



## No October surprises here, or maybe?

Our [Annual HR Systems White Paper, 26th Edition](#), officially hit the market last Friday, causing quite a stir at the HR Tech Conference and the broader HR community.

Seeing comments on social about what people walk away with after attending the BIG reveal at our Keynote is always an interesting read. Here are a few recaps and comments we saw posted...

- The stats on workforce participation you shared are a real wake-up call!
- The information you [Stacey Harris] shared this AM was insightful and encouraging for the HR field - thank you for all the hard work.
- “If IT leads HRIS, then HR is 60% more likely to be viewed as a compliance function.” [key survey finding]
  - The whole room gasped when that one went up. [response] 🤖
- ...phones snapped up to capture every slide. It's the sign of the times for great content. I couldn't write fast enough with how much gold was coming from Stacey.
- “Reactive HR data management practices have a negative relationship with being a strategic function.” [key survey finding]

- Summarized: demand is increasing, teams are recognizing the value of the space, and you'll be more successful if you can double down on getting your data properly extracted, organized, and governed. [thank you, [Richard Rosenow](#), for your thoughtful keynote recap post on LinkedIn]
- Thanks, Sapient Insights team, for doing the hard stuff!
- ...great purse, by the way! ❤️



- Download a copy of this year's [report](#) here.

## Got your game on? HR Gamification - the next gold standard for your employee engagement strategy? 🎮

- 49% of this year's [2023-2024 HR Systems Survey](#) participants were Gen X, and 33% were Millennials, which begs the question - what is HR doing to engage this mindset as a people strategy?

- While there is a plethora of information on whether game-centric technology is a win, lose, or draw for HR, like AI - it's here to stay. Here's an interesting read from [SHRM](#) we thought you might find insightful...[Game-Centric Technology: A Better Way to Engage Employees in L&D?](#)



- [Susan Richards](#) introduced a bit of gaming fun on change management during our [Pre-Conference Workshop: Building an Adaptable HR Systems Strategy](#) sponsored for the 3rd year by [UKG](#) on Monday at the HR Technology Conference & Exposition - a simple game of [Kahoot](#), and the reactions from more than 250 **adult** attendees were fun to watch!

### The essence of HR strategy is choosing what NOT to do...

- **Need an HR strategy plan with unmatched HR systems *Voice of the Customer* survey data? We think it's a smart move.** If you are a critical decision-maker and oversee any of the following areas in your organization, including Core HR, Service Delivery, Time Management, Talent Management, Analytics and Planning, Vendor Relationships, and Emerging Technology, you should consider investing in this year's [White Paper report](#). 🇺🇸
- **Our Top Vendors by the Voice of the HR Customer - how to weigh in quickly for your next business transformation.** This year's list includes a competitive field of [Top Vendors](#) across SMB, Mid-Market, and Enterprise industry

sizes, categories, and distinctions for Vendor Satisfaction (VS) and User Experience (EX) from this year's Annual Voice of the HR Customer Systems Survey. 🕒

## Time to [HR] Huddle up?

Catch up on the latest hot topics on benefits administration and AI in HR decision-making in this month's [episode](#) of HR, We Have a Problem!



## Do your strategic plans look something like this? 🎯

Although we had fun with some “gamification” around change management during our pre-conference workshop, these are challenging times, and we understand...that helping with your business transformation is all about affecting desired outcomes while managing through the complexities and impacts of change on people. Catch this quick read by Karen Ball with Prosci for a few insights on [How to Lead Change Effectively During Uncertainty](#), or let's talk about your strategic plans to prepare for change.





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**All things led to HR Tech - not so fast! It's still conference season. ✨**

Stacey is heading to Palm Desert, CA, to deliver a keynote: *From Compliant to Courageous* on Thursday, October 19th, @ noon PST at [isolved's Connect 2023](#) conference. [Cliff Stevenson](#) will also be attending to share analyst perspectives on this year's HR systems survey.

Cliff will also be on mainstage at 15Five's annual conference, [Thrive](#) in Denver, Colorado, to talk about *The State of Strategic HR* on Tuesday, November 7th @ 11:30 am PST.

By the way, 15Five and isolved took the #1 spot according to the Voice of the Customer for their categories, SMB in a competitive field of [Top Vendors](#) in this year's 2023-2024 Annual HR Systems Survey:

- [15Five](#) won #1 Voice of the Customer recognition for Vendor Satisfaction (VS) and User Experience (UX) in the Performance category - Small Business (SMB)!

→ [isolved](#) won #1 Voice of the Customer recognitions for VS & UX in the Payroll, HRMS, Time, and Onboarding categories - SMB!

### **Top Vendor alert - it's about the Voice of the HR Buyer!**

Vendors, if you see your name in lights and on our [Top Vendors](#) list this year, why not market your top industry recognition with our Digital Badge Package program? Contact Lisa Renko at [lisa@sapientinsights.com](mailto:lisa@sapientinsights.com) for more information.



### **Help us continue to support the rising costs of Voice of the Customer HR Systems global research!**

Plan your 2024 HR Systems strategy with real-time data and market research by purchasing the 2023-2024 HR Systems White Paper, 26th Edition [\$1,297.00] - publicly released October 13, 2023! For more information, visit our [Research Marketplace](#).

Or, if you have immediate HR strategy project plans, let's chat about what this year's data is revealing to help with your forecasting needs - [connect](#) with us.