

EZRA

Great Leadership Begins Within

HR Blueprint 2025

Executive summary

In one month, we coached 2,000+ HR Business Partners across 60+ countries. The results were clear – and the lessons apply far beyond HR.

This is a blueprint for leaders navigating complexity, creating transformation, and closing the gap between strategy and execution.

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Why did we do this?

HR Business Partners are the connective tissue of every organisation. They navigate complexity, influence without authority, and support everyone else's growth. But who supports them? We launched this campaign to give HRBPs the same focused support they provide to others—proving that when you invest in the people behind the people, everyone wins.

What is the cost of another month spent on tasks instead of transformation?

Your leaders in Tech, Finance, and Operations face identical pressures: prioritising strategic work, managing constant change, shaping decisions through influence. HRBPs proved that focused coaching shifts this balance in weeks, not quarters.

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They are the unsung heroes of every organisation. And with some coaching, I know they can do even more to empower our teams to deliver for patients.”

— **Natalie Bickford, CPO, Sanofi**



“

If you are an HRBP you love to serve. You put others ahead of yourself. But like on an airplane, you have to put the oxygen mask on yourself first, in order to better support others.”

— **Melissa Werneck, CHRO, Kraft Heinz**



The blueprint works, and the ROI is clear. Now is the time to activate coaching for your entire organisation.

Ready to scale this across your teams?

Book a consultation to bring proven coaching to your leadership before year-end.

[Learn more about coaching](#)

The Solution

We delivered one month of targeted 1:1 coaching to 2,000+ HR Business Partners across 60+ countries—designed to address their most pressing challenges:

- 1 **Prioritising strategic work**
- 2 **Managing change and uncertainty**
- 3 **Shaping decisions through influence**
- 4 **Navigating conflicting priorities**
- 5 **Operating with limited resources**

Within just one month, we saw real behavioural shifts:



21%

improvement in strategic prioritisation



18%

boost in turning data into business insights



17%

increase in confidence to lead strategic conversations



What makes this scalable:

45% of participants chose Influence as their primary development goal—and that single focus drove measurable improvement across every other metric. When leaders gain confidence to have strategic conversations earlier, decisions accelerate across the entire organisation.

The program: Unshakeable Leadership

Our targeted 1:1 coaching helped participants:

- **Refill your reserves**
step back from chaos to create space for new perspectives
- **Boost your resilience**
build mental clarity, focus, and energy
- **Raise your confidence**
lead with presence through uncertainty

From strategic thinking to greater resilience, this program helped HR leaders show up stronger when it matters most. Because when the people behind the people thrive, everyone does.

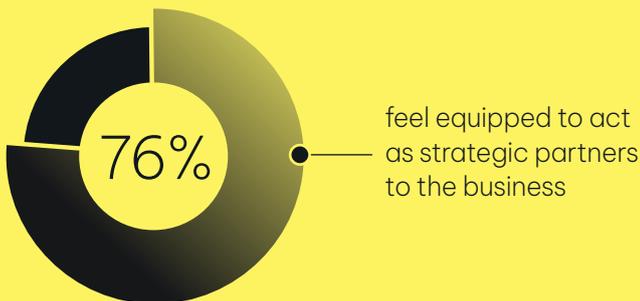
Your teams need this too.

Explore December coaching programs that deliver clarity and confidence for 2025.

[Learn more about coaching](#)

Business outcomes

Strategic leadership shows up in how leaders prioritise, communicate, and align work to what matters. Here's what changed in one month:



The behaviors behind the numbers

+21% 

improvement in prioritising strategic work over tactical tasks

+18% 

boost in translating data into clear business insights

+17% 

increase in confidence to lead high-stakes conversations

+13% 

improvement in work-life balance and collaboration with senior leaders

These aren't incremental gains. They're the difference between leaders who react and leaders who shape what comes next.

The proof in participation

- 2,500+ completed sessions
- 4.9/5 coach rating
- 97% saw clear benefits for their development
- 93% would continue their coaching journey





Insights from the participants

“*Coaching has broadened my perspective, helping me approach initiatives with a more strategic mindset. With countless tasks demanding attention daily, it clarified the importance of prioritization—identifying the crucial 20% that drives 80% of the impact, making sure my focus is on what truly will make the biggest difference.*”

– HRBP Participant

“*When I’m more confident, I am better able to support others.*”

– HRBP Participant

That’s the multiplier effect.

When one leader shifts, they create space for others to do the same.

Picture your product lead entering a launch meeting with 17% more confidence in high-stakes conversations. Your finance director translating budget data into narratives that align stakeholders 18% faster. Your operations manager prioritising strategic work instead of drowning in tactical tasks.

One leader’s growth doesn’t stop with them, instead it can ripple across teams, decisions, and results.

Unlock the multiplier effect.

Let’s talk about scaling this impact to your Tech, Finance, and Operations leaders in December.

[Book a discovery call](#)



What if your teams led transformation instead of reacting to change?

Activate in December, not January

The coaching that drives 21% more strategic clarity before year-end is the coaching that locks in your winning strategy for 2025. Wait, and your leaders start the new year still buried in tactical work. Activate now, and they enter January with sharpened prioritisation, stronger partnerships, and confidence to lead from day one.

Why this matters now?

HRBPs operate at the intersection of people, strategy, and execution—just like your leaders in Tech, Finance, Operations, and Product. In one month, they proved scalable transformation happens in weeks, not quarters.

Imagine your leadership team starting 2025 with the clarity, confidence, and strategic focus they need to deliver what matters most. Not after another training cycle. In January, from day one.

**The blueprint is proven.
The results are measurable.
The opportunity is now.**

The question isn't whether coaching works, the data proves it does.

The question is:
will you activate it now?

Future-proof your leadership team before year-end.

Schedule a strategic consultation to bring this proven model to your organisation in December.

Start the conversation