



Special Year-End Edition!

17 days, 408 hours, 24,480 minutes until 2024 🤖



by [Lisa Renko](#) on December 14, 2023

At this time of year, do you catch yourself contemplating milestones, lamenting goals missed, or, better yet, the remastered mix of [Time Waits For No One](#) by the Rolling Stones? 😊

Are your office walls plastered with inspirational sticky note quotes? [yes, for some of us, stickies are still a thing] 😊

“Time is the wisest counselor of all” ~ Pericles.

“Time takes it all, whether you want it or not.” ~ Stephen King, The Green Mile



GOODBYE 2023...helloo 2024!

We're excited to share this special edition of Insightful that includes tangible new educational opportunities and our most popular insights and resources over the year to motivate HR leaders to re-set, refresh, and take 2024 head-on.

Buckle up! There's no time like the present and future of HR! 😊



BUT WAIT! Time Out. Are you prepared to level up in 2024?

Last month,, we mentioned how data in our [2023-2024 Annual HR Systems Survey White Paper report](#) reveals that HR leaders are tired. See November's edition of Insightful [here](#).

Over the last three years as an HR leader, you collectively led during crises - working around the clock to encourage and inspire your teams, leaving little time for anything else.

Culture and leadership may have won in the fight to survive, but **what about you?** Or, what about that **strategic HR vision** you worked tirelessly to develop?

At the rate of change in today's business environments, there's a high probability that everyone (or you) needs to reassess their current HR Systems and make a new strategic plan-

Stacey Harris



[Yesterday 5:14 PM] Stacey Harris

REIGNITE and INVEST!

To be effective, both leadership and learning must be utilized together.

In February, we are launching a professional and personal growth **education series** exclusively designed for HR leaders. If you're a practitioner and answer yes to any one of these questions, you'll want to consider this unique cohort. [space is limited]

Building An Adaptable HR Systems Strategy *that Works*: Shelf-to-C-Suite Education Series | 6 Month Program

Is this for me?

- You're ready to hit play on your current HR strategy, but fear too much time has passed?
- You've decided it's finally time to get that strategy done and have the leadership impact you want.
- You want to develop an "adaptable" HR systems strategy.
- You'd like to understand your leadership style to execute your strategy effectively.
- It's time to get back to personal growth as well as professional development.

What's included?

- Six deep-dive education sessions on the "what" in building an *Adaptive HR Systems Strategy*

- Six cohort sessions with executive coaches on the “how” to increase your influence with key stakeholders
- High-level interactive opportunities to network and learn from industry peers
- Professional and personal development with real-world assignments.

Ok, you've got my attention. What's next?

This series is an investment and leadership growth opportunity as you create a strategic path for your organization.

Click the button below to enter your contact information to let us know you are interested in joining the cohort. We will follow up on launch details and to learn more about your needs.

YES! I'm interested in this opportunity.

<https://webforms.pipedrive.com/f/1v5SuYo5aq1hf5OBHAHlsNRg3eNx5IdcSn8fVhUsMMhs7MwnlqLp2DH6u6mIQN3b5>



What's next for me in 2024?



Building an Adaptable HR Systems Strategy that Works: Shelf-to-C-Suite Education Series | 6 Month Cohort Program

February 2024 | For more [information](#).



To be effective, both leadership and learning must be utilized together.

THIS YEAR'S TOP STORIES AND TRENDS

✓ **Most REVEALING** key finding in this year's 2023-2024 Annual HR Systems Survey White Paper [Report](#)?

After unveiling this stat, Stacey got a collective gasp among HR Tech keynote attendees!

"If IT leads HRIS, then HR is 60% more likely to be viewed as a compliance function." 🤖

✓ **Highest TRENDING** comment on LinkedIn about this year's survey [report](#) among industry influencers

...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. [Richard Rosenow, HR Tech Conference Keynote session recap post on LinkedIn]

✓ **Most POPULAR** blog post [Top Podcasts To Follow in 2023](#)

By [Teri Zipper](#) on March 20, 2023. By popular demand and for the last several years, we've curated a list of some of our favorite stand-outs. [Stay tuned for our list in Q1 of 2024!]

✓ **Highest # of DOWNLOADS** and trending topics for [The HR Huddle Podcast](#)

It was a banner year for all things HR, including The HR Huddle Podcast mini two-show series - Spilling the Tea on HR, co-hosted by [Stacey Harris](#) and [Cliff Stevenson](#), and HR, We Have a Problem, hosted by [Teri Zipper](#), reaching over 8,800 downloads and featured by several industry influencers.

Season 2 | Episode 46 |HR, We Have a Problem

[Broker advantages, benefits, administrative obstacles, and the transformative role of AI in HR decision-making.](#)

Stacey Harris and Cliff Stevenson, Co-Hosts
Spilling the Tea on HR Tech

Teri Zipper, Host
HR We Have a Problem

THE HR HUDDLE

Weekly Episodes

Catch more episodes on [Spotify](#) or your favorite podcast.

Most **FEEDBACK** on an Insightful Newsletter cartoon 😊



✔ Our HOTTEST TIPS of the year.

- Our comprehensive self-funded research report based solely on customer survey responses has been a must-have industry resource for 26 years. Download your complimentary copy of the just-released [Executive Overview](#) of this year's Annual 2023-2024 HR Systems White Paper here; use this overview as a guide for a full view of the report's scope and depth of detail.
- Access this year's [2023-2024 HR Systems White Paper, 26th Edition](#) report here and take advantage of getting \$300.00 off by entering a one-time code D6EH68QF - *exclusive to Insightful subscribers only*. This code expires on December 31, 2023.

*Since 2020, we've seen a **31% increase** in the average # of HR "modules in use" reported in our survey data! No wonder HR leaders are exhausted.*

- Take advantage of a **free 30-minute mini-assessment meeting** (button below) with one of our research analysts or change advisory consultants. Depending on where you are in your HR journey, we'll talk about how to turn this year's data into results.

Request 30-minute mini-assessment [here](#).

- Join the **55x25 Challenge** movement and become a [Raising the Bar on HR](#) member - a boutique LinkedIn group of HR practitioners, solution providers, and thought leaders getting together to solve critical challenges, offer industry insights, and share resources.

From our Sapient family to yours,



Help us continue to support Voice of the Customer global research!

For more information and resources, 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 2024 forecasting needs - [connect](#) with us.

Download your copy the 2023-2024 HR Systems White Paper, 26th Edition [here!](#)

*Insightful readers, enter code **D6EH68QF** - good until December 31, 2023.

26TH ANNUAL



THANK YOU HR
COMMUNITY!





SAPIENT
INSIGHTS GROUP