SAPIENT INSIGHTS GROUP

October Insightful Newsletter

CEO's Corner: It's Time to Lead Like the Strategy Matters

By Teri Zipper, CEO, Sapient Insights Group

We discovered a critical paradox in our Annual HR Systems Survey this year: while HR has more influence, better tools, and stronger investment than ever before, outcomes in HR, talent, and business performance have plateaued.

Despite the AI buzz, next-gen platforms, and a surge in strategic visibility (with 52% of HR teams now seen as strategic partners), organizations are still struggling to deliver real, measurable value from their technology investments.

News Flash: It's not the tools - it's leadership.

Too many organizations mistake utilization for impact. Features are going unused, capabilities are left untapped, and systems are being replaced not because they're broken, but because they aren't delivering enough ROI to justify their investment. Rarely is this a tech issue, it's often a trust, strategy, or alignment issue.

In my blog this month, I highlight a recurring theme in the data: Successful organizations don't lead with tech—they lead with clarity, intention, and people-first strategies. High-performing HR teams:

- Define desired outcomes before selecting tools,

- Align systems with organizational goals,

- Build change leadership into every rollout, and

- Focus on employee experience and accountability and not just implementation.

And when it comes to AI, the biggest barriers aren't capability gaps, but a lack of clear use cases, strategy, and readiness.

As budget season looms and vendors roll out new features, the call to action is clear: Lead the transformation but take a pass on the latest shiny object!

Business Outcomes are the north star. And to reach them, HR leaders must stop treating tech as the answer and start leading with the clarity, courage, and conviction that drives real transformation. Read this month's [blog here](#)!
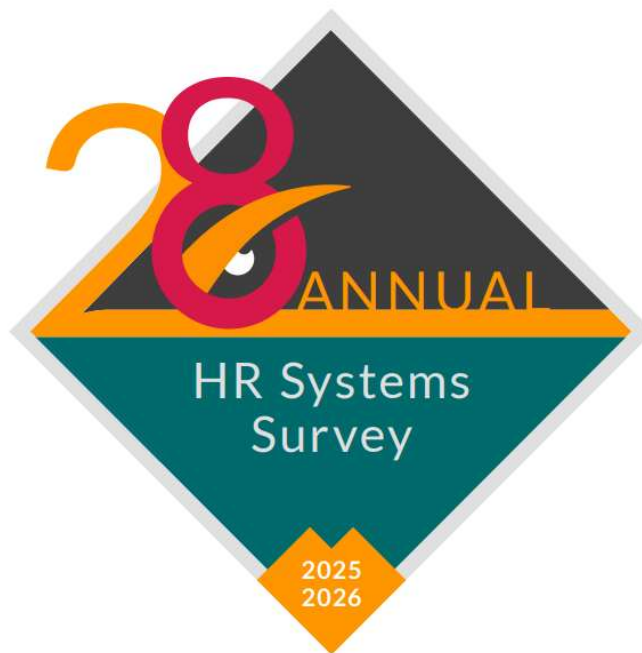

Unlock the Insights That Power HR Decisions

Our **Annual HR Systems Survey Segment Reports** deliver the clarity you need—straight from the voice of thousands of leaders worldwide. Whether you're evaluating payroll, talent management, or analytics solutions, our **Segment Reports** provide focused, actionable insights to help you make confident, data-driven decisions.

[**Explore Segment Reports Now**](#) and take the guesswork out of HR technology planning.

Something is stirring in the world of HR …Sapient Insights Group 28th HR Systems Survey: Top Solutions, Trends, and What's Next Webinar

During our exclusive " HR Tech or Treat" webinar, we'll reveal both the forces reshaping HR today and the emerging trends that lie just beyond the horizon.

October 30th
1:00p EST

Register Here!

Sapient Insights Takes the Stage at FATE25 — November 13–14, NYC

We're proud to announce our official participation in the **Finance & Accounting Technology Expo (FATE)**, hosted by the CFO Leadership Council at the Javits Center in New York City this November!

🎤 **What to Expect:**

- **Exclusive Roundtables**: We're hosting four interactive sessions sponsored by isolved HCM, Cornerstone Ondemand, Salary.com & Paychex! These sessions are the only HR-focused discussions on the agenda—designed to bridge the gap between finance and HR tech strategy.

- **Exhibit Presence**: Sign up for one of our roundtables to connect with our team and explore how data-driven insights can transform your finance operations.

- **Special Content**: Attendees will receive a Sapient-authored white paper and access to a post-event podcast diving deeper into session topics.

💡 Whether you're a CFO, finance leader, or tech buyer, this is your chance to engage with the tools and trends shaping the future of work.

📍 [Learn more and register here](#)
📅 November 13–14, 2025 | Javits Center, NYC

🎤 **Stacey + Cliff + UKG Aspire = A Must-Attend Event** 🎤

Get ready for **big ideas, bold conversations, and meaningful connections** at this year's **UKG Aspire**! Whether you're diving into innovative sessions, collaborating with peers, or just grabbing coffee between keynotes—make sure to connect with **Stacey Harris and Cliff Stevenson** while you're there.

They'll be on the ground sharing insights, swapping stories, and exploring what's next in the world of HR tech.

✨ **Heading to Aspire? Let's connect!**

There's still time to 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. She's already delivered 2 sessions to packed houses. Don't miss out if you are in Philly or Scottsdale in November.

Attendees will receive 10 SHRM credits and 10 HRCI CE credits.

Register Here and use code Sapient2025 to save!

Lead with Trust. Change with Purpose. Build a Culture That Lasts.

In today's environment of constant transformation, traditional leadership models fall short.

Sapient Insights Group's latest paper, *Building Leadership Capacity in Complex Systems: A Framework for Sustainable Change,* delivers a data-driven roadmap for executives ready to lead through complexity — not react to it.

Drawing on nearly 30 years of field experience and research, the paper reveals how leadership, culture, and change interact as **strategic levers** that determine long-term success. It includes:

- Practical frameworks for integrating leadership, culture, and change management
- Real-world examples — including the City of Ontario's transformation story
- Metrics and tools to measure culture, trust, and readiness
- Emerging technologies enabling scalable leadership development

📖 Available on October 20th, 2025 in the Sapient Research Center

🏷️ $499

📖 **Sign up to be the first to get details and email course registration!**

✿ Client Project Spotlight: isolved Venture Model

Empowering Entrepreneurs. Accelerating Growth.

We partnered with **isolved**, one of our trusted software collaborators, to bring this bold new initiative to life.

The **isolved Venture initiative** is reshaping the future of work by empowering experienced sales professionals to launch their own independent businesses—powered by isolved's advanced HCM software and services. This next-generation channel model blends entrepreneurial freedom with full operational support, enabling Venture partners to scale confidently while maintaining ownership of their client relationships.

Whether you're a top seller ready to take the leap or a leader looking to expand market reach, the Venture model offers a fresh path to growth—for both isolved and its partners.

🔗 **Join the movement**
📰 **Read the press release**
🔗 **Learn how we can help you develop a program**

📢 **Upcoming Webinars: Strategy, Scale & Innovation for HR and Business Leaders**

📅 **November 18 – Insperity**

Webinar Spotlight: Scaling HR – Ensuring HR Evolves as Your Business Grows

Growth is a sign of success—but it demands strategic evolution. In this session, **Insperity** and **Sapient Insights Group** share new research and practical guidance for HR leaders looking to scale their capabilities alongside business expansion. Learn how to align HR with company goals, overcome scaling challenges, and elevate both the HR function and the broader organization.

👉 *Sign up to be the first to know when registration opens!*

📅 **December 4 – Anaplan**

From Headcount to High Impact: How the C-Suite Can Use Workforce Planning to Drive Growth

With up to 70% of operating expenses tied to people, workforce planning is no longer optional—it's essential. Join **Sapient Insights Group** and **Anaplan** to explore how leading organizations are transforming workforce planning into a connected, continuous process. Discover how AI, scenario modeling, and cross-functional collaboration are driving productivity, profitability, and strategic agility.

👉 *Sign up to be the first to know when registration opens!*

📅 **December 10 – ADP**

HR + IT Better Together: Empowering Data Integration in the Age of AI

In today's data-driven world, collaboration between HR and IT is key to unlocking innovation. This webinar brings together **Tim Crawford** (CIO & strategic advisor), **Stacey Harris** (Chief Research Officer, Sapient Insights Group), and **Shivang Patel** (Chief Product Officer, ADP) for a dynamic conversation on how data integration and AI are reshaping business outcomes.

🔗 Register Here!

Stay tuned for registration updates and join us for these insightful sessions that will help you lead with confidence into 2026.