



Hi,

🐣 It's no coincidence that April comes from the Latin verb "Aperire" which means "open." It's also a month to come out of hibernation for many of us. As we embrace all things spring, we are excited to share a fresh look for Insightful with you. [Let us know what you think!](#)

Support global Voice of the HR Customer research!



Calling all survey participants! The public launch of the survey starts May 24th and your voice matters. Take the survey by registering [here](#).

Distribution updates...

- The 2023-2024 HR Systems Survey launch period, held exclusively for Distributors *only*, runs from **May 9th to May 23rd**.
- Distributor Packets, including unique survey links, promotional materials, and instructions, will be hitting your inboxes soon - be on the lookout!
- The survey opens to the general public May 24th and closes for all participants July 1st.

Let's link

In previous Insightful editions, we introduced the 55 by 25 Challenge - born out of an alarming statistic where only 46% of survey takers viewed HR as strategic within their own organization - for five years in a row! 😞 In response, our team challenged the broader HR community to move the needle to 55% by 2025, and momentum is growing.

Today, we're excited to extend a special invitation to Insightful readers to join our new *Raising the Bar on HR* boutique LinkedIn community group envisioned for practitioners like you, including influencers and select providers, to keep the **55 X 25 Challenge** movement alive and encourage authentic connection while navigating an ever-changing business landscape.



Top HR podcasts to follow in 2023



You asked! We listened, *literally*.

Back by popular demand and for the second year, be sure to catch **our Top Podcast Recommendations For 2023** – an “A” list curated to leave you with little guesswork when narrowing down your options for all things HR! Check out this [blog and more](#), including our own two-show mini-podcast, [The HR Huddle](#).

Worth the read? You decide.

What's so powerful about a little nudge? Nudges are used as a way to influence choices without taking away the power to choose. Tom Smith breaks down the various ways HR can use the nudge theory to target behavioral change and impact your company's learning initiatives. Catch the full article [here](#)!

Will we see you @ HR Tech 2023? Let's connect.

Are you planning to attend this year? Consider arriving a day early and kicking off your week with our popular HR systems strategy pre-conference workshop - back for the third year! Take the next step in your strategic HR journey to learn more about aligning an adaptive strategy to the HR service delivery model in our new segment.

We are also excited to announce that our Chief Research Officer and Managing Partner, Stacey Harris, has been invited back to reveal the 2023-2024 HR Systems Survey's key findings during a special keynote session at HR Tech - always a much-anticipated highlight. Keep reading Insightful for future updates, or take advantage of early-bird conference rates [here](#).

Out and about! SIG spotlight

- Susan Richards, Sapient Insights Group's Founder & Managing Partner, will be attending the Ask a Recruiter Audio Event on April 20. For more information, click [here](#).
- Tom Sroka, a Sapient Insights Group consultant, is invited as a panelist for SHRM's NoVa Chapter program event: *Stimulating Employee Attraction and Retention with Education* at Virginia Tech, Wednesday, May 24. For more information, click [here](#).
- Cliff Stevenson, Director of Research at Sapient Insights Group, will attend Tampa Bay's Best Buddies Annual Friendship Walk at the end of the month as part of The Holden and Quilleon Family team. To support this organization, click [here](#).
- Lisa Renko, Sapient's Director of Client Relations, will take part in a walk to support [The Marfan Foundation](#) - a nonprofit dedicated to saving and improving the lives of people living with genetic aortic and vascular conditions.

Fun-to-know

Spring fever is a real syndrome! When the temperature rises during the warm spell after a long winter, blood vessels dilate so blood can be carried to the body surface, where heat can be lost quickly. People experience an energetic feeling when this happens.

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