATEGIC INFLUENCE Bring perspective, insight, and constructive challenge to improve the quality of business decisions.
- 04** CONNECT HR WORK TO BUSINESS OUTCOMES Link HR contribution to leadership effectiveness, organizational capability, and business performance.



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