



CEO's Corner: Why the CHRO-CFO Alliance Matters More Than Ever

By Teri Zipper, CEO, Sapiient Insights Group

At FATE25 in New York City, we convened an exclusive set of roundtable sessions that focused on two of the most influential areas in any organization, HR and Finance, and the leaders that drive them, the CHRO and the CFO. And if there's one message that echoed through every conversation, it's this: **the future of business performance hinges on the strength of this partnership.**

In today's AI-enabled economy, workforce strategy *is* financial strategy. Yet too often, decisions about people, technology, and operations are made in silos—leaving real value on the table.

That's why we structured our sessions to zero in on the areas where HR and finance leaders must align:

- **Headcount to Impact:** How to connect workforce investments directly to P&L outcomes using verified skills data.
- **Smart AI Investments:** Where HR tech is delivering ROI, and how finance and HR should co-own the roadmap.
- **Regulatory Risk:** How collaboration can turn compliance challenges into business opportunities.
- **Compensation Intelligence:** Why pay strategy is no longer just about cost control—it's a lever for growth.

The numbers back this up. According to our latest HR Systems Survey, **41% of organizations plan to increase HR tech spending** in the next year. But those dollars only drive results when HR and finance move in lockstep—developing shared metrics, aligned incentives, and a unified strategy.

If you're a CEO, now is the time to actively sponsor and elevate this alliance. The CFO and CHRO should be your co-pilots in navigating disruption, building resilience, and unlocking growth.

FATE25 wasn't just a one-off event. It was a turning point—and a call to reframe how we think about leadership collaboration in the age of AI.

Want the full picture? Read the complete blog [here](#).

NOW AVAILABLE!

ANNUAL HR SYSTEMS SURVEY REPORT

Sapient Insights Group



Unlock the Insights That Power HR Decisions

Our Annual HR Systems Survey Segment Reports deliver the clarity you need—grounded in insights from thousands of leaders worldwide. Whether you’re evaluating payroll, talent management, or analytics solutions, each report offers focused, actionable guidance to help you make confident, data-driven technology decisions.

[Explore Segment Reports Now](#) and move forward with certainty—not guesswork.



SAPIENT INSIGHTS GROUP: BUILDING LEADERSHIP CAPACITY IN COMPLEX SYSTEMS

A Framework for Sustainable
Change



Integrating Data, Practice,
and Theory to Strengthen
Leadership Impact Across
Organizations

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

In today's era of relentless change, traditional leadership models no longer suffice.

Sapient Insights Group's new paper, *Building Leadership Capacity in Complex Systems: A Framework for Sustainable Change*, offers a data-driven roadmap for executives who want to lead proactively through complexity rather than simply react to it.

Drawing on nearly three decades of research and field experience, the paper explores how leadership, culture, and change act as strategic levers for long-term success. Inside, you'll find:

- **Actionable frameworks** for aligning leadership, culture, and change management
- **Real-world case studies**, including the City of Ontario's transformation journey
- **Metrics and tools** to assess culture, trust, and readiness
- **Insights on emerging technologies** that enable scalable leadership development

 [Available Now](#)



Lead the AI Revolution in HR

AI is transforming work—and HR must lead the way. The HR Leader's AI Launch Plan is a free, 5-day email course that gives you the tools to:

- Build credibility with executives
- Protect HR roles during tech-driven change
- Drive AI adoption with confidence

Each day delivers actionable steps to align teams, build trust, and future-proof your workforce.

👉 Sign up now and take charge of your organization's AI journey:

[Register for the HR Leader's AI Launch Plan](#)

 **Upcoming Webinars:**



 December 4 – Anaplan

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

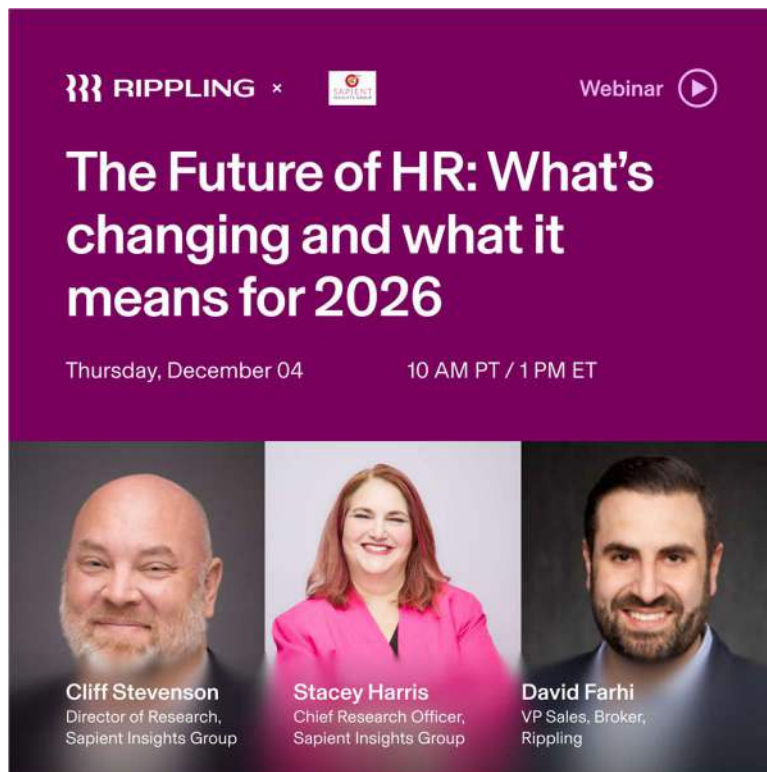
Join Sapiient Insights Group and Anaplan for a discussion on how HR, finance, operations, and IT leaders are transforming workforce planning into a connected, continuous process — one that links financial forecasting, talent strategy, and operational execution.

In this session, you'll gain insights into what differentiates organizations that outperform peers in productivity and profitability and learn how the most strategic organizations are:

- Turning workforce planning from static spreadsheets into a real-time, enterprise growth engine
- Using scenario modeling and AI-enabled forecasting to balance cost discipline with innovation investment
- Embedding workforce data directly into corporate strategy, budgeting, and risk planning to improve forecast accuracy and profitability
- Building cross-functional accountability across HR, finance, operations, and IT operations for continuous planning and compliance

👉 [Register Here](#)

👉 [Purchase the Report Here](#)



Rippling: December 4th

HR buyers are rewriting the playbook for 2026, changing what they expect from their brokers and how they make decisions about HR and benefits.

Join Rippling's VP of Sales, David Farhi, and Sapient Insights Group's Chief Research Officer, Stacey Harris, and Director of Research, Cliff Stevenson, on **Thursday, December 4 at 1:00 PM ET** for an exclusive look at what's driving these changes—and how you can stay ahead of the curve.

In this webinar, we'll cover:

- How HR buyers' priorities and decision-making are evolving heading into 2026

- Key findings from Sapien's latest HR Systems Survey
- What these changes mean for brokers and clients
- Live Q&A with Rippling's team and analysts from Sapien Insights Group

 [Register Here](#)



HiBob + SAPIENT INSIGHTS GROUP

Webinar


**Service That Scales:
Rethinking Customer
Experience in HR
Tech**

📅 December, 9 or 10

REGISTER NOW

Stacey Harris
Chief Research Officer and
Managing Partner
Sapien Insights Group

 **HiBob: December 9th**

 *New Research Webinar: Service That Scales*

Discover why customer experience is now a top HR tech decision driver.
Join **Sapien Insights Group** and **HiBob** for a live discussion on how to scale service, trust, and simplicity in HR tech.

 [Register here](#)

ADP | Webinar

Join HR and IT leaders for an engaging discussion on how data integration and artificial intelligence (AI) innovation can enhance collaboration, streamline operations and improve business outcomes.

December 10, 2025 | 12 p.m. EST | 1 hour
Featuring: Sapient Insights Group



 **December 10 – ADP**

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

In today's data-driven world, HR and IT aim to turn information into insight, but success hinges on teamwork. Join HR and IT leaders for an engaging discussion on how data integration and AI innovation can enhance collaboration, streamline operations, and improve business outcomes.

Tim Crawford, a leading CIO and strategic advisor, helps enterprises leverage technology as a business differentiator. Stacey Harris, Chief Research Officer at Sapient Insights Group, offers deep insights into HR and IT alignment. Tim and Stacey will be joined by Shivang Patel, Chief Product Officer for Compliance Solutions and Breakthrough Businesses at ADP, to add his perspective to the conversation.

 [Register Here!](#)



Sapiient Insights Group Releases the 2025-2026 HR Systems Survey Report

Sapiient Insights Group, known for the industry's most expansive, non-sponsored HR systems survey, has released the findings of the latest HR Systems Survey, now in its 28th year. The resulting 381-page report is based on input from 9,886 HR professionals representing 4,670 organizations worldwide and references 1,539 technology solutions. [Read more here](#)