

Insightful Monthly Newsletter

Special New Year Edition!

349 days, 8,376 hours, 502,560 minutes until 2025 🤖



Time to fess up. 2024 is in full swing, whether we want it to be or not. As an HR leader, when was the last time you signed up for some personal or professional development?

In this month's issue, we're challenging HR leaders to think about shifting to what you have been putting off. You.

We announced this.



What's next for me in 2024?



“...develop a professional and personal growth mind map”

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



February 2024



And wow. The overwhelming response kind of proves our point. That HR leaders are recognizing the need to reinvest in themselves and revisit HR strategy goals now that the fires of a pandemic have largely come to pass.

Are you?

- Ready to get back to personal growth as well as professional development.
- Ready to understand your leadership style to execute an HR strategy effectively.
- Ready to hit play on your current HR strategy but fear too much time has passed?
- Ready to have the leadership impact you desire and get that strategy done?
- Ready to develop an “adaptable” HR systems strategy and to know the difference?

What’s in it for you?

- 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.

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 learn more about your needs.

[YES! I want in.](#)

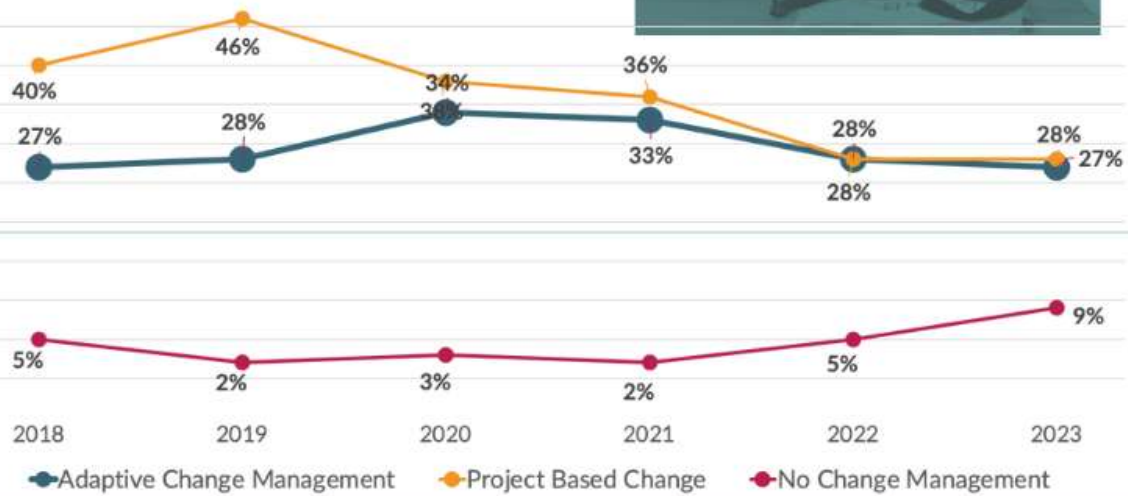
The case for changing how we do change. 😊

Who better to describe the plethora of change organizations have gone through in the last few years other than [Bowie](#), himself? 😊

Although HR leaders are all too familiar with change, our survey data reveals that **HR's approach to change is burning employees out.**

We are losing the Change battle!

"28% have no change management budget built into their HR technology plans; and just 5% spend the 20% recommended by Proci to achieve outcomes".



Source: Key Findings from the 2023-2024 Annual HR Systems Survey by Sapient Insights Group

In 2022, the average employee experienced 10 planned enterprise changes – such as a restructuring to achieve efficiencies, a cultural transformation to unlock new ways of working or the replacement of a legacy tech system – up from two in 2016. 🤖 Source: Key findings from the [26th Annual HR Systems Survey Report](#)

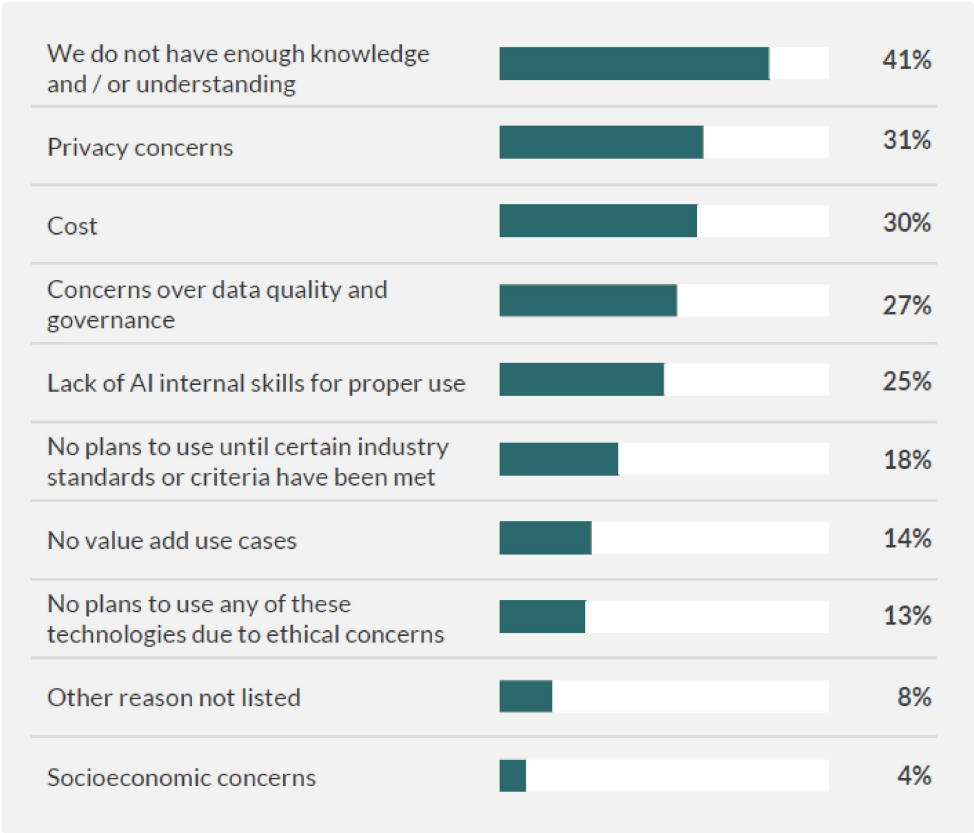
Cliff's Corner

At the end of last year, my friend and colleague [Lisa Renko](#) approached me about taking part in this newsletter to bring you some special insights to the reader. And since you are reading this, you have no doubt learned it is best to do what Lisa suggests! 😊

I'll start with a quick introduction – my name is [Cliff Stevenson](#), and I'm the Director of Research here at Sapient Insights Group, but I'm also a Principal Analyst, and as an analyst, I am constantly thinking about how all of this information, this data that we are seeing every day, how it all fits together. Because rarely (if ever) does any piece of people data exist independently of all the other pieces.

In this figure from our 2023-2024 HR Systems Survey, we see that along with the more common concerns about AI (lack of knowledge, concerns over privacy, etc.), there are over one in ten (13%) organizations that don't see a valid use case for AI. And that starts to make sense when you see how AI is being presented or marketed to most organizations – as a standalone tool that will help with things like content generation or filtering massive amounts of candidates.

FIGURE 124: WHAT ARE THE BARRIERS TO USING AI/INTELLIGENT TECHNOLOGIES AT YOUR ORGANIZATION?



For more info or to download your [free guide](#) to the [2023-2024 HR Systems White Paper](#) report, visit the two links above.

However, for many small businesses, those aren't big concerns so they might see a value-add case for AI. But when thinking about how AI can help with every employee's overall wellness, all of a sudden, those small businesses might have a use case for AI after all.

It will certainly be something to keep an eye on, and I look forward to seeing what happens next. I'll make sure to pass along any follow-ups to this or any other topics we cover here.

See you next month! Cliff

✔ **What's trending at [The HR Huddle Podcast](#)**

Season 3 | Episode 58 | HR, We Have a Problem hosted by [Teri Zipper](#): [In the evolution of HR, activating Performance Enablement is a flipside to traditional performance management.](#)

Season 3 | Episode 55 | Spilling the Tea on HR, co-hosted by [Stacey Harris](#) and [Cliff Stevenson](#): [At the intersection of accessibility, diversity, and analytics in an era of remote work | Canada takes on AI with Bill 149.](#)



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

✓ Our **HOTTEST TIPS**.

- 📅 If you missed our big data reveal at HR Tech, here's your chance to catch a re-cap! [IMA](#) will present [An HR State of the Union](#) on Wednesday, January 24 @ 1 PM EST for an insightful webinar hosted by our research team, Chief Research Officer [Stacey Harris](#), and Director of Research [Cliff Stevenson](#) to uncover key findings from the 26th Annual HR Systems Survey. Stacey and Cliff will dive deep into the top 5 HR tech innovations customers are buying in 2024 and talk about market trends to look for specifically for SMBs and Mid-Market organizations. Be sure to register [here](#).
- [Stacey Harris](#) weighs in on people and culture with Inc. Magazine. [What Are the Biggest People and Culture Trends for 2024?](#)
- Our comprehensive self-funded annual HR systems research report based solely on customer survey responses has been a must-have industry resource for 26 years. Download your [free guide](#) to this year's Annual 2023-2024 HR Systems White Paper 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*.

- 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.
- 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.



We're a team of professionals who know HR...meet [Teri](#).



Teri Zipper
Chief Executive Officer
Managing Partner
Sapient Insights Group

Teri is our Chief Executive Officer and a Managing Partner at Sapient Insights Group and a known global human resource consulting and HR systems expert. She helps clients improve their HR technology strategy, service delivery processes, change management, and talent strategy execution. Her experience spans large multinationals, small startups, and everything in between across industries.

Before joining Sapient, she held multiple roles at Mercer, including Software Business Leader, Product Strategy, and Head of Talent Technology Client Success. Teri also led the brand rebuild for the Compensation solution at Peoplefluent prior to their acquisition. She authored

articles about compensation and technology and is a co-author of “Managing Compensation with Technology,” part of The Compensation Guide.

To learn more about [Sapient Insights Group](#) connect with Teri on Calendly to schedule a brief [one-on-one](#).

26TH ANNUAL



THANK YOU HR
COMMUNITY!



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 project plan needs, let's chat about what this year's data is revealing to help with your 2024 HR strategy - [connect](#) with us.

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

*Insightful readers, enter code **D6EH68QF** for **\$300 off**.

