

## A DAY IN THE LIFE OF A BUSINESS PEOPLE PARTNER

### How four core capabilities show up in a typical day

This example day brings to life four fundamental capabilities for future Business People Partners growth mindset, strategic talent management, change mastery and driving organisational effectiveness.

Use it as a prompt to reflect on how your own days compare and where you want to shift your focus.

---

#### Morning

##### 08 30 Start of day check in

Looks at the day through a growth mindset lens

- Reviews key meetings and asks Where can I add the most value today
- Skims people and business data for their area to spot any patterns or signals
- Notes one thing they want to learn from the day

##### Capability focus

Growth mindset

---

##### 09 00 Talent planning session with the Sales Director

- Brings a simple view of critical roles, key talent and risk areas in the sales organisation
- Facilitates a conversation about the next 12 to 24 months and what skills will be needed
- Challenges assumptions about external hiring and explores development or internal moves first
- Leaves with a clear set of actions on succession, development and recruitment priorities

##### Capability focus

Strategic talent management

---

##### 11 00 Project meeting on a planned operating model change

- Helps the project team clarify the case for change in plain language
- Maps which teams and roles will be most impacted and what will actually change for them
- Raises questions about how leaders will be supported to lead the change in their own areas
- Agrees next steps on communication, involvement and support activities

##### Capability focus

Change mastery and driving organisational effectiveness

---

### Afternoon

#### 13 30 Walk and talk with a functional leader

- Uses the time to listen to what is really on the leaders mind about performance and culture
- Gently challenges where the leader is focusing on individual issues rather than system issues
- Shares one or two insights from data or feedback that broaden the leaders perspective
- Leaves with a shared view of one organisational effectiveness issue to tackle together

#### Capability focus

Driving organisational effectiveness and relationship building

---

#### 15 00 Self development and learning slot

- Spends focused time reading or listening to content on topics such as AI in HR, skills based organisations or new approaches to performance
- Notes one idea to test in their own context and one question to take to the next team meeting
- Reflects briefly on what has been learned from the day so far and what could be done differently tomorrow

#### Capability focus

Growth mindset

---

#### 16 00 Follow through and impact check

- Reviews actions from the days meetings and updates plans, owners and timelines
- Sends short follow up notes to leaders capturing decisions and next steps
- Checks progress on existing talent, change and effectiveness initiatives and removes blockers where possible
- Reflects on where their work today has moved the dial on talent, change or organisational effectiveness

#### Capability focus

All four capabilities in action

---

### Reflection

As you read this day in the life

- Which parts feel close to your current reality
- Where would you like your typical day to look more like this in 2026

This example day is designed as a prompt for reflection and conversation about the evolving Business People Partner role.