



Workforce Flexibility and Transformation: The Future is Now

The way we work is changing—again.

For years, we've talked about flexibility, hybrid models, and digital transformation as trends to watch. But in 2025, they are no longer just trends. They are the foundation of how work gets done. Organizations that fail to embrace workforce flexibility and transformation risk falling behind in a labor market that is more competitive and unpredictable than ever.

At Sapien Insights Group, our research consistently shows that companies thriving in today's environment aren't just adjusting to change—they are leading it. From our latest HR Systems Survey, we've seen a clear shift: **organizations that actively invest in workforce flexibility strategies report higher engagement, stronger retention, and improved business outcomes.**

Flexibility Is More Than Hybrid Work

When people hear "flexibility," they often think of remote or hybrid work. And while location flexibility remains important, true transformation goes deeper. It includes:

- **Skills-Based Workforce Strategies:** Moving away from rigid job descriptions to focus on skills that allow employees to move fluidly within an organization.
- **AI and Automation Integration:** Leveraging technology not to replace workers but to enhance efficiency and create higher-value roles.

- **Personalized Employee Experiences:** Using data-driven insights to meet employees where they are—whether that means flexible schedules, adaptive learning, or career pathing that aligns with evolving business needs.

Leadership in the Age of Transformation

For leaders, the challenge isn't just keeping up—it's setting the pace. In our change leadership cohort programs, we emphasize that change leadership isn't just about navigating disruption. It's about creating an environment where innovation thrives, and employees feel empowered. That means fostering cultures where adaptability is the norm, and learning is continuous.

The Bottom Line

Workforce transformation isn't an option; it's an imperative. Whether it's optimizing HR technology, rethinking talent acquisition, or championing leadership development, the companies that take proactive steps today will be the ones shaping the future of work tomorrow.

At Sapient Insights Group, we are committed to helping organizations lead this charge. Through research, advisory services, and leadership programs, we provide the data and insights needed to turn transformation into a competitive advantage.

The future of work isn't coming—it's here. The question is: are you ready?

Teri Zipper
CEO, Sapient Insights Group



▶ LIVE WORKSHOPS ○○○○

Leadership isn't just about managing – it's about inspiring, adapting, and standing out

YOUR COACHES

ME CLAGETT
LEADERSHIP CATALYST

SUSAN RICHARDS
FOUNDER, MANAGING PARTNER

TRACEY THORSEN
LEADERSHIP CATALYST

This March, Sapient Insights Group invites you to **three transformative virtual workshops** designed to enhance your leadership, sharpen your communication, and align your values with your work for lasting success.

 MARCH 18TH, 1PM-5PM EST: STAND OUT AND OWN YOUR CAREER
MARCH 19TH, 1PM-5PM EST: CONVERSATIONS FOR IMPACT
MARCH 20TH, 1PM-5PM EST: THE VALUE OF VALUES

Don't wait! Space is limited, and each live workshop includes an interactive session plus a follow up coaching check in.

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- ✓ March 18th, 1pm-5pm EST: Stand Out and Own Your Career – Master visibility, influence, and career growth.
- ✓ March 19th, 1pm-5pm EST: Conversations for Impact – Communicate with clarity and drive meaningful change.
- ✓ March 20th, 1pm-5pm EST: The Values of Value – Align your personal and professional values for success.

Don't wait! Space is limited, and each live workshop includes an interactive session plus a follow-up coaching check-in to reinforce your learning.

👉 Secure your spot today. <https://sapientinsights.com/shop/>

SAPIENT
INSIGHTS GROUP

EXECUTIVE ROUNDTABLE

in Person

Susan Richards
Founder, Managing Partner

Larry Mohl
Founder & CEO, Rali

Change doesn't wait, and chaos doesn't come with a manual. But that's where great leaders shine—turning disruption into opportunity. If navigating AI, hybrid work, and constant shifts feels overwhelming, it's time to rethink your approach. Join Sapien Insights Group and Rali at this insightful Executive Roundtable - let's do this together.

March 27th 2025 📅
8am - 11:30 am 🕒
5815 Windward Parkway, Alpharetta GA 📍

👉 **REGISTER NOW**
www.sapieninsights.com 🌐

Join Us in Atlanta for a Transformative Roundtable on Change Leadership! Change is inevitable—but how you lead through it makes all the difference. On March 28th from 8:00 AM to 11:30 AM, Sapien Insights Group invites you to an exclusive Atlanta Roundtable on Change Leadership. This interactive session is designed for forward-thinking leaders who want to master the art of navigating change, building trust, and driving engagement in today's evolving work environment. Expect powerful insights, real-world strategies, and a dynamic discussion with industry experts and peers. Whether you're leading large-scale transformations or managing day-to-day shifts, this roundtable will equip you with the tools to turn challenges into opportunities.

📍 Atlanta, GA

📅 March 27, 2024 | 🕒 8:00 AM - 11:30 AM

Seats are limited—secure yours today! <https://bit.ly/3EuKUzB> [hashtag#ChangeLeadership](#) [hashtag#HRLeadership](#) [hashtag#FutureOfWork](#)



It's time to declutter your HR tech stack: Here's how to do it

When the inevitable [predictions for 2025](#) started to appear in blogs, articles and podcasts, it was clear that [AI](#) was top of mind for many. Tech companies are still making investments and signs are pointing to an [AI-friendly regulatory environment](#) and new models addressing cost concerns.

However, the data from our most recent [HR Systems Survey](#) shows that the actual use of AI in business and, in particular, HR does not match the marketing hype. In our survey, only 24% of respondents said their organizations were investing some time, money and/or resources in AI specifically for HR outcomes in 2024. Only 12% to 15% planned to increase AI investments in 2025.

[Read more here.](#)



Where HR Orgs Will Be Spending in 2025 – and Why This Matters to You

Date & Time: Tuesday, February 18, 2025, at 2:00 pm ET

Speakers: Stacey Harris, Chief Research Officer, Managing Partner, Sapient Insights Group
Cliff Stevenson, Director of Research, Sapient Insight Group

Description:

Sapient Insights Group's annual HR Systems Strategy Report is the market's most comprehensive analysis of all things related to HR tech. Based on responses from thousands of HR professionals around the globe, the report provides a glimpse into how and where HR tech is actually used, the challenges, and the wins – all unfiltered by sponsorships or marketing motives.

Stacey Harris and Cliff Stevenson will begin this webinar by unpacking the 2024-2025 survey's extensive data on implementation and spending plans across the HR tech spectrum. Attendees will learn the areas where data points to the greatest churn, as well as the drivers behind planned replacements and new investments.

But there's more.

Stacey and Cliff will then discuss how to apply these findings to your own HR tech strategy. They will also preview an example of how HR leaders can make sense of their current tech stack and guide future decisions.

Stacey and Cliff will address questions such as:

- How can you effectively organize and catalog your company's HR-related tech systems and applications?

- In areas with system redundancy, how do you decide what to keep and what to retire?
- Where should AI come into play when making tech-related decisions and the importance of fully understanding how and where data is integrated, stored and used. Note: These are important considerations even if AI is not an immediate priority.
- How can you best communicate to senior leaders and stakeholders where and why new investments are needed and where cuts could potentially be made?

This webinar is intended for anyone involved in HR tech – no matter your company size or where you are on your HR tech strategy.

[Register here!](#)



Don't wait—Shape the Future Today

2025 presents an opportunity to redefine what success looks like for your organization. Join the ranks of leaders who aren't just reacting to change—they're driving it.

- Learn more about our **HR Technology Strategy Program** [here](#).
- Reserve your seat in the **Change Leadership Cohort** [here](#).

Let Sapien Insights Group be your trusted partner in building a workforce and leadership framework designed for resilience and growth. Together, we'll ensure your organization thrives in the face of disruption.

This month's hot topic check out this podcast with Sapien Insights Group own Cliff Stevenson and Cindy Maurer!

📌 Could DeepSeek's low-cost AI app reshape how HR tech leverages artificial intelligence?



Chaos is Here

Change is inevitable, but thriving through it? That takes skill—and the right kind of leadership. Today's leaders face challenges that require more than traditional approaches.

[Read More >](#)