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# February Edition!

320 days, 7,680 hours, and 460,800 minutes until 2025 🤖



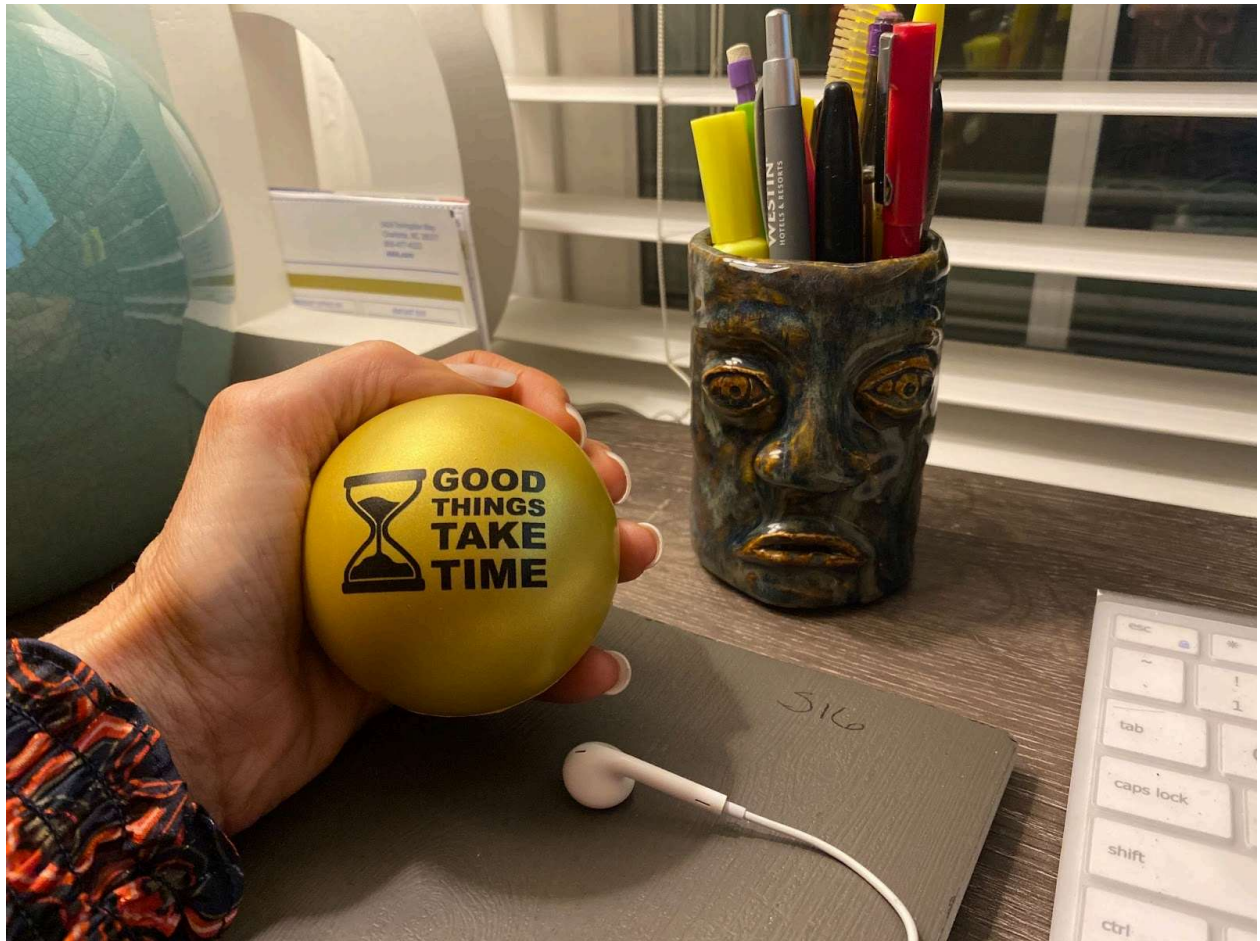
It's amazing what a generic search of the phrase "learning and time" gets you.

Take your pick from the plethora of results [all 20,210,000,000] 🤖 and journey down a dark cyber hole on topics like extended learning, time series analysis, machine learning - fancy speak for AI, and a random fav - telling time for children. 🕒

But who has time at work to learn? The time crunch is real. In last month's Insightful, we pointed to survey research that shows that employees and HR leaders are [burned out](#) but want to grow and develop.

This month, we're bringing you pithy reads on hot topics and opportunities in the L & D space and a few quick hits on skills building and HR tech.

Leonardo Davinci: "*Learning never exhausts the mind.*"



## At the intersection of Learning and Technology

HR pros have a LOT going on - skills gap, talent crunches, an ever-growing HR tech landscape to deal with to complicate things more. And the BIGGER question always follows - how do I accomplish all of this - effectively, efficiently, and successfully on my own?

We keep hearing the same from our vast network of readers, supporters, and industry colleagues.

Fortunately, we have an answer.

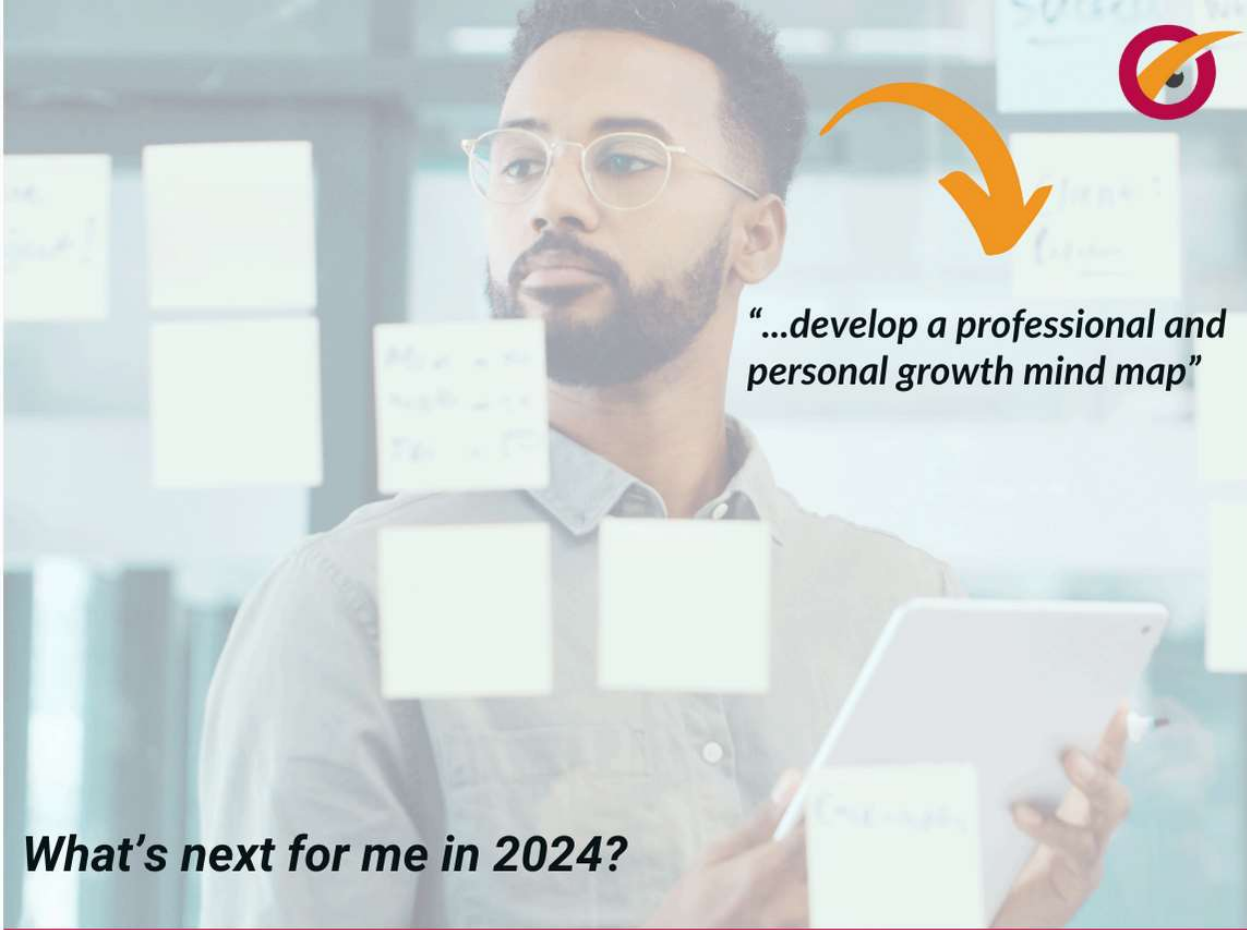
### More than just a stale online learning program.

Have you noticed our recent announcements about our NEW immersive cohort-based program on [Building an HR Systems Strategy from Concept to Biz Case to Buy-In](https://sapientsights.com/hr-systems-strategy/) launch? We're accepting applications for the spring cohort now. Seats are limited. Check the box below, and we'll contact you with additional details.

<https://sapientsights.com/hr-systems-strategy/>

**Be prepared to define, develop and deliver...**

- **Define** - an HR approach that harmonizes people-focused strategies with business outcomes in **six deep-dive virtual sessions** on the "what" in building an HR Systems Strategy
- **Develop** - the skills necessary to build a business case and secure buy-in from fellow business leaders in **six cohort-based sessions** with executive coaches on the "how" to increase influence with key stakeholders
- **Deliver** - a comprehensive HR systems plan that brings it all to life



**What's next for me in 2024?**

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

**Building an HR Systems Strategy that Works:**  
**From Concept - to - Biz Case - to - Buy-In**  
**Immersive 6 Month Program | 12 Cohort-Based Virtual Sessions**

**March 2024**

*In 2022, the average employee experienced 10 planned enterprise changes — such as a restructure to achieve efficiencies, a culture 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](#)

## Shopping around for tech? Our quick take.

According to our latest [HR Systems Survey](#), the average employer has:

- ❖ Increased HR systems spending by 20% per employee
- ❖ Grown the number of HR modules by 31%
- ❖ Expanded the use of standalone AI apps within HR processes by 33%

Even though today's HR technology landscape is brimming with innovation, the purchasing process has remained largely unchanged.

Love it or hate it, the [#RFP](#) is here to stay. (At least for a little while longer.)

Sure, [#AI](#) could eventually reduce the heavy lifting required to pick the right [#HRTech](#) solutions for your business. Until that day arrives, however, HR pros need to improve the way they catalog their wants, needs, and expectations.

Making the right technology choices is predicated on having an HR system strategy that's rooted in scalability, data clarity, and an exceptional user experience.

Check out this recent article from @HR Executive magazine, where we share some tips and tricks for ensuring your next RFP process hits all the high notes. <https://lnkd.in/g8H9hHcJ>





## Cliff's Corner

Welcome back! I love this virtual corner of our Insightful Newsletter real estate to keep my corner in. It's very cozy and has given me time to ponder more connections in our vast data library.

One connection that came up recently with [Stacey Harris](#), our CRO. As we were reviewing trends in Skills Management in a webinar, Stacey noted that Transformational Skills Management practices were one of those very rare practices that directly correlate to higher HR, Talent, and business outcomes, as seen in the chart below.

Did you know that in Learning Technology, **Operations only held the Learning solutions budget in 6% of the organizations we surveyed this year?** This is interesting because the trend is definitely towards HR or the Learning function having control of the budget rather than line managers or Operations.

How are these data points linked? Not directly, BUT they are both indicators of a larger trend – HR is tying all people's activities more to business metrics and overall business goals.

With better technology and a deeper understanding of how to measure and monitor skills development and other employee development through **Learning activities**, we are realizing the dream we created years ago: the one where HR doesn't just have a seat at the table but is sitting at the head and truly drives business success.

We are seeing that evolve rapidly through our [55 x 25 initiative](#), and although there is still plenty of work to do, data points like these are good indicators that we are on the right track.

So keep up the good work, HR!

Check back next month for more interesting finds! [Cliff](#)

DEPARTMENT THAT OWNS LEARNING SOLUTIONS BUDGET	
Department	Respondent Percentage
HR/Learning	65%
IT/Compliance	11%
HRIT/Admin	17%
Shared Services/Operations	6%

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

✦ Soft skills or hard skills – what matters more in HR?

Season 3 | Episode 62 | HR, We Have a Problem hosted by [Teri Zipper](#): [A call to action for HR practitioners and the critical career balance between soft and hard skills in today's modern workplace.](#)

📌 **State-level consumer privacy laws present a complex challenge for HR - how will you adapt your 2024 HR strategy?**

Season 3 | Episode 63 | Spilling the Tea on HR, co-hosted by [Stacey Harris](#) and [Cliff Stevenson](#): [Consumer privacy takes center stage as the HR world turns in a complex landscape of regulatory shifts, technology, and compliance questions.](#)



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

#### ✅ Our HOTTEST TIPS

- Did you miss this quick read last month? [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.
- Read our [FREE GUIDE](#) and ready to launch? Access this year's [2023-2024 HR Systems](#)

[White Paper, 26th Edition](#) report here and get **\$300.00 off** by entering a one-time code D6EH68QF - *exclusive to Insightful subscribers only.*

- 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 Sapien.

Kicking off the 2024 [Sapien Insights Group](#) planning meeting in Raleigh - we've doubled the number of people around this table from last year! Stick around, we're launching more [research](#), NEW [education programs](#), and [advisory services](#) for 2024. And yes, [Cliff Stevenson](#) and [Stacey Harris](#) are showing off our company pink!





*Pictured from left to right: Stacey Harris, Summer Orellano, Susan Richards, Cindy Maurer, Teri Zipper, Allison Baker, Tammy Smith, Lisa Renko, Kohle Harris and Cliff Stevenson*

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..



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