

Insightful Monthly Newsletter

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July Edition

169 days, 4,056 hours, and 243,360 minutes until 2025 🤖

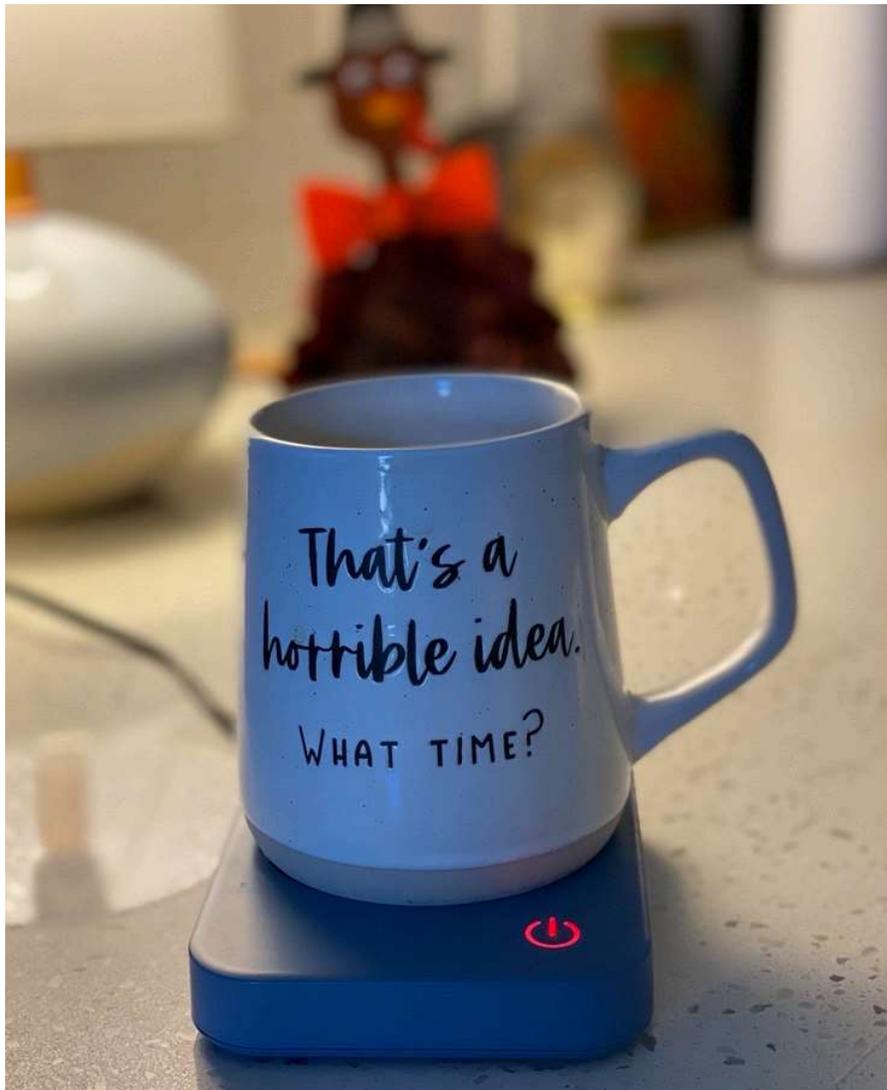


Welcome to another summer edition of Insightful, your go-to source for all things HR, new learning opportunities, and some exciting breaking news on this year's HR systems survey.

We've even included a few worthy beach reads as a bonus. 😎

"Stay caffeinated, stay productive, and remember behind every successful team is a significant amount of coffee." ☕

– OpenAI



HR news + new program “perks”

Speaking of productivity, our next **Change Leadership Cohort Program, *Navigating Change with Confidence***, [launches](#) in late August. Will you be there?

“According to GALLAP, an astounding 42% of employees who voluntarily left their organization in the past year report that their manager or organization could have done something to prevent them from leaving their job. We are in times of market and geopolitical uncertainties. As leaders of change, the trends are not in our favor.” - [Susan Richards](#), Founder and Managing Partner, Sapient Insights Group

🔥 ☕ Join our immersive program to learn fresh perspectives on navigating “unexpected and expected” change disruptions, as more are sure to come in today’s modern work environment.

Space is limited to 20 participants. Find out more with a click [here](#).

🔥 🍪 **Bonus*** Access the early bird discount of \$500 USD off the regular program fee before August 2, and we'll add an exclusive 1:1 complimentary session with one of our executive coaches to be taken before, during, or after the program!



**To our global survey community,
we can't THANK YOU enough!**

The 2024-2025 Annual HR Systems Survey officially closed, and we're beyond thrilled and honored to share that our global survey community made it happen—and in a BIG way!

👉 **64 Global Organizations** distributed our [Annual HR Systems Survey](#)—that's a **22% HIGHER Participation Rate!** We can't wait to hear what the participants have to say this year.

👉 **AND**, we experienced the **LARGEST # of Survey Responses** in survey history - a **47% increase over last year!**

View the [full list](#) of this year's Distributors on our website.

<https://sapientsightscom.sharepoint.com/sites/MarketingWorkingFiles/ layouts/15/stream.aspx?id=%2Fsites%2FMarketingWorkingFiles%2FShared%20Documents%2FSocial%20Media%20Channel%2FCliff%27s%20Corner%20%2D%20July%202024%2Emp4&referrer=StreamWebApp%2EWeb&referrerScenario=AddressBarCopied%2Eview%2E9f605bc3%2D1c34%2D4641%2D8134%2D0ce2553e64ff&ga=1>

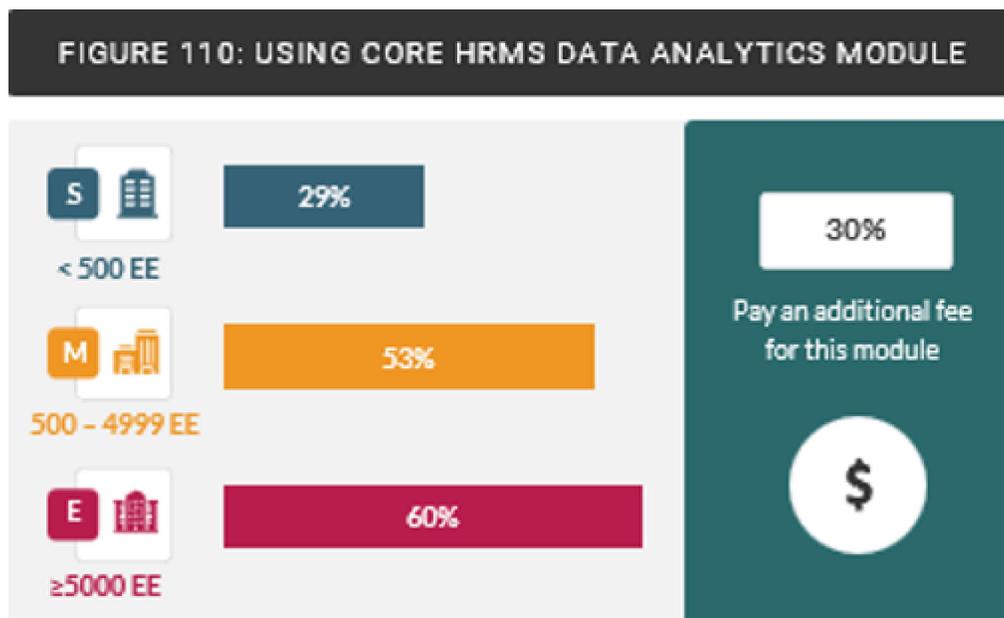
Load Cliff's video above to YouTube

Cliff's Corner

As I write Cliff's Corner™, there has been a lot of news impacting HR this month, and although it hasn't all been positive, it gives us the opportunity to reflect on what is most important in our jobs and how we can have the biggest impact.

This month, I want to point out two different capabilities of HR Tech and how they are deeply ingrained (or should be) in how we handle extremely important decisions like large layoffs. One is People Data and Analytics.

In our last survey, we saw that only 60% of Enterprise organizations are using a data analytics module in their core HRMS platform, which raises the question for the other 40% - what data are you using to make such impactful decisions? Although there are always discussions following layoffs about whether it was the right business decision, those are purely speculation unless you can access and use deep people and business data to inform and carry out that decision.



Another consideration often overlooked during large layoffs is the employees who remain. They will be affected by larger, or at least changing, workloads and, of course, will be emotionally impacted by the event. This is where Rewards and Recognition come in, as they play a pivotal role

in helping to bring visibility to these oft-forgotten employees and remind them of their value to the organization.

Although we at Sapiient Insights Group had no way to predict specific layoffs, we well understood the increased importance that Rewards and Recognition software would play in 2024/2025. For that reason, we have greatly increased its prominence in this year's survey and upcoming report.

Finally, speaking of both recognition and that report, I want to thank each one of you who participated this year. Although I can't give you an exact number (yet), I can safely say that this year saw the greatest number of respondents we have ever seen, and all that success is completely on you. So, thank you again from every one of us on the Sapiient team. Perhaps the corner is for celebration after all!

👤 [Cliff](#)

Our top events, short reads, and more.



We have three open seats available for Triangle senior leaders who would like to attend our private INVITATION-ONLY event, *Leading Through Change*.

Be our guest at an **exclusive roundtable** on Wednesday, July 24, at 8:30 AM EDT located at [Pendo's](#) HQ. Heads of global brands will gather for an intimate discussion on effectively reimagining change leadership, culture, and inclusivity in today's complex business environment.

Guests will enjoy a catered breakfast, [321 Coffee](#), peer networking, and an engaging private session from the top floor of [Pendo's](#) beautiful new meeting space overlooking downtown Raleigh [RSVP here](#) or contact Lisa Renko, Director of Client Relations at lisa@sapiientinsights.com for more information.



✓ Will we be seeing you at [HR Tech](#) this year? Here's a few ways to CONNECT with us:

- Stop by [Stacey Harris'](#) Mega Session on Wednesday @ 1 pm or visit our team and
- Catch [Teri A. Zipper](#), LIVE for her [#HRHuddlePodcast](#) - HR We Have a Problem show at [IHRIMs](#) booth (5502)
- Attend the [Women in HR Tech Summit](#) and register for Session # WIT2 on Tuesday, September 24, at 9:30 to hear speakers [Teri Zipper](#) and [Daniell Bushen](#) present "[Creating A Culture of Data Transparency for HR:](#)

1) Learn how to leverage AI at scale by making ethics, sustainability, and social responsibility the core of new technology deployment.

2) Learn ways to ensure HR business processes are owned by HR leaders and that the data they generate are clear and precise.

✓ Join this [PlanSource](#) webinar this Tuesday, July 16th @ 1 p.m. ET with [Stacey Harris](#) and [Tamra Miller](#), PHR, SHRM-CP, Benefits Manager at Ingevity, who will discuss the latest trends reshaping the HR tech landscape. Learn more on how to level up your employee experience:

- HR tech evolution and the impact on the employee experience
- Strategies to boost employee engagement
- Healthcare benefits and shifting expectations

- Leveraging data to combat labor challenges to maintain a competitive edge

Register here: bit.ly/4eUiahgff

✔ Blog: Behind the Scenes Sapient's 27th Annual HR Systems Survey by [Marc Moschetto](#):
[Read more...](#)



✔ "Is Your Workforce Management Technology Up to the Job?" by Stacey Harris, HRE Magazine

[Read more...](#)

✔ "McDonald's Halts Use of AI in Drive-thrus After Errors Go Viral on Social Media." by Coner Cawley, [tech.co](#).

[Read more...](#)

✔ "Why Innovations are Essential for Accessibility" by [Global Positive News Network](#).

[Read the article here...](#)

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

NEW! Watch our podcasts on [YouTube](#)!

✦ How does AI impact job board competition?

Season 3 | Episode 85 | Spilling the Tea on HR, co-hosted by [Stacey Harris](#) and [Cliff Stevenson](#)

Watch here: <https://youtu.be/k32Y5owLzfg>



🔔 Subscribe today to be notified when new episodes air!

<https://podcasts.apple.com/us/podcast/the-hr-huddle/id1583756892>

We are HR...meet Cindy Maurer.

As one of our senior consultants, Cindy is an experienced HR and Talent Management practitioner with over 20 years of experience in Human Capital and Change Management. She has served clients in the financial services, technology, and private equity sectors. She specializes in engagements focusing on enterprise-wide organizational change management and completed work focused on HR transformation and HR operating models.

Cindy enables our clients to meet goals and successfully drives organizational growth by implementing best-in-class human resources capabilities. She champions culture, values, and talent as a trusted advisor and partner. She works closely with our clients to develop HR strategies that align with business objectives and understands the impact of HR initiatives on the business.

LinkedIn: <https://www.linkedin.com/in/cindymaurer/>

In other Partner news.

IHRIM offers HRIP Certification at HR Tech 2024

Register for HR Tech 2024 and plan to take the GRIP review course and exam while at HR Tech and receive a promo code to take 50% OFF [IHRIM's HRIP Certification Review and Exam at HR Tech plus Membership Package](#)— pay only \$550 instead of \$1,100.00.



IHRIM®

in partnership with



Resources



- ✓ We're launching fresh resources and NEW services in 2024! Find more about us here...[research](#), [cohort education programs](#), and [change leadership and coaching services](#).
- ✓ Help us continue to support Voice of the Customer global research! For more information, 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 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!](#) Email Lisa Renko for early bird bundled pricing for the 2023-2024 and 2024-2025 HR Systems White Paper, 27th Edition (to be released Fall 2024)

Questions?

✓ **Want to know more** about this year's survey and what data may help you? We can break down our data based on your needs. Take advantage of a complimentary [30-minute 1:1 assessment](#) (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.

✓ **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!

