



CEO's Corner: Your Voice Shapes Our Future

By Teri Zipper, CEO, Sapient Insights Group

It's that time again and our survey is launching! We are eager to hear from you.

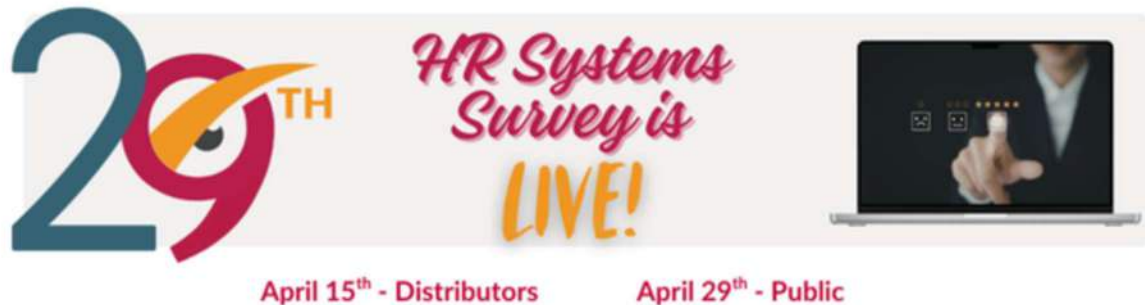
As we come into our 29th year of analyzing the HR technology market, your insights remain as important as ever. This is your opportunity to share a fresh perspective on what's working and what's not. Together, we can drive meaningful change that supports people and strengthens the way we work.

At Sapient Insights Group, we have always believed that the best decisions are grounded in real practitioner experience, not assumptions. Every response we receive adds depth and precision to our research, making our findings more meaningful and our recommendations more actionable for leaders around the globe.

This year, the stakes feel higher than ever. Organizations are navigating rapid AI adoption, shifting workforce expectations, and tighter budgets. The data you share will help us cut through the noise and deliver the clarity you need to make confident decisions.

So, check your inbox for an invite. It may come from one of your Tech vendors or from a community you belong to. If you don't receive a link from one of your vendors, you can still sign up to participate [here](#). Share what you know, and know that your input directly shapes the research that you and your peers rely on.

Research & Survey Announcements



29th Annual HR Systems Survey — Now Open for Distributors!

The 29th Annual HR Systems Survey from Sapient Insights Group is now LIVE for distributors, with public access opening on April 29th.

Each year, thousands of HR leaders and professionals share their experiences, helping us build a clear picture of the current and future state of HR technology. That participation is what makes this research so impactful.

By contributing, you are not just sharing data, you are helping shape the insights that guide HR leaders, technology providers, and investors for years to come.

Interested in becoming a Distributor? You can sign up at any point during the survey period. Whether you are ready now or prefer to join later, we welcome your involvement from launch through close.

👉 Sign up to be a Distributor: <https://bit.ly/4aq55w2>

Prefer to learn more first? Reach out to our research team to schedule a 30-minute informational call before RSVPing: research@sapientinsights.com



Change is no longer a season organizations pass through it's the permanent climate. And yet, most organizations are still approaching it reactively, launching initiatives before understanding whether their people, processes, and culture are equipped to absorb them. The result is change fatigue, low adoption, and investments that don't deliver.

The problem isn't the change itself. It's the confidence gap the distance between what leaders are asking of their organizations and what their organizations are actually prepared to do.

Our research shows that organizations with stronger change readiness don't just implement faster they sustain outcomes longer, build on each initiative rather than recovering from it, and position HR as a proactive partner rather than a reactive one.

To see where your organization stands, check out our change readiness snapshot.

[Change Without Confidence Is Chaos — Sapient Insights Group](#)



Why did HR love their new AI notetaker? It captured everything. Legal loved it too... until they read the transcript.

Funny until it isn't. The truth is, AI notetakers are already in your meetings, and most organizations haven't stopped asking what that means for compliance. [Read on to find out what you should be thinking about now.](#)



Date	Event	Attendees
April 16 th , 2026	Canva Create Los Angeles, CA	Cliff Stevenson, Director of Research
April 21 st , 2026	Workday Innovation Napa Valley, CA	Cliff Stevenson, Director of Research
April 22 nd , 2026	HR Tech Europe RAI Amsterdam	Stacey Harris, CRO & Managing Partner Summer Orellano, Client Acquisition & Growth
April 28 th , 2026	Workhuman Orlando, FL	Cliff Stevenson, Director of Research Susan Richards, Founder
April 28 th , 2026	Oracle Analyst Summit San Francisco, CA	Stacey Harris, CRO & Managing Partner
April 29 th , 2026	iCIMS Executive Summit Holmdel, NJ	Cliff Stevenson, Director of Research

If you are attending and interested in connecting at one of these events reach out to info@sapientinsights.com



(From Left to Right: [Kristin Penney](#), [Stacey Harris](#), [Arnaud G.](#))

What a session! [Stacey Harris](#) joined [ClearCo's Arnaud G.](#) at Transform 2026 for a conversation on how organizations can harness AI for real enterprise performance without letting disconnected systems turn innovation into confusion.

With live polling and fresh benchmarks from the 2025–2026 Annual HR Systems Report, the energy in the room was electric. We're already looking forward to the next conversation!

If you are attending and interested in connecting at one of these events reach out to info@sapientinsights.com



You Don't Have a Mindset. You Have Two.

By: ME Clagett

We talk a lot about strategy, skills, and systems. But what if the most underleveraged tool you have isn't an app or agenda — it's the lens through which you see your own potential?

That's the fresh perspective we're bringing today. And it starts with a concept you've probably heard of — but may not have dived deeply into yet.

Most people hear "fixed vs. growth mindset" and think: *negative vs. positive attitude*. But that framing misses the point entirely — and honestly, it's why so many people check the box and move on without anything actually changing.

This isn't about how optimistic you sound in a meeting. It goes deeper. It's about what you *believe* is possible for yourself.

- **Fixed mindset:** What I have is what it is. More effort, outside input, or a new strategy won't move the needle.
- **Growth mindset:** What I have is a starting point. Effort, feedback, and intentional strategy can change what I'm capable of.

One treats your abilities as a ceiling. The other treats them as a floor. That's not a small distinction — that's everything. [Click here to read more.](#)