



## November Insightful Newsletter



### CEO Corner: A Time for Change

November is a natural time to pause and reflect on the year—the successes you had, the obstacles you faced and overcame, the relationships you forged, and the growth you experienced. This season of gratitude is especially meaningful as you plan for the new year and consider how you will continue to fuel your personal and professional growth.

In the spirit of growth and resilience, we just announced our latest learning

Through this cohort, we will empower you to be adaptable and lead transformation in sustainable and impactful ways. We are also excited to share key insights from our 27th Annual HR Systems Survey Report. We highlight key trends and challenges that the market is facing and that you will need to address, including shifts in HR processes, advancements in digital transformation, emerging tech, and AI. If you weren't able to attend the

just announced our latest learning cohort focused on change leadership. Designed for leaders, this program will help you develop the skills to navigate complex organizational changes and help others do the same. Change is constant, but how we manage it is what defines how successful we are in achieving the outcomes. Through this cohort, we will empower you to be adaptable and lead transformation in sustainable and impactful ways.

webinar, you can download the key insights we shared [here](#).

Thank you for coming along on this journey with us. We look forward to supporting your continued success in the new year. From everyone here at Sapient Insights Group - we thank you and wish you a Happy Thanksgiving!

Warm regards,

*Teri Zipper*



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## 27th Annual HR Systems Survey!

At Sapien Insights Group, we're leading the way in strategic HR, moving toward our goals for the industry to 55% strategic HR by 2025. For over a quarter century, Sapien Insights Group has been the go-to resource for decision-makers, market analysts, and HR strategists looking to stay ahead in the ever-changing world of HR technology.

Now in its 27th year, our HR Systems Report offers the most comprehensive insights into the industry directly from thousands of real-world end users around the globe. This year's report dives deeper into **spending plans, change and implementation outcomes**, and reveals the real story behind **Artificial Intelligence (AI) adoption** in the workplace.

Whether you're an HR practitioner, Consultant, Sales or Marketing professional or HR Technology Vendor, now is the time to invest in easy, informative, and educational, enhancing trust and transparency across your team. Ready to elevate your HR Strategy?

Did you miss *Stacey Harris, Chief Research Officer & Managing Partner* and *Cliff Stevenson, Director* at the HR Technology Conference? Or maybe you were busy trick or treating on Halloween, when they co-presented our Key Findings on a webinar hosted by HRE magazine? Now that the sugar rush has worn off, there's still time to get caught up! Visit our [website](#) and explore the latest insights, or purchase the full report to dive deeper into the future of strategic HR.

*"Whenever I start a new project with a client, I turn to the HR Systems Report for an accurate snapshot of the marketplace, the trends, and the providers that are shaping the landscape. It's a foundational part of my strategy-building work."*

*-Marc Moschetto, CEO Kick Motor LLC*

[Buy the Report](#)



## **Embracing Transformational Change: Staying Ahead in Modern Leadership**

In today's rapidly changing business world, leadership has evolved beyond managing daily operations. Now, it's about anticipating challenges before they arise and seizing them as growth and innovation opportunities. Whether it's staying current with advancing technology like artificial intelligence (AI), adjusting to shifts in workplace culture such as Return to Office mandates, or maneuvering through unpredictable social, political, and economic market dynamics, leaders must adapt as quickly as their surroundings....

[Read More](#)



## **27th Annual HR Systems Voice of the Customer Results**

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

[Learn More](#)



## **Reignite and Invest!**

### **Effective leadership and continuous learning go hand in hand**

In 2025, we are launching our second annual professional and personal growth **education series** exclusively designed for HR, HRIT and IT leaders. If you answer yes to any one of these questions, you'll want to consider this unique cohort. [space is limited]

**Building An Adaptable HR Systems Strategy *that Works*: Shelf-to-C-Suite Cohort Education Series | 5 Month Program**

**Is this for me?**

- Are you ready to hit play on your current HR strategy but fear that too much time has passed?
- You've decided it's finally time to get that strategy done and have the leadership impact you want.
- You want to develop an "adaptable" HR systems strategy.
- You'd like to understand your leadership style to authentically communicate and execute your strategy effectively.
- It's time to return to personal growth and professional development.

## What's included?

- Six deep-dive education sessions on the “what” in building an *Adaptive HR Systems Strategy*
- Six cohort sessions with executive coaches on “how” to increase your influence with key stakeholders
- High-level interactive opportunities to network and learn from industry peers
- Professional and personal development with real-world assignments.

## Ok, you've got my attention. What's next?

This series is an investment and leadership growth opportunity as you create a strategic path for your organization.

*“How you lead is as important as what you lead.”  
~Tee Thorsen, PCC, CPCC, MA  
Co-Founder & Leadership Catalyst, LAITHOS*

**Click the button below** to enter your contact information and let us know if you want to join the cohort. We will follow up on launch details and learn more about your needs.

[Learn More](#)

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## Team Tracker: Your Guide to Our Next Destination



Catch Stacey Harris at Workday Rising Amsterdam 2024 December 10 - 12.

Use the link below to schedule 1:1 with her.

[Schedule a meeting](#)

**Roundtable Topics Include:**

*Getting Your Peers Onboard for Change*

*Artificial Intelligence & Change Management*

*Technology-Agnostic Approaches to Skills Management*

We look forward to exploring strategies for impactful change leadership together. Further details and formal invitations to follow in December.

[Request More Info](#)



From left to right: Marc Moschetto (CEO/KickMotor), Susan Richards (Founder/Sapient Insights Group), Teri Zipper (CEO/Sapient Insights Group)

## **This Month's Hot Podcast!**

 In this episode of HR, We Have a Problem, Teri Zipper along with special guests Susan Richards, Founder of Sapient Insights Group and Marc Moschetto, Founder and CEO of KickMotor, discuss the complex interplay of external global events and their impact on HR and organizational management. They explore how to better support teams through both high-stakes growth and quieter times, emphasizing the importance of empathy, flexibility, and proactive planning.

[Watch Now](#)

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## Save the Date



HR+ Executive Roundtable

February 4<sup>th</sup> and 5<sup>th</sup> 2025

Atlanta, GA

**Mark your calendars for an exclusive HR Executive Roundtable**, taking place in Atlanta, Georgia, on February 4th and 5th, 2025! This invitation-only event is crafted for senior Human Resources and Talent Executives ready to lead in change, culture, talent, and diversity.

### **Event Highlights:**

**Dates:** February 4th and 5th, 2025

**Location:** Atlanta, Georgia - Venues TBA

**Focus:** 2 hours of authentic learning, engagement, and insights from our 27th Annual HR Systems Survey

**Who Should Attend:** HR and Talent leaders committed to transformative change within their organizations

Attendees will kick off with networking over coffee and breakfast or enjoy coffee and an afternoon snack before diving into high-value sessions led by industry experts. Here, we'll push beyond conventional thinking, providing tangible insights you can put into action immediately.

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# The Power of Appreciation and Breaking Bread Together

By: Cindy Maurer, Senior Consultant, Sapient Insights Group

As we close out another productive quarter, it's worth reflecting on the importance of pausing to appreciate each other, especially after hitting those ambitious project milestones and achieving big goals. In the rush to keep the momentum going, it's easy to overlook the value of recognizing the team's efforts—but taking that moment to celebrate is vital. Earlier this month, the Sapient Partners sent lunch to everyone at our firm to thank them for releasing our 27th Annual HR Systems Survey! Even though we are a fully remote team, we were able to enjoy lunch together remotely.

One of the most timeless ways to show appreciation is by breaking bread together. These shared experiences create more than just memories. They strengthen connections, reinforce trust, and build a sense of belonging that inspires everyone to go the extra mile. Studies have shown that teams who regularly gather and share meals are more collaborative and resilient, working through challenges with a shared purpose.

Sapient enabled everyone to order lunch via the Uber Eats app for our team members and someone in their household.

When we recognize our team, we're not just celebrating their achievements; we're honoring their dedication and hard work. This recognition doesn't have to be elaborate. A simple "thank you," a shout-out in a team meeting, or a heartfelt message can immensely impact. For those milestone projects that require extra hours and commitment, taking the time to recognize and reward the effort genuinely sends a powerful message of support.

So, as we celebrate the wins and break bread together, let's remind ourselves of the importance of appreciation in creating a thriving culture. When people feel seen and valued, they become more invested in the mission, pushing boundaries and driving success in ways that benefit everyone. Here's to continuing that tradition of gratitude and recognition, one celebration at a time.



Salad Kraze, Avon Ohio: The "Big" Salad & Lobster Bisque soup



## **Appreciation & Leadership Impact**

By Tee Thorsen, Leadership Catalyst

Appreciation is a valuable mindset and practice that supports harmony, empathy, and growth. It involves both valuing and recognizing the unique perspectives, experiences, and contributions of others.

This week, we explore the practice of appreciation through recognizing others. This type of appreciation comes in two different forms: 1) acknowledging the person; and 2) acknowledging what the person has shared.

In acknowledging the person, one approach is to simply say: "I appreciate you." No flowery statements, no deep explanations. You've demonstrated value for the individual.

One way to acknowledge what a person has shared while adding an alternative perspective is by starting with the phrase "Yes, and..." While it's very common to say "Yes, but...", the word but can diminish the person and their input. That one word can create the perception that you are negating everything that was said by the other person. Here's an example:

"I understand your suggestion that we change the timeline to X, but I think we first need to focus on who is doing the work."

"I understand your suggestion that we change the timeline to X, and I think we first need to focus on who is doing the work."

Do you feel the difference in the intent of the comment? The latter adds to the comment versus replaces the comment with a judgment that your idea is better or more important than the first idea.

Imagine a brainstorming session where everyone first said “Yes, and” before offering their ideas. It’s the perfect environment for increasing innovation!

Another way to demonstrate appreciation is by using the statement, “What I like about that is ...” It’s a way of acknowledging someone else’s comments and/or points of view – even if you don’t completely agree with everything that has been said. In fact, after you have identified something to appreciate – and you must genuinely appreciate that something – you can offer an idea or thought that adds to the original.

For example, a friend enthusiastically suggests we go to a restaurant (that isn’t my favorite). Even though the food isn’t to my liking, I appreciate that she took the initiative to plan something. So, I say “What I like about that is that we can spend some time together.”

Appreciation helps create connections. Yes, and there are so many ways to express your appreciation. By the way ... I appreciate your taking the time to read this blog!

**This Week:** Notice the impact you have when you say any of these: “Yes, and”; “What I like about that”; or “I appreciate you.”



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