



August 2024

CEO Message

Teri Zipper

Happy summer, Sapient Insights Group community. We hope you have enjoyed your summer and used your PTO time for a much-needed staycation or vacation to unplug, unwind, and recharge. Here at Sapient Insights Group, we are coming off our recent team offsite last month, and one of the "to do" items I'm working on as a leader is to listen more. As leaders (in action or title), it is easy to fall into a pattern of high execution that we miss those listening moments; what are your employees saying (or not saying) to you? My active listening skills are fine-tuned for the remainder of the summer and into the fall, and I'm ready to engage. Will you join me in an active listening campaign with your workforce?



We always want to hear from you at Sapient Insights Group; reach out, and let's connect!

Connect with us!



Sapient Insights Hosts Inaugural Executive Roundtable in Raleigh

On July 24th, Sapient Insights hosted an executive roundtable in the Innovation Triangle area of Raleigh, North Carolina. This inaugural roundtable event brought together senior leaders, primarily CEOs, CPOs, and CHROs from small businesses to global brands, to reimagine change leadership, culture, and inclusivity. It was hosted onsite by our amazing colleagues at Pendo.io. Our Founder, Susan Richards, began the day by facilitating a fireside chat with Lindsay Wrege Co-Founder and CEO of 321 Coffee and Trish LaPaglia, Chief Experience Officer of Pendo. Lindsay provided insights on their mission and how partner organizations are moving toward meaningful employment practices including ways to better support and employ neurodiverse adults. As an early adopter and driver of the 321 Coffee Cafe concept, Trish spoke about the cultural impact their in-house 321 Cafe has made in elevating the work experience and organizational culture. Sapient broadened the conversation by sharing change leadership and culture insights required to build an inclusive workplace where all voices are heard and valued. This was such an impactful and fun event that we have decided to host more sessions across the US! Where would you like to see us travel to next? What topics would be most impactful in your location?

If you are interested in partnering on an event, please reach out to our Founder and Managing Partner Susan Richards at Susan@sapientinsights.com. Let's continue the conversation and shape the future of leadership together.

Special Pre-Order Offer

We're excited to announce a special promotion for our upcoming October report! Pre-order now, and you'll be among the first to receive the new report as soon as it's published.

Plus, you'll also get instant access to our current report—packed with data, trends, and insights—at a **special package price of just \$1,800.**

That's **two reports** full of invaluable information for the price of **\$1,800, saving you over \$1000!**

[Purchase Now!](#)

What You'll Get



Upcoming Report

This year's report dives deeper into spending plans, change and implementation outcomes, and reveals the real story behind AI adoption in the workplace.



Current Report

The 26th edition serves as a comprehensive guide to the current HR technology market and serves as an ideal companion piece to the upcoming report. An excellent way to track year-over-year trends and product ranking movement.

Connect with us in September

Sep 24 - Sep 26

HR Technology Conference Las Vegas

Schedule your time now to brief with our Sapient team at HR Tech by emailing [Summer Orellano](mailto:Summer@sapientinsights.com), Summer@sapientinsights.com



Voice of the Customer Highlights: Sapient Insights Group 27th Annual HR Systems Survey
Wednesday, September 25 2024 at 01:00pm

Stacey Harris
Chief Research Officer
Sapient Insights Group

[Learn More](#)

Executive HR Technology

Sep 25, 1:00pm - 1:45pm

Join us for the Mega session on Voice of the Customer Highlights: Sapient Insights Group's 27th Annual HR Systems Survey

Sep 24, 9:30am - 10:15am

Learn how Sanofi has designed its people data governance structures to support more informed DEI initiatives based on transparency and trust while building alignment between HR and Finance on people metrics.

Creating A Culture of Data Transparency for HR
Tuesday, September 24 2024 at 09:30am

Teri Zipper
CEO/Managing Partner
Sapient Insights Group

Danielle Bushen
Global Head of People Data Governance & Stewardship
Sanofi

[Learn More](#)

Women in HR TECHNOLOGY

HR Huddle Podcast

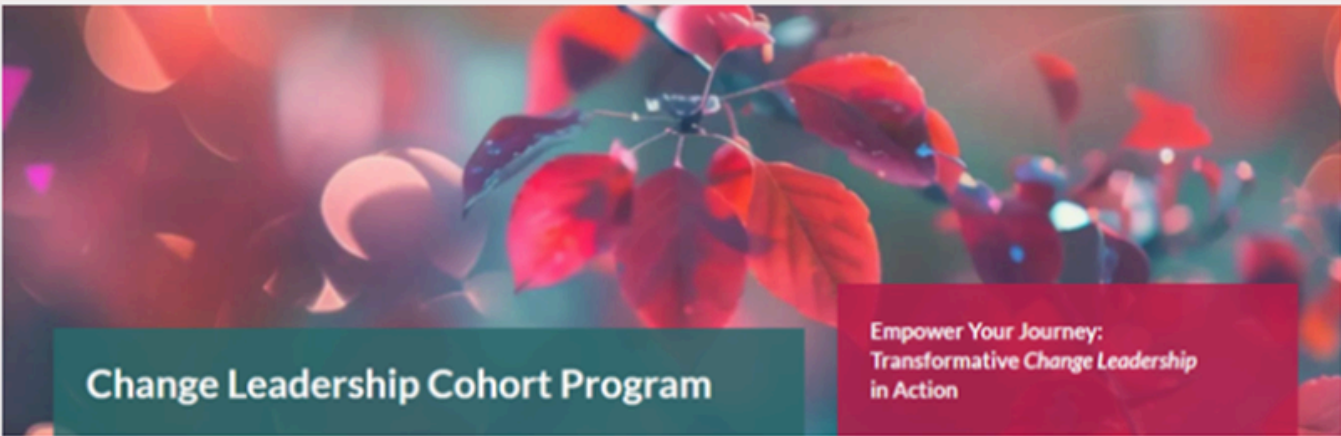
Listen now as we dive into inclusivity by prioritizing people with intellectual & developmental disabilities (IDD) in their workforce and branding with Chief Executive Officer & Managing Partner [Teri Zipper](#) along with Co-founder of 321 Coffee [Lindsay Wrege](#)

In the latest episode of Spilling the Tea on HR Tech, host and [Sapient Insights Group](#) Chief Research Officer & Managing Partner [Stacey Harris](#) along with co-host and Director of Research [Cliff Stevenson](#) discuss the strategic [Salesforce-Workday](#) partnership, impactful research on VC funding disparities, and key trends in HR tech shaping Small and Medium Business.



Apple Podcast

YouTube



Change Leadership Cohort Program

Empower Your Journey:
Transformative Change Leadership
in Action

Effective Change Leadership isn't just about managing the status quo or executing fancy communication and training plans—it's more about getting **AHEAD** of change.

Did you know, in 2022, the average employee experienced *10 planned organizational changes*. This is compared to just only two in 2016.

Change is inevitable, and the current approach to change is burning employees out. Managing new business processes, technologies, and organizational changes and getting the necessary buy-in requires a structured approach and vision. In our Change Leadership Education Series, we will deliver real data, tools, and carefully designed sessions led by certified coaches for a complete deep dive into the “why” and “what” of change.

Our 90-day, immersive cohort program will not only give you the necessary resources to have the hard conversations about the importance of Change Leadership [before it happens] but will also position you to demonstrate successful business outcomes and ROI.

Who should attend?

- Senior functional leaders facing future or current changes in their organizations
- HR, Finance and Tech Leaders who work cross functionally with executives and other senior leaders to drive strategy
- Any senior leader who leads organizational change at any scale
- Or, senior leaders navigating through shifting culture dynamics to initiate and sustain change.

For questions or more information, visit the link below to schedule time with Founder & Managing Partner Susan Richards.

Meet with us!

Meet Summer Orellano

Summer Orellano is the Operations Manager at Sapient Insights Group. With 6+ years in leadership positions and advanced knowledge in customer service, communications, and marketing she is focused on bringing organization to day-to-day tasks. Summer's diverse background is an asset in supporting our team with all things operations.





We recently completed our annual off-site outing in Raleigh, North Carolina, and spent the week building our teamwork, improving our collaborative processes, and strategizing about how to best help our clients with whom we speak. It was an informative, fun, and insightful series of meetings and sessions. We have a great team here at Sapient Insights Group!



Sapient Insights Group

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Contact Us

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