

Insightful Monthly Newsletter

March Edition

298 days, 7,152 hours, and 429,120 minutes until 2025 🤖



Checking in. We are almost to the end of the 1st quarter, how are you? 🤖

In [January's edition](#), we kicked off 2024 with a challenge to HR leaders to invest in themselves personally and professionally and why our data makes the case. Burnout is high and demand for leadership development equally as high. Any more reasons to build a valid use case? Read on!

Dr. Travis Bradberry, Author of Emotional Intelligence Habits:
[“Obstacles do not block the path; they are the path.”](#)



Think differently.

What would you prioritize if you had to choose between an opportunity to grow personally or learn professionally?

Our NEW immersive cohort-based program on [Building an HR Systems Strategy from Concept to Biz Case to Buy-In](#), launching at the end of this month, is a master series in strategy development and a straightforward approach to do both.

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

A practical business case

- **Combine instructor-led training with hands-on work** - to actively build out your organization's HR systems strategy in real time in 12 deep-dive virtual live sessions
- **Split your time between learning and doing** - the skills necessary to build a business case and secure buy-in from fellow business leaders with executive coaches on the "how" to increase influence with key stakeholders
- **Deliver** - a comprehensive HR systems plan that aligns with your business goals

What makes this personal

- **Master strategy development** - through a data-driven strategic thinking approach benefiting all aspects of your job.
- **Fits your workflow** - with twelve 90-minute virtual LIVE sessions spread across six months, leaving plenty of time to complete the program without disrupting your routine.
- **Access expert support** - through direct access to industry experts, executive coaching & research resources typically only available in big consulting engagements.

Register here by March 15: sapientsights.com/hr-systems-strategy

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



Cliff's Corner

Hello, and welcome back to my...corner, which admittedly sounds a little shady when I see it written down. It was suggested that I change this section to Cliff's Notes, but I *think* that is already trademarked. 🤔

Anyway, something that caught our eye from the 2023-2024 survey data was an aspect of HR technology that has seen much uptake but also much hesitation, but (surprisingly) this isn't about AI. Instead, it was with another technology that shouldn't be experiencing growth anymore but still is: mobile HR tech.

The statistics show that only 62% of organizations use mobile HR technology. See chart below. When asked, respondents stated that when they were not using mobile HR tech, it was usually due to security and data concerns. Most of you reading this expected mobile HR Tech to be ubiquitous at this point (I know I did). Although it's available everywhere, buyers aren't consistently implementing mobile HR technology because the rewards don't always outweigh the risks, at least in their eyes.

Of course, employee data and privacy is an extremely valid concern. Still, given the advances made in compliance law, inter-organizational policies and processes, and encryption technology, it may be worth weighing that risk/reward balance again this year to see if the benefits of mobile technology may be worth any perceived issues.

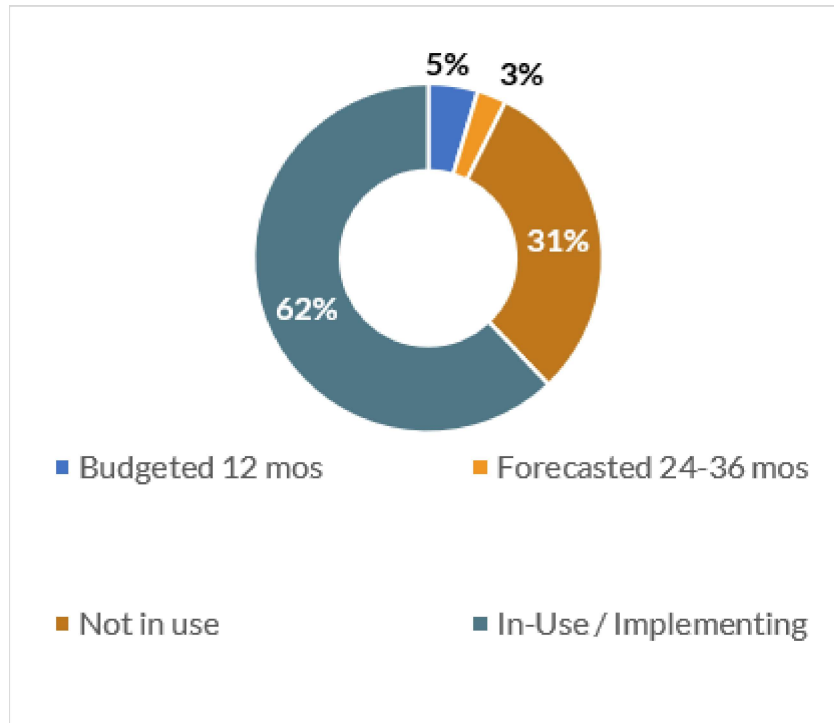


Figure 1: Is your organization currently using Mobile-Enabled HR Technology?

Our top reads

✓ Interesting HBR article and perspective on how **pay transparency amid regulatory changes and tech advances makes employees acutely aware...** [When New Hires Get Paid More, Top Performers Resign First](#) by Andrea Derler, Peter Bamberger, Manda Winlaw, and Cuthbert Chow.

While on the subject of personal development, you might find [10 Ways Ridiculously Successful People Think Differently](#) by Dr. Travis Bradberry, intriguing. [we think 5 & 6 are the best tips 🤖]

Out and about

✓ Join [Cliff Stevenson](#), our Director of Research, who will lead these two free webinars on some trending topics and research findings!

IHRIM's Key Findings from the 26th Annual HR Systems Survey

Wednesday, March 27 | 1:00 pm to 2:00 pm EST

Register here: <https://bit.ly/IHRIMKeyFindingsWebinar>

Cornerstone's How to be Strategic with Your Learning Content: A Webinar with Sapient Insights Group

Thursday, March 21, 2024 | 10:00 AM PT/ 1:00 PM ET

Register here: <https://bit.ly/4a82mo3>

✔ **Follow** [Stacey Harris](#), our Senior Director of Research, who will deliver a keynote later this month during the [PlanSource's](#) Customer Advisory Board event in San Antonio, Texas. She will share our latest research on the HR Technology landscape, the impact of a Strategic HR function, and how we can elevate the conversation about Total Rewards and Benefits.

Book with us! Interested in having one of our industry influencers at your next event, podcast, or webinar? Connect with Lisa Renko, Director of Client Relations, at lisa@sapientinsights.com, or select this [Calendly link](#) to meet to discuss your request!

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

✦ **With 65% of employees reporting burnout, how can HR and marketing collaborate to address it?**

Season 3 | Episode 66 | HR, We Have a Problem hosted by [Teri Zipper](#): [The shared responsibility between HR and marketing to build a better employee experience](#)

✦ **What impact will AI safety have on HR and organizational trust?**

Season 3 | Episode 67 | Spilling the Tea on HR, co-hosted by [Stacey Harris](#) and [Cliff Stevenson](#): [The national spotlight on AI safety, transparency and organizational trusts turns to Washington](#)

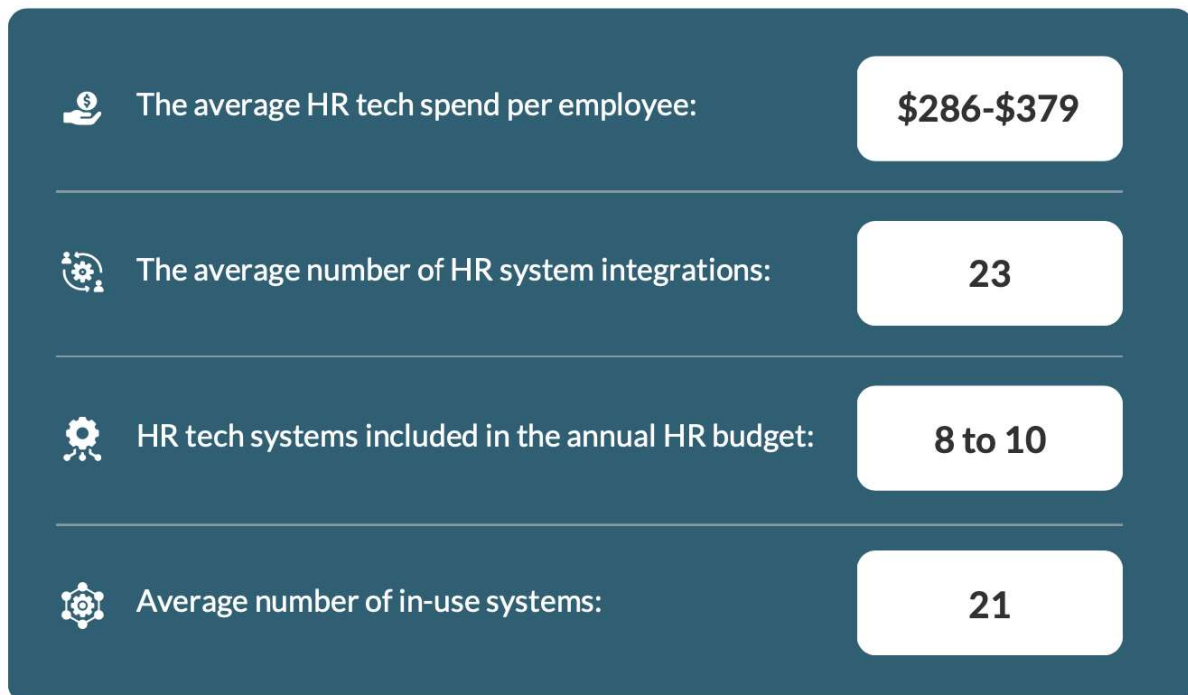


The HR Huddle Podcast promotional graphic features a yellow background. At the top left, it says "Stacey Harris and Cliff Stevenson, Co-Hosts Spilling the Tea on HR Tech" in red text, with circular portraits of Stacey Harris and Cliff Stevenson below. To the right is a silver vintage microphone. At the bottom left, it says "Teri Zipper, Host HR We Have a Problem" in red text, with a portrait of Teri Zipper below. The title "THE HR HUDDLE" is written in large, bold, pink letters across the center. Below the title, it says "Weekly Episodes" in red. At the bottom, there is a white playback control bar with a play button in the center and icons for repeat, previous, next, and shuffle.

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

✔ Our HOTTEST TIPS

- It's that time of year again! Sign-ups for the **27th Annual HR Systems Survey** have started! [Follow this link](#) to sign up as a Survey Distributor with a **survey launch date of April 17th** or as a Survey Participant with a launch date of May 1st.
- 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. The aggregate chart below is one of 94 charts you'll find in this year's report. Download our [FREE GUIDE](#) to the 2023-2024 HR Systems White Paper, 26th Edition, to understand the report's scope and depth of detail fully.



For more information on this chart, download a copy of the [2023-2024 HR Systems White Paper](#) report.

- Ready to launch a strategy or vendor selection with a little help? 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*.
- 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.

Raising the Bar on HR

55 × 25



We're a team that knows HR...meet Sapien.

Honoring [International Women's Day](#) and [Women's History Month](#) has special meaning. Did you know we're an all-women-owned WBENC-certified firm?

And we're launching fresh resources and new services in 2024! More about us...[research](#), [education programs](#), and [advisory services](#).



International Women's Day



#InvestInWomen

Pictured from upper left and across to the right: Teri Zipper, CEO; Marc Moschetto, CMO; Susan Richard, Founder and Managing Partner; Stacey Harris, Chief Research Officer and Managing Partner; Kelli Kelly, Podcast Production Partner; Summer Orellano, Officer Administrator; James Williams, CFO (in the middle); Tammy Smith, Research Analyst; Lisa Renko, Director of Client Relations; Allison Baker, Senior Consultant; Cliff Stevenson, Director of Research; Cindy Maurer, Senior Consultant, Rashida Dunnam, Consultant.

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**.



SAPient
INSIGHTS GROUP