



Hi,

Did you know May is National Blood Pressure Awareness Month? We didn't either but chose to share this lesser-known fact because we believe that HR practitioners are the heartbeat of every organization, and often, the strategic value they provide is lost. In this special edition of *Insightful*, we offer insights, events, and new resources for the HR practitioner - the unsung leader among many.

### **Announcing our 2023-2024 Annual HR Systems Survey Distributors!**

We're blown away this year! These organizations supporting our survey research are part of an elite and growing global Distributor community dedicated to expanding Voice of the Customer research. We think the list speaks for itself.

ADP  
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Mercer | Leapgen  
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PlanSource  
Salary.com  
SAP SucessFactors  
SAP Mentor  
ServiceNow

15Five  
H3 HR Advisors  
HiBob  
HR Digi  
HRM Asia  
HRO Partners  
Humareso  
Infor

SHRM India  
Strategy Focused Group  
The Advisor Collective  
UKG  
Unit4  
Visier  
Workday  
WorkTango

## HR Leaders, this one's for you!

### Raising the Bar on HR! Find your voice and get good with uncomfortable.

Ready to lean into discomfort, move the needle, and turn heads with an HR strategy that makes good business sense? Find your "HR leader" voice despite revolving C-suites, and a fever pitch of culture change and internal financial pressures by joining us for a special **LIVE podcast event** - curated with the HR leader in mind

Teri Zipper, CEO, Managing Partner, and host of the popular *HR We Have a Problem* podcast series, and a powerhouse lineup of industry thought leaders, will be ready to shake things up! Click the [link to REGISTER](#). We can't wait to see you!

The banner is a dark red rectangle. On the left, there is a white calendar icon with the text: "LIVE Wednesday May 24th @ 2 PM EST". In the center, white text reads: "HR, We Have a Problem presents: Raising the Bar on HR! Find your voice and get good with uncomfortable." To the right, a white circle contains the text "LIVE!". Below this, a circular portrait of Lisa Sterling is shown with the text: "Special Guest Lisa Sterling Chief People Officer Perceptyx". On the left side of the banner, a full-length photo of Teri Zipper is shown. Below her photo is a white box with the text: "Moderator Teri Zipper CEO & Managing Partner Sapient Insights Group Podcast Host HR We Have a Problem". To the right of Teri's photo, there are two more circular portraits. The top one is for Susan Richards with the text: "Co-Host Susan Richards Founder & Managing Partner Sapient Insights Group". The bottom one is for Stacey Harris with the text: "Co-Host Stacey Harris CRO & Managing Partner Sapient Insights Group". A white logo is in the top right corner of the banner.

## Read worthy.

### 'Be the pioneer': How HR pros can demonstrate value leadership.

"Fifty-one percent of those surveyed said they felt highly or very valued by leadership, **down from 58% in 2022**," a statistic pulled from [HR Dive's 2023 Identity of HR](#) survey. Check out the [full article](#) written by Ginger Christ to hear HR professionals' perspectives and new methods as they confront this change.

## What's keeping HR from being seen as a true strategic partner?

The [HR Systems Survey](#) often reveals all sorts of interesting data about trends in HR tech. For the last ten years, survey participants have been asked whether HR is perceived as contributing strategic value within their organizations. What we've been noticing is unsettling. Author Stacey Harris, CRO and Managing Partner at Sapiant Insights Group shares more insight in this [HRExecutive](#) article about an alarming trend and what to do about it.

## **An HR Systems strategy worthy of the C-suite conversation.**

HR leaders, is your HR systems strategy rock-solid and ready for the C-suite chat? Consider arriving a day early at HR Tech and setting the week's pace by attending our [HR Systems Strategy Pre-Conference Workshop](#) – back by popular demand for the third year. You'll leave this workshop with a working blueprint for an adaptable HR systems strategy. Plus, new this year will be how to align an adaptive approach to unique HR service delivery models!

And don't miss Stacey, who reveals the 2023-2024 HR Systems Survey's key findings during a special keynote session - a much-anticipated highlight each year for attendees. We'd love to connect with you at the conference! Take advantage of early-bird rates [here](#).

## **A few more updates on the 2023-2024 HR Systems Survey**

- **IT'S A LAUNCH!** Survey participants, be on the lookout for a special invite from your Distributor with a unique URL ID to take the survey.
- **Get ready!** The official public launch is May 24th! Please don't put off taking the survey; it closes on July 1st.
- **Calling all HR buyers! Make your voices heard!** Complete this short [registration form](#) to receive a survey link at the start of the public launch.

## **Out and about! SIG spotlight**

- Stacey Harris presented *Key Findings from our 2022-2023 Annual HR Systems Survey White Paper, India Edition* by Sapiant Insights Group on May 11th at the SHRM Tech India 2023 Conference & Expo global event. For more information, click [here](#).
- Tom Sroka will speak as a panelist at [NOVA SHRM's May Chapter event: Stimulating Employee Attraction and Retention with Education Benefits](#), Wednesday, May 24 @ 5 PM EST on Virginia Tech's campus.

If you are attending any of these events and would like to connect, send us an email at [info@sapiantinsights.com](mailto:info@sapiantinsights.com)

## **Random true facts.**

While on the subject of heart this month...

The heart of a blue whale, the largest animal on earth, is five feet long and weighs 400 pounds. The whale, in total, weighs 40,000 pounds. [Nationalgeographic.com](https://www.nationalgeographic.com)

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