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Hi,

You're in luck ☁️ We're delivering this month's Insightful newsletter – early bird style! And we think you'll find plenty of good reasons why we couldn't wait to get it to your inbox.

### Sounding the alarm 📣

In our latest 2022-2023 HR Systems survey research, **only 46% of HR functions are viewed within organizations as adding business value or as strategic**. Even more disheartening is that this number has stayed the same over the last five years! What's holding us back?

*“The only way to make sense out of change is to plunge into it,  
move with it, and join the dance.”*

*-Alan Watts*

Last fall, we took this information and challenged audiences at our HR Tech keynote session to accept the [55 X 25 Challenge](#) – now a growing movement among HR professionals, colleagues, and community partners to collectively reverse this flattened trend – moving the needle from 46% to 55% [strategic] by 2025! See what's next below.

### Moving the needle

We are excited to invite readers to join our new Raising the Bar on HR boutique LinkedIn community group envisioned for practitioners like you, including influencers and service providers, to not only keep the **55 X 25 Challenge** momentum alive but to encourage authentic connection and meaningful discussion on facing the ever-changing challenges of today's business landscape. Join us for the official launch!

[Join here](#)

## Defining the drivers of change 🚗

Change must be actionable and pragmatic. What's your biggest transformation project challenge? Do any of the scenarios below resonate – we'd love to hear from you.

- Having a clear understanding of your project sponsorship before you sign
- Building a business case for change that demonstrates ROI for your organization
- Having a clear roadmap for change success and a method to monitor your project's health
- Identifying and engaging the right Change Champions for early adoption-optimization

[Download our Conquering Change Management resource tool here](#)

## The vulnerability of disruption: The Economic Case for Building Change Capability

This latest Prosci article by Randy Herrera on achieving higher project ROI, better productivity, less employee resistance, and other change management benefits are just a few highlights in this month's recommended read. Read the full article [here](#).

## The HR Huddle podcast series

### **HR, We Have a Problem: Talent Intelligence – benefits, bias, and best practices.**

In this latest episode, Teri Zipper, Sapient Insights Group CEO & Managing Partner, and guest Alexandra Levit - WSJ Columnist, Best Selling Author of Humanity Works, and CEO of Inspiration at Work, get into a huddle to talk about this hot, often misunderstood topic of Talent Intelligence and where it stands in today's market. You don't want to miss this one!

[Listen now](#)

## Counting down 🕒

Be involved in the world's longest-running global research effort! Sapient Insights Group's 26th Annual HR Systems Survey will launch in May. Here are ways you can get involved...

*Distribute our survey!* Your organization can have exclusive access to [based on a minimum # of participants completing the survey]:

- Direct Voice of the Customer feedback
- Real-time market data unique to your organization
- Early access to our Annual HR Systems 2023-2024 White Paper

We have a few remaining **NEW** Distributor openings.

Connect with us before March 15 to find out if your organization qualifies by clicking [here](#).

*Take the survey!* And receive a few perks from us:

- Mini benchmark report upon completion – see how your answers stack up
- IHRIM's HRIP continuing education credits
- Bonus! Be one of the first 100 respondents, and receive a \$10 Starbucks gift card with the option to donate to a charity of your choice [new this year]

To receive a link to participate in our survey beginning May 24th, click [here](#).

### Special offer: SMB White Paper publication to be released

As we mentioned in last month's newsletter, our Small Business White Paper report authored by Sapient Insights Group Director of Research Cliff Stevenson provides readers with an in-depth analysis of emerging data trends [[2022-2023 HR Systems Survey](#)] around the current state and future direction of how small businesses <500 are making use of an ever-widening selection of specialized HR tech offerings. **For a limited time, this special publication will be offered as a complimentary download to insightful readers for a two-week period.** To find updated release notifications, follow us on social media!



### Out and about: SIG spotlight

- Susan Richards, Founder & Managing Partner of Sapient Insights Group, attended The Payroll Solution Showcase, presented by the American Payroll Association (APA) and Global Payroll Management Institute Corporation (GPMI) as a featured guest panelist on March 2. Click [here](#) for details on the event.

- Tammy Smith, Sapient Insights Group’s Research Analyst, attended the Qualtrics X4 Summit March 7-9. To find details on the event, click [here](#). Tammy also participated in the Women in Data Science at General Motors Multiregional on March 1. For an overview, click [here](#).
- Stacey Harris, Chief Research Officer & Managing Partner, will be attending Workday’s Innovation Summit 2023 in San Francisco, March 13-14 participating as an industry analyst.
- Cliff Stevenson, Sapient Insights Group’s Director of Research, will attend ADP’s Meeting of the Minds March 14-17. To learn more, click [here](#).

Are you interested in connecting or networking with us at one of these events? Send an email to our team at [info@sapientinsights.com](mailto:info@sapientinsights.com)!

## Fun-to-know 😊

“There aren’t 57 varieties of Heinz ketchup, and never were. Company founder H.J. Heinz thought his product should have a number, and he liked 57. Hint: Hit the glass bottle on the ‘57’, not the bottom, to get the ketchup to flow.” -([source](#))

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