



This Year, Your Voice Matters More Than Ever

Every year around this time, we kick off something that's become both a tradition and a barometer: our annual HR Systems Survey. Now in its 28th year, it remains the only true voice-of-the-customer research in the HR technology space – built *by* practitioners, *for* practitioners, and grounded in real-world outcomes, not vendor spin or theoretical best practices.

But this year feels different.

Not just because of the milestones we're hitting (though 28 years is something we're proud of) but because this is what we might call a “payoff year.”

Several years ago, we put a stake in the ground with a bold initiative: **55x25**

Our goal is to see at least 55% of HR organizations recognized as strategic contributors by the year 2025.

We've been tracking toward that target steadily, with encouraging progress year over year. The data has shown HR gaining ground, earning more influence, and becoming more central to business decision-making.

But no one could have predicted how much the world would test those gains.

Over the past 12 months, economic headwinds have hit hard. Talent strategies are shifting. Tech stacks are under scrutiny. And leaders across the business are being asked to do more – or at least, *different* – with less.

So here's the real question this year's research will answer:

Have HR leaders crossed the strategic threshold, or did we fumble at the goal line?

We believe the answer lies in how we've grown. During the pandemic, HR proved it could lead through unprecedented change – building the muscles of agility, resilience, and speed that many functions are still trying to replicate. Those weren't just survival skills. They were strategic ones. And in today's turbulent landscape, they've never been more important.

That's why your voice is essential right now.

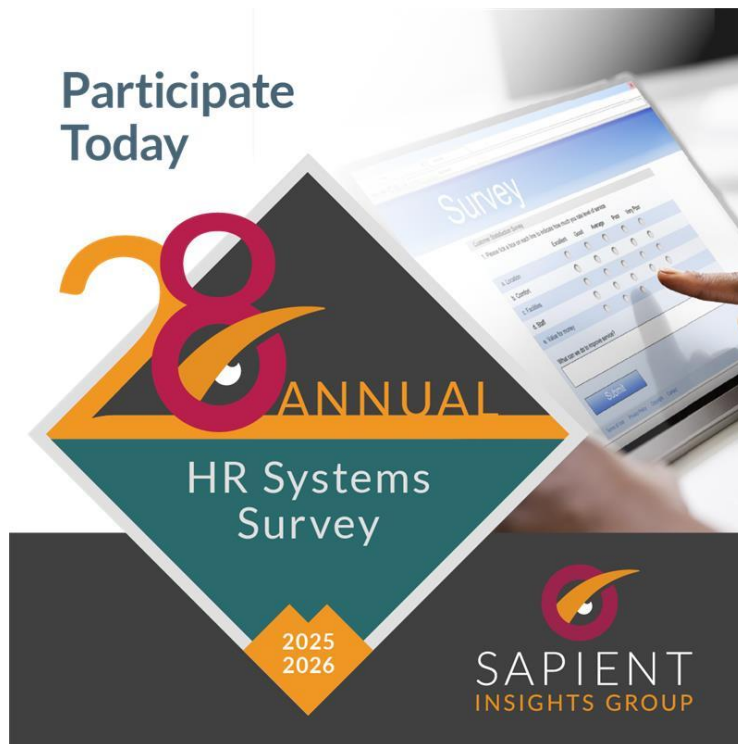
We need to hear how your teams are adapting, how your strategies are evolving, and how your systems are (or aren't) enabling the outcomes that matter. Whether you're in HR, IT, finance, or on the front lines of employee experience, this research is for you, and it's shaped by you.

So, take the survey with the link below. Lend your voice. And help us capture where HR really stands in 2025, not just where we hope it's headed.

Because strategy doesn't happen in a vacuum. It's built, tested, and refined by people who show up in moments like this.

We're listening.

Teri Zipper, Chief Executive Officer



Our 28th Annual HR Systems Survey has opened to the public as of April 30, 2025.

Join Thousands of HR Professionals worldwide in shaping the industry's most comprehensive independent research initiative. Your insights drive innovation and inform our industry for the future!

[Click here to participate](#) now through June 25th, 2025



Expand Your Impact: Join the HR Systems Survey Distributor Program

For 28 years, the **HR Systems Survey** has been the industry's most trusted **Voice of the Customer** research, guiding HR leaders, technology vendors, and consultants with real-world insights. But we couldn't do it alone.

That's where **our distributors**—a global network of vendors, practitioners, consultants, associations, influencers, and others—play a critical role. By promoting the survey to their networks, distributors **help amplify the voices of HR professionals worldwide** while gaining **exclusive access** to key insights.

The **2025 Distributor** survey season launched **April 16th** and will close **June 25th**. We're offering even more **support, tools, and incentives** to make participation easier and more rewarding than ever.

[Sign-up to be a distributor](#) or [request a 30-minute call](#) to discuss the distributor process.

There are 66 distributors signed up so far this survey season to participate with 53 Logos displayed on our Global Distributor Community page. [View who is participating here](#). Join this growing community today!

Why Join the Distributor Program?

Becoming a distributor is a **win-win**. You'll get exclusive access that will help you:

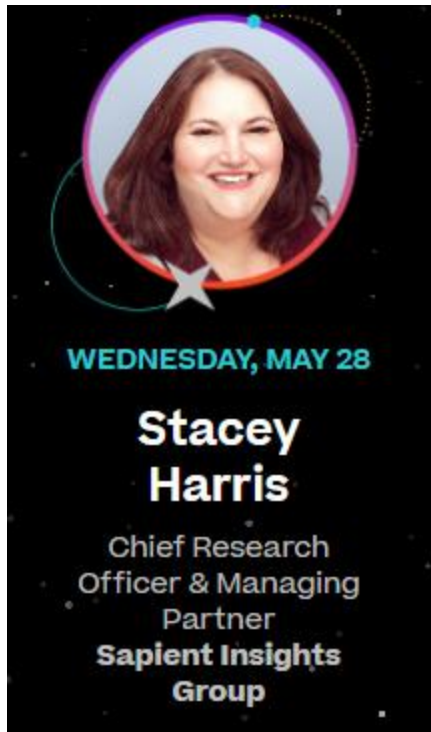
- ✓ **Make an Impact** – Helps ensure the survey reflects the experiences of HR professionals across industries and regions.
- ✓ **Earn Exclusive Access** – Based on results, some distributors get **early access to survey results**, including a **custom summary report** of anonymized responses from their network.
- ✓ **Gain Recognition** – Our **HR Buyer webinar**, or for those with over 150 responses you may be eligible to receive an **industry article or co-branded webinar** and establish yourself as a thought leader.

- ✓ **Enjoy Weekly Support** – For the **second year in a row**, distributors get **direct communication** with our team, including **weekly updates** on their progress.
- ✓ **Drive Business Value** –Real insights to inform **strategy, product development, and client engagement**.

On the Move: Where to Find the Sapient Insights Group Team Next



[Teri](#) is excited to be speaking with Julia Avery at Total Rewards '25 on May 19th from 10:45 – 11:30 AM EDT this year 🎤 It will be a personalized and immersive experience and great for anyone in Total Rewards looking to level up and make real connections.



[Stacey](#) will be speaking during the Executive Track at the cornerstone spark event.

[Click here to learn more and purchase tickets](#)

Elevating Strategic HR From City to City

Stacey Harris to deliver all four keynotes at



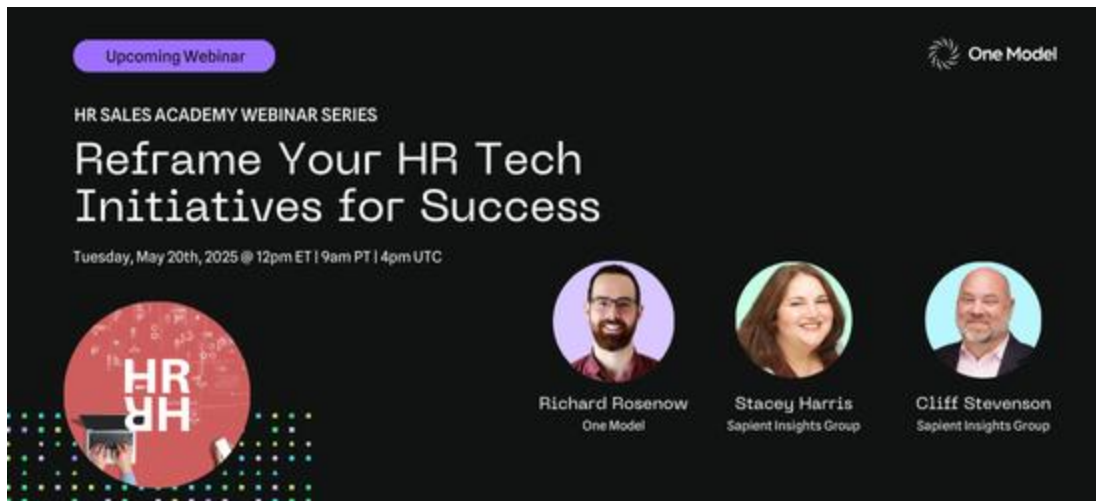
~~Charlotte - May 6-7~~ Chicago - June 3-4
Philadelphia - Nov. 4-5 Scottsdale - Nov. 13-14



Hear from [Stacey](#) as she discusses how HR professionals are evolving into more strategic, data-driven roles within organizations, while also tackling the biases traditionally associated with HR.

Attendees will receive 10 SHRM credits and 10 HRCI CE credits

[Register Here](#) and use code Sapient2025 to save!



Join [Stacey](#) and [Cliff](#) as they walk through their latest research with Richard Rosenow on how HR technology is clustering insights to support stakeholder conversations, and how the numbers can help you build a business case.

[Register for the Webinar](#)



AI isn't just a future trajectory - it's already transforming the HR function

Join [Stacey](#) and UNLEASH as we explore practical strategies for empowering employees, streamlining workflows, and boosting engagement through the power of AI.

[Register Here](#)



Susan, Teri, and Stacey plan to take on “The Big Easy” in June to learn how to accelerate ours and our client’s businesses by joining a network of organizations focused on accelerating women owned businesses like ours. If you plan to be there, drop us a line and let’s connect!

[2025 WBENC National Conference - WBENC](#)

If you would like to see a schedule of all the events our team is participating in, check out our [Events Calendar here](#)

DID YOU MISS THIS PODCAST

Spilling the Tea on HR Tech

Highlights from Workday's Innovation Summit; new product announcements, including the launch of Microsoft People Skills; leadership changes across the HR tech market; update on the Rippling vs. Deel lawsuit.

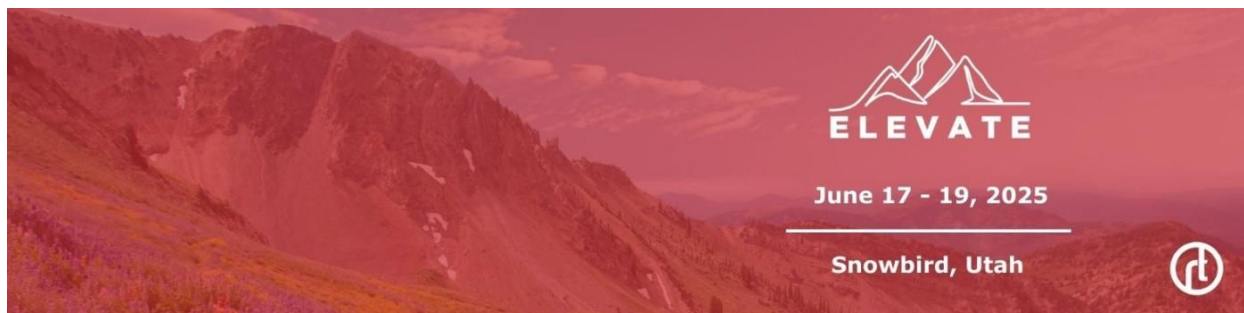
With:

**Stacey Harris &
Cliff Stevenson**

[Click Here to watch it now!](#)



The HR Huddle on WRKDefined



LINK THE ABOVE PHOTO HERE: <https://redthreadresearch.com/elevate>

ELEVATE 2025 is RedThread Research's flagship gathering for forward-thinking People leaders — a curated, invite-only experience for senior HR, L&D, Talent and People Analytics leaders who are shaping the future of work.

This year's theme is all about the five transformative megatrends every leader must understand to thrive in an era of disruption. Expect intimate conversations with leaders from organizations like ServiceNow, Workday, and Deloitte. This is not your typical conference — it's an insight-packed, co-created experience designed for those serious about advancing their practice. And the location doesn't sound too bad either!

If this sounds like something you'd be interested in, use the code ELEVATE-SAPIENT for 10% off, and [request your invite here](#).



Asia-Pacific doubles HR tech adoption since 2022

New survey data from Sapient Insights Group shows that Asia-Pacific is outpacing North America in AI adoption, while also highlighting key opportunities for HR teams in the region [read more here](#).

A promotional banner for IHRIM. At the top, a teal bar contains the text 'CELEBRATE INTERNATIONAL HR DAY' in white. Below this, the main text reads 'JOIN IHRIM® TODAY!' in large black letters, with the IHRIM logo (a blue circle with orange lines) to the left. Underneath, it says 'OFFER VALID MAY 1 - 31' in blue, followed by 'ANNUAL MEMBERSHIPS' in black. A large, 3D orange '20% OFF' is prominently displayed, with 'New Members Only' in a smaller, orange script font below it. To the right of the discount, the code 'CODE: SIGHRDAY' is written in large blue letters. On the left side of the banner, three diverse professionals (a woman in a hijab, a man, and a woman) are shown smiling and giving thumbs up. Various national flags (South Africa, Saudi Arabia, USA, UK, Canada, Japan, India) are scattered around the central image. At the bottom, a blue bar contains the text 'Resources | Networking | Advancement' in white. A blue button with the IHRIM logo and the text 'JOIN TODAY' is positioned at the bottom left.

CELEBRATE INTERNATIONAL HR DAY

JOIN IHRIM® TODAY!

OFFER VALID MAY 1 - 31

ANNUAL MEMBERSHIPS

20% OFF

New Members Only

CODE: SIGHRDAY

Resources | Networking | Advancement

🌐 Celebrate International HR Day! For 45 years, [IHRIM](#) has been proudly developing HR technology leaders around the world. This May, they are celebrating the incredible impact of HR and HR tech professionals by offering 20% OFF Annual Professional Memberships!

Sapient Insights Group encourages you to join this thriving global community that supports your professional growth and the future growth of the industry.

Use code SIGHRDAY at checkout to unlock:

- ✓ Curated, world-class HR tech resources
- ✓ Peer-to-peer networking & thought leadership
- ✓ Over \$2,000 in partner discounts
- ✓ A fast track to HRIP certification
- ✓ Access to their exclusive HR Tech Career Centre

🎉 Invest in yourself. Advance your career. Join [IHRIM](#) today!

🔗 https://lnkd.in/eq_j4mU?