
April Edition

264 days, 6,336 hours, and 380,160 minutes until 2025 🤖



🤖 Gen Xrs make up 49% of our [systems survey](#) takers. With one foot in the past and the other in the present, who better **bridges the gap** between the analog past and the digital present?

Gen X leaders are highly adaptable, resilient, and independent thinkers, making them unique and valuable assets in the workforce. They are also a smaller generation than the Baby Boomers or Millennials, which means there is potential for a **talent gap** as they retire or move to different roles.

Yet another “something” to ponder amid the mounting gap challenges HR faces.

Fair warning: There's A LOT to unpack in this month's edition. You'll find resources, special announcements, and read-worthy articles, including tips, resources, and insights to guide you on innovative ways to tackle the day's HR issues. **So, let's dive in!**



So, what's so different about Gen X? They lead differently.

Having grown up in economic uncertainty and the digital revolution, Gen Xrs, who have had to **adapt to change**, often bring a balanced perspective on leveraging technology in their work - setting them apart from their predecessors and successors.

Organizations would bode well to work harder to retain their highest-performing Gen X leaders. Catch this quick read about the ["X Factor: How Gen X Leaders Will Impact Workplace Culture"](#) or read **MORE** in our latest blog below.



Learning with intention.

Speaking of bridging gaps in the war on talent, check out our most recent blog post [Cohort-based learning: Bridging the career growth gap between remote and in-office workers](https://sapientsights.com/cohort-based-learning-bridging-the-career-growth-gap-between-remote-and-in-office-workers/), by thought leader and strategy partner [Marc Moschetto](#) of [KickMotor](#). Marc offers a fresh perspective on where remote work stands today with organizations and employees and the technological advancements that can enable and strengthen connections.

[Read it here](#)

<https://sapientsights.com/cohort-based-learning-bridging-the-career-growth-gap-between-remote-and-in-office-workers/>

hybrid work



And it's a GO!

Sapient Insight's new virtual cohort-based program officially launches!

We are super excited to start ***closing the gap*** with over 10 HR/HRIS leaders who recently decided to level up on their systems strategy and invest in our inaugural Spring cohort-based immersive program, officially launched on March 26h with a friendly virtual Meet & Greet!

These selected professionals committed to 12 virtual sessions over the next six months to learn and collaborate with Sapient's executive leadership team and coaches to [Build an HR Systems Strategy that Works: from concept to business case to C-suite!](#) If you missed this opportunity, stay connected; we'll announce the second Fall Cohort registration soon!



We even had a virtual cameo appearance from “Ginny” aka Bonnie Wright from Harry Potter, with a special welcome message to the new cohort!

So what’s all the **DISRUPTION** about?



A three-part webinar series that will help HR leaders understand - and overcome - today's most pressing workplace challenges.

- 1 Tackling the Leadership Crisis at its Core**
Thursday, April 25 @ 2:10p EST
- 2 Building High-Performance Teams**
Wednesday, May 22 @ 2:10p EST
- 3 Elevating YOUR Leadership Game**
Wednesday, June 26 @ 2:10p EST

REGISTER TODAY



Remote work was disruptive. “The Great Resignation” was disruptive. Now, the disruptive torch has been passed to AI. The signs are clear: increasing fatigue, high attrition rates, and disengagement are just a few symptoms of the growing divide between leadership and employees.

We are offering a **NEW webinar series** as part of the official launch of a **NEW suite of consulting, coaching, and educational services** aimed at helping you improve leadership development and win on corporate culture:

- [**Webinar #1: Tackling the Leadership Crisis at Its Core**](#)
Thursday, April 25, 2024 – 2:00 pm EST
Join us as we explore the factors eroding organizational trust, discuss ways to assess your "trust index," and identify leadership obstacles hindering progress.
- [**Webinar #2: Building High-Performance Teams – From Identification to Action**](#)
Wednesday, May 22, 2024 – 2:00 pm EST
Discover how to cultivate a leadership mindset among team members, overcome common barriers to performance, and create an open, inclusive team environment that drives results.
- [**Webinar #3: Elevating Your Leadership Game**](#)
Wednesday, June 26, 2024 – 2:00 pm EST
Assess your leadership skills and understand how to leverage them for personal and professional growth.

These events are curated to help you, your teams, and your organization learn practical, actionable, and impactful ways to begin to **CLOSE THE GAP** on some of today's most pressing workplace challenges. Hit the button below for more details and to sign up for this FREE series. Even if you can't attend every session live, registering ensures access to recordings and exclusive content. Reserve your spot today!

You won't want to miss it.

[Register Here](#)

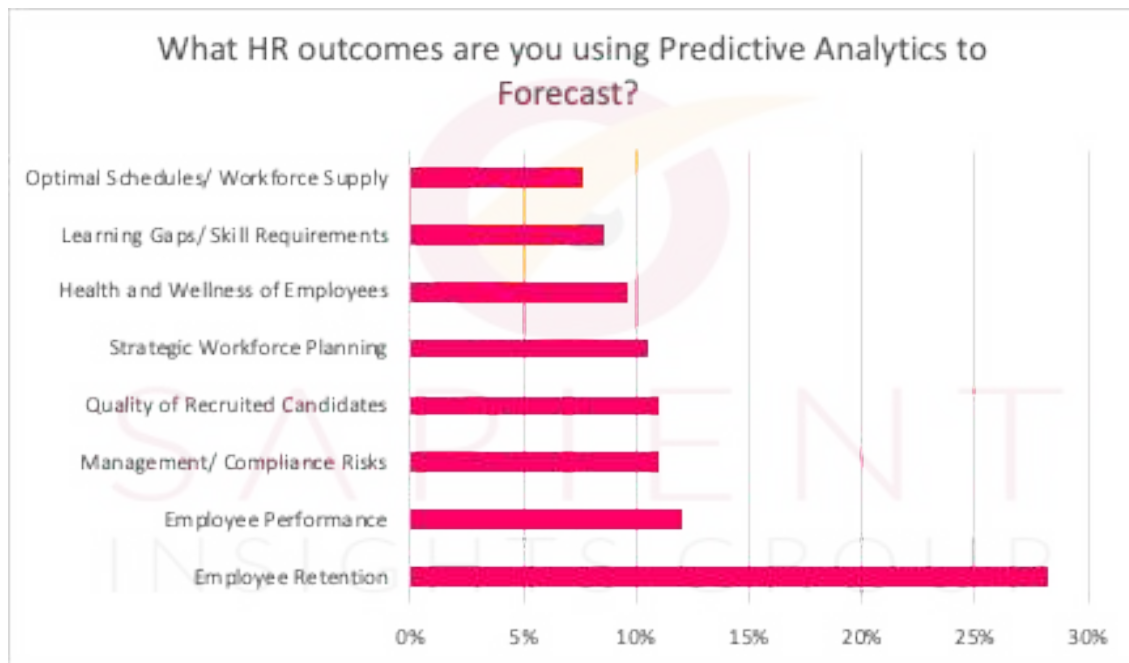
We've got you covered!



We're teaming up to kick off HR Tech this year. If you're considering a tech purchase in the coming months or want to do some research before the [HR Tech Conference](#), this is a webinar you'll want to attend. This session will also leave 15 minutes open for audience questions! **Topics include:**

- The tech categories show the biggest churn, with plans for replacement and open RFPs.
- Where HR buyers are investing — and where they are not.
- How vendor rankings vary by company size and industry. Hint: Size matters.
- The trends and tech innovations buyers should factor into any selection process.
- The tech solutions that elevate HR's strategic value.

[Register for FREE!](#)



Thanks to my colleague Tammy Smith for helping me analyze these data points.

It is much more likely that they are using AI for “General Process Efficiency,” but note that only 32% of survey takers used it, which is not much different in overall use from the 28% using predictive analytics for employee retention above.

This tells me that the meta-commentary on AI and predictive analytics may be very similar (as is the number of organizations willing to risk using newer methodologies), but the actual use cases – how these tools are being put into place at these organizations – are much different. Still, we can take some lessons from that time in the form of moderation.

We can simultaneously be healthy skeptics and cautiously optimistic as these technologies need human oversight and understanding. Still, they do have the power to create massive changes in how we work – we must ensure that power is used responsibly. 🤔 [Cliff](#)



Our top reads

- ✓ A quick take we thought you might like on **Balancing In-Office Culture and Flexibility**.

<https://www.hrmorning.com/articles/balance-flexibility-and-in-office/>

- ✓ Catch [Cindy Maurer](#)'s, latest blog on building employee engagement and motivating teams with music fan favorites.

<https://sapientsights.com/strike-a-chord-how-music-brought-sapientsights-group-closer-together/>

- ✓ **How Benefit Strategies Impact the Perception of HR.** A compelling case for how top employee benefits align with higher talent and business outcomes (see chart below).

<https://hrexecutive.com/want-to-boost-employees-perception-of-hr-look-at-your-benefits-strategies/>

TOP EMPLOYEE TRADITIONAL AND NON-TRADITIONAL BENEFITS ALIGNED WITH ACHIEVING HIGHER TALENT & BUSINESS OUTCOMES	
TRADITIONAL BENEFITS	NON-TRADITIONAL BENEFITS
Stock Options / ESOP	Virtual Office Stipend
Travel Insurance	Food / Beverage Stipend
Supplemented Medical Coverage (Global)	Commuter / Car Assistance / Virtual Office
Retirement Planning (401K / Pension)	Caregiver Assistance / Voucher
Medical Coverage	Adoption / Fertility Financial Assistance
Family Leave	Physical Wellness Program
Legal Insurance	Financial Wellness / Mental Wellness
Dependent Care / Flexible Spending Account	Paid Parental Leave

Source: Sapient Insights Group 2023-2024 Annual HR Systems Survey

Out and about

✓ Here's your chance to tune in and replay two impactful webinars on trending topics and research findings with [Cliff Stevenson](#), our Director of Research.



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

Check out the replay: <https://vimeo.com/928090529/dc1b71069c?share=copy>



Go [here](#) to watch [Cornerstone's](#) webinar replay on *How to be Strategic with Your Learning Content: A Webinar with Sapient Insights Group*.

✓ **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 discuss your request!

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

📌 Will we ever know the true impact of the COVID-19 pandemic on HR technology?

Season 3 | Episode 72 | HR, We Have a Problem, hosted by Teri Zipper, explores [the pivotal role of HR technologists in navigating advancements, building community, and solving complex problems in HR.](#)

📌 How do AR/VR environments impact workforce development?

Season 3 | Episode 71 | Spilling the Tea on HR, co-hosted by [Stacey Harris](#) and [Cliff Stevenson](#): [The long view of balancing AR/VR technological advancements with a human-centric approach in HR.](#)



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

Our HOTTEST [HR SYSTEMS SURVEY] TIPS!

- Interested in joining other Fortune 500 companies and becoming a Survey Distributor? Our 27th Annual HR Systems Survey kicks off soon! [Follow this link](#) to sign up as a [Survey Distributor](#) for a DISTRIBUTION launch date of April 17, 2024.
- The **PUBLIC** launch of this year's survey runs from May 1st to June 26th! BEFORE you sign up, find out if your company is already distributing this year! Check out the list of

participating [2024 Distributors](#) here! Here are just a few of the participating organizations!



To see all of this year's participating organizations, visit our website's [2024 HR Systems Survey Distributors](#) page.



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

Our Founder and Managing Partner, [Susan Richards](#), has worked for over 30 years helping global organizations in change management, organizational effectiveness, M&A, HR strategy, technology, and operations. She focuses on helping clients improve business performance by aligning their human capital programs and practices with business strategy.

Our clients can attest to Susan's passion as a coach, mentor, and change leader. The cornerstone of her vision to effect change and never stop evolving as a company is the same as when she launched Steelbridge Solutions as a solopreneur 11 years ago. Her expertise includes Change Management (PROSCI Certified), HR Strategy and Implementation (SPHR), HR Technology Strategy, Selection, and Implementation, Engagement Management (PMP), and Executive Coaching (200+ hours).

"Build better teams, and the rest will come."

Susan Richards, Founder and Managing Partner

When she's not running a growing firm, she advocates for and is deeply committed to animal rescue in her local area. Needless to say, her three active rescue doodles, Theo, Stella, and Ollie, keep her very busy in her "spare time."

Susan welcomes your connection and is always open to helping HR professionals solve complex challenges in today's modern work environments. Be sure to reach out to her on [LinkedIn](#)!

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

Not just another day.



[Lisa Renko](#), our Director of Client Relations (3rd from the left), along with [Marc Moschetto](#) (left), attended a [321 Coffee](#) event in honor of [World Down Syndrome Day](#) at Pendo's headquarters and in-office cafe in downtown Raleigh on March 21. Over 75 organizations were in attendance to

hear from 321 Coffee's barista teams and supporters about how organizations can actively take real action to promote disability inclusion in the workplace.

[321 Coffee](#) is a coffee shop and roaster built on inclusion. Based in Raleigh, NC, 321 currently employs over 50 adults with intellectual and developmental disabilities (IDD). They roast the coffee, take the orders, and make the lattes. They value and actively advocate for an inclusive business model.



Sapient Insights Group is proud to participate in [321 Coffee](#)'s annual corporate gift-giving campaign, which supports its mission of creating a more inclusive world.



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.

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 our [FREE GUIDE](#) to the 2023-2024 HR Systems White Paper, 26th Edition, to fully understand the report's scope and depth of detail.

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

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

Questions about this year's survey and how it may help you? Take advantage of a complimentary [30-minute mini-assessment](#) 1:1 (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.



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