



SAPIENT
INSIGHTS GROUP

October Insightful Newsletter



CEO Corner: Navigating Change

As we step into the beautiful autumn season, I wanted to reflect on change. Change is inevitable, and in the world of business, it's essential to not only adapt to it but also to embrace it. This month's CEO corner is dedicated to navigating change within your organization.

Embracing: By embracing change, organizations create a culture of flexibility and resilience, empowering employees to think creatively and adapt to new challenges.

Embracing change also encourages continuous learning and development, as employees are motivated to acquire new skills and knowledge to thrive in an ever-changing landscape.

Leading: The past two months leaders across the US and globally have been faced with leading their teams and organizations through change and demonstrating resilience, whether through natural disasters, global unrest and war, and moving economic markets. I want to take a moment to acknowledge those impacted by the recent devastating weather events of Hurricanes Helene and Milton. Our thoughts and prayers are with you and your loved ones, as well as first responders and volunteers, as you work to recover from these events.

There's a lot going on! Take a moment to breathe, and don't go at it alone.

Adapting: The role of HR in managing change and adapting strategies to support employees during crisis is critical; it is just as important during business-as-usual to ensure employee engagement, retention and satisfaction. October 10th was World Mental Health Day. But it's not about a day, it's about how we show up every day and support our people inside and outside the workplace. And that workplace is now anyplace and everyplace.

Learning: *If the theme of change resonates with you* – you won't want to miss our inaugural Change Leadership Cohort starting in January 2025!

Read on as we share highlights of our time at this year's HR Technology Conference a few weeks ago in Las Vegas. It was epic!

And check out our October webinars and events in the events section below.

Kind regards,

Teri



Want to view this year's Voice of the Customer top-ranking vendors from our **27th Annual HR Systems Report**

[Click Here](#)

Change Leadership

Effective Change Leadership isn't just about managing the status quo or executing fancy communication and training plans—it's more about getting **AHEAD** of change.

[Learn More](#)



Bundle & Save!

Dive into the most comprehensive HR Technology study on the market... for less.

[Learn More](#)



HR Tech or Treat Webinar

Sapient Insights analysts Stacey Harris and Cliff Stevenson will discuss key findings from **2024-2025 HR Systems Survey**

[Register Here](#)



321 Coffee: Inclusion is in our DNA



It might not feel like the holidays are right around the corner, but with Q4 in full swing, they'll be here before you know it. If you want to step up your corporate gifting game this year, we have just the thing!

Our longtime friends at **321 Coffee** have just added corporate gift boxes to their online store, and we're thrilled to share the news.

Based in Raleigh, NC, 321 Coffee isn't just about great coffee—they're dedicated to creating jobs for adults with intellectual and developmental disabilities (IDD) and showing what true workplace inclusion looks like.

"We've been giving 321 Coffee gifts for years and our clients love it," said Teri Zipper, CEO and Managing Partner of Sapient Insights Group. "But what people most appreciate is the personal note from one of the 321 Coffee team members included in each package. It's what makes these gifts extra special."

These gift boxes offer a range of options at different price points, plus the opportunity to add your **custom branding**, making each gift as personal as it is meaningful. And with fulfillment and shipping handled for you, corporate gifting has never been easier.

Hear more from 321's CEO and Co-Founder, Lindsay Wrege and Sapient Insights Group's CEO Teri Zipper on Inclusion and Culture... [Listen Here](#)

[Check 'em out here](#)



From left to right: Susan Richards, Teri Zipper, Stacey Harris, Cliff Stevenson

This Month's Hot Podcast!

🎧 Get into the huddle for this special episode of Spilling the Tea on HR Tech with the Sapient team and members of our HR Systems Strategy Cohort Program as they cover the biggest insights from the 2024 HR Technology Conference - including skills, AI, services, startups and more!

Leadership & Culture

Our recent dinner gathering at the HR Tech conference in Las Vegas was a memorable occasion. Bringing together our Sapient Insights Group Partners, our HR Technology Systems Strategy Cohort participants, and our Sapient community friends and family, we had the opportunity to break bread and foster meaningful connections. The event was a testament to our commitment to building a strong community of HR professionals. By uniting individuals from diverse backgrounds, we created a space for shared learning, inspiration, and collaboration. This gathering not only strengthened existing relationships but also paved the way for future partnerships and opportunities to drive positive change in the world of HR.

