September Newsletter

Happy Fall, everyone! As the leaves change color and the air begins to crisp, we're excited to share some exciting news.
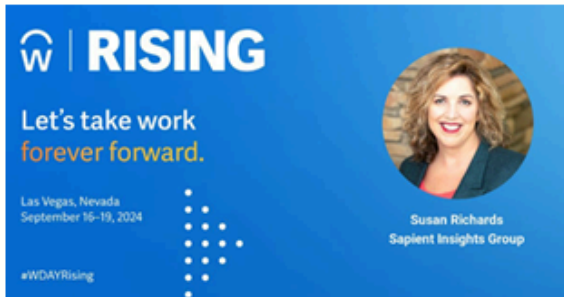
Our team of HR and HR Tech experts are gearing up for the annual HR Technology Conference in Las Vegas this month! This annual event is a must-attend for anyone looking to stay ahead of the curve in the HR industry. I, along with Stacey Harris, Susan Richards and our team will be there to connect with like-minded professionals, explore the latest trends, and share insights on how to navigate the ever-evolving HR landscape. Check out the Where to Find Us section for more details in this newsletter.

We're also thrilled to announce that we've been hard at work on some exciting new projects that will be available soon. Stay tuned for more details!

In the meantime, we hope you enjoy the fall season and all it has to offer. I'll be enjoying some nice long bike rides and pumpkin spice lattes!

Find us this Month

Our team is excited about all the events we are attending in September! We hope to see you at the events below.

Are you attending Workday Rising?

Reach out and schedule a coffee chat with Susan Richards.
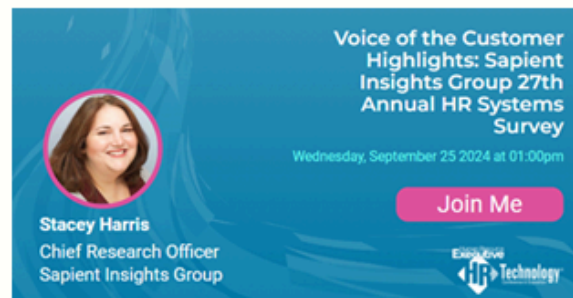
Schedule Here

Join Susan Richards at MISAC

Make sure to catch Susan's presentation with one of her clients on Tuesday, September 24th, at 10:40 a.m. PST. If you can't make the presentation, schedule a time below to grab a drink.

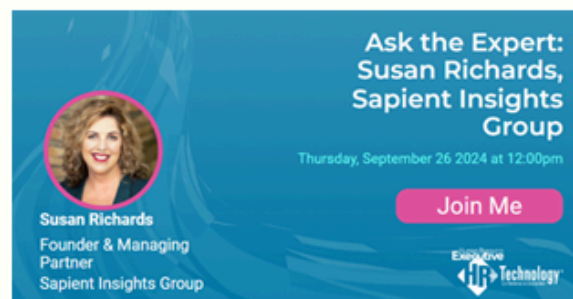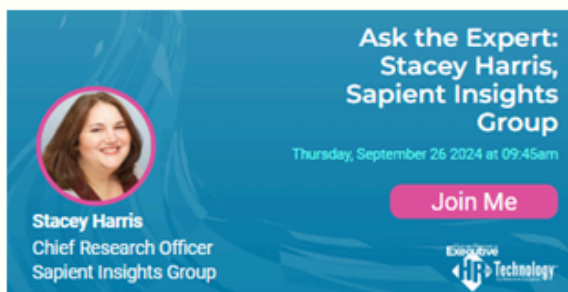**Schedule Here**

Don't miss out on this informative fireside chat with Teri Zipper and Danielle Bushen (Sanofi) while at HR Tech.

Build your Systems Strategy with Stacey Harris

Mark your calendars. We'll be sharing all of our cool stuff, including customer highlights.

Talk all things Change Leadership with Susan Richards.

Stacey Harris
Chief Research Officer
Sapient Insights Group

Cliff Stevenson
Director of Research
Sapient Insights Group

A Technology-Agnostic Approach to Skills Management

Thursday, September 26 2024 at 01:30pm

Join Me

Join this Breakout skills management session that will help you select a starting point for your own skills journey.

What You'll Get

Upcoming Report

This year's report dives deeper into spending plans, change and implementation outcomes, and reveals the real story behind AI adoption in the workplace.

Current Report

The 26th edition serves as a comprehensive guide to the current HR technology market and serves as an ideal companion piece to the upcoming report. An excellent way to track year-over-year trends and product ranking movement.

Special Pre-Order Offer

We're excited to announce a special promotion for our upcoming October report! Pre-order now, and you'll be among the first to receive the new report as soon as it's published.

Plus, you'll also get instant access to our current report—packed with data, trends, and insights—at **a special package price of just $1,800.**

That's **two reports** full of invaluable information for the price of $1,800, **saving you over $1000!**

This deal is only good till October 30th; act fast!

Pre-order Here!

Why your HR systems strategy must be adaptable to be successful

September 6, 2024

Stacey Harris, Chief Research Officer

In just a few weeks, many of us will gather in Las Vegas to learn about the latest innovations in HR tech. While I've attended the HR Technology Conference for more years than I care to admit, I still get overwhelmed. Walking the conference exhibit is like shopping in a technology superstore; the product and service options are mindboggling.

So, the eve of HR Tech is the perfect time to get back on my soapbox and stress the importance of an adaptable HR systems strategy.

Our research shows that, on average, companies now have 21 HR-related applications, up from eight in 2019 Read the full article here

Cliff's Corner

September is an exciting time for us at Sapient Insights Group. The research team is knee-deep in survey data, and, after weeks of analysis, we are well into writing our annual report. And then there's HR Tech on the horizon.

Writing this blog gives me a few minutes to reflect on what I'm learning as we sift through this year's data and think about the technology-related challenges that many in our community might be facing in coming months.

 I'm still stunned by the sheer number of HR-related systems organizations are managing these days. According to this year's research, even the smallest organizations today manage, on average, 13 different applications for their workforce needs. To further complicate matters, some of the systems we consider to be part of HR are actually budgeted through other business functions, such as finance and IT. This cross-departmental "ownership" adds even more complexity to the HR ecosystem.

We've also hit an all-time high average of 30 integrations per organization (this number is highly dependent on organizational size, but still... 😲). Over and over again, survey responders highlight the difficulties of integrating key systems – a huge roadblock to achieving maximum benefits from tech investments. Some vendors are proactively responding to help ease the pain. I just got back from the Oracle Cloud World, where discussions centered on the newly announced partnership between Oracle and Amazon Web Services (AWS). The partnership promises to help customers connect their enterprise data with applications running on various AWS services, including advanced AI and machine learning tools like Amazon Bedrock. This is a good step, for sure. But much more help from vendors is needed in this area.

System management and administration has always been a huge responsibility, no matter how intuitive the systems might be, and the work required is often underestimated and underappreciated. Yet one of the concerning things this year's research reveals is that a significant majority of those in charge of HR tech have less than three years of experience in their jobs. Likely this is due to a number of factors, including demographic shifts in the workforce. We are also finding that HR customers cite a lack of training and support resources from their system vendors as ongoing challenges.

Our goal is not to overwhelm with you information like this or to bring you down. Rather we are here to provide you with relevant information and guidance to help you tackle these challenges and others with confidence. Our research mission is to analyze the volumes of data we collect every year to find patterns and practical paths that can take you exactly where you need to go. Because so many of you (3,318 to be precise) chose to tell us about your systems, your team, and your workplace, we can slice and dice our data in very specific ways – by industry segment, company size, region, and more.

3318	59	644
Unique Organizations	Countries	Global Organizations

25M+	Total Number of Employees Represented

Look for us at HR Tech – we're the ones wearing pink. We'd love to connect in person to chat more about the trends we're finding this year and which are likely important to you. Just don't count on us to help you navigate those labyrinthian casinos. Some things are beyond human understanding 😵‍💫 .
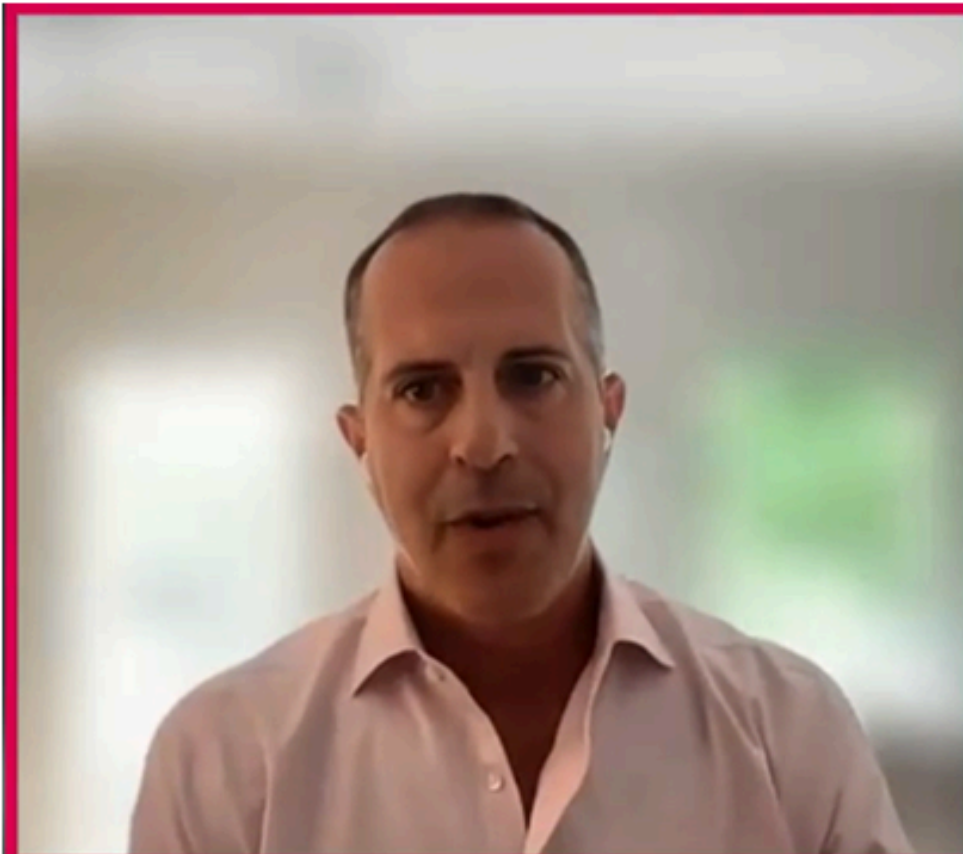
As we approach the fall season, it's **important** to acknowledge that this time of year can bring up feelings of grief for many. With the anniversary of September 11th, National Suicide Prevention Day, and the holiday season approaching, employees may be grappling with the loss of loved ones, increased workplace stress, and feelings of isolation.

In our recent podcast with JP Seiden, founder of Comfort Communications Company, Sapient Insight Group explored the importance of addressing grief in the workplace. Jason shared his personal story of loss and how it inspired him to create Comfort Communications, a company dedicated to normalizing conversations around grief.

Comfort Communications offers a communication protocol, operating models, and tracking systems to help teams support grieving colleagues with empathy and efficiency. We discussed the challenges of knowing what to say and how to act when a colleague is grieving and how missteps can lead to further distress.

Listen to the full episode here: https://lnkd.in/et__u92S

Or watch here: https://lnkd.in/ekR7ksum

Listening to this podcast will help you learn more about the significance of a supportive culture and proactive communication strategies in helping employees navigate grief.

Listen to the podcast now and discover how your company can create a more compassionate and understanding workplace.

Recognizing Remote Teams: The Power of "Breaking Bread"

In today's remote work environment, it can be challenging to foster a sense of camaraderie and appreciation among team members. While virtual meetings and online communication tools are essential, they often lack the personal touch that can make a significant difference.

One effective way to recognize hard work and strengthen team bonds is by "breaking bread" together. Sharing a meal, even virtually, can create a more relaxed and informal atmosphere that encourages open communication and connection.

Gateway to India
Papadum w/ Mango Chutney

Recently, our company took a step towards recognizing the outstanding work of our remote team by offering each employee the opportunity to order lunch for themselves and another person in their home. This simple gesture had a profound impact on the team.

By providing a shared experience, we were able to:
- Boost morale: Knowing that their hard work was appreciated made employees feel valued and motivated.
- Strengthen connections: Sharing a meal, even virtually, can help to build stronger relationships between team members.
- Promote a sense of community: A shared experience can foster a sense of belonging and unity within the team.

As we continue to navigate the challenges of remote work, it's important to find creative ways to recognize and reward our teams. By "breaking bread" together, we can help to maintain a positive and supportive work environment, even when we're physically apart.

Allison Baker
Senior Consultant

Allison is an experienced consultant with over 6 years of experience in the Human Capital space serving clients in the healthcare, financial services, consumer, media, and public sector industries. She has specialized in engagements focusing on enterprise-wide organizational change management and completed work focusing on HR transformation, business transformation, and HR systems vendor selection. Her previous work experience includes change strategy, strategic communications, training plans and strategies, HR transformation, building SharePoint websites, developing OCM deliverables, and supporting RFP/proposal initiatives.

Allison is a strong change management advocate who enjoys building client relationships, finding the changes and impacts that will affect the stakeholders, and how to create buy-in to drive them to make impactful changes. Allison uses her expertise to help clients navigate their most significant challenges and achieve project/strategic goals.