



CEO's Corner: Pivots Aren't Just a Podcast Topic, They're Our Story

Sapient Insights Group · 3,015 followers · September 8, 2026

When Susan Richards and I started talking about launching The Pivot Effect, we knew we wanted to explore the moments when people's careers take an unexpected turn and the pivots that reshape not just a job title, but a whole trajectory. What I didn't expect was how close to home that theme would hit.

Take Summer Orellano. Summer joined us as our Office Administrator in June 2023, handling the details that keep a company running and the kind of work that's easy to overlook but impossible to function without. Some of her earliest work here involved coordinating logistics for HR Tech, and it was clear right away she had a gift for keeping complex, moving pieces organized without ever losing sight of the bigger picture.

What really caught our attention, though, was something less operational and harder to teach: the relationships she was building with our clients. Even outside the scope of her role, Summer had a natural way of connecting with people and it didn't take long before we saw exactly where that could take her. That's what sparked our interest in introducing her to sales.

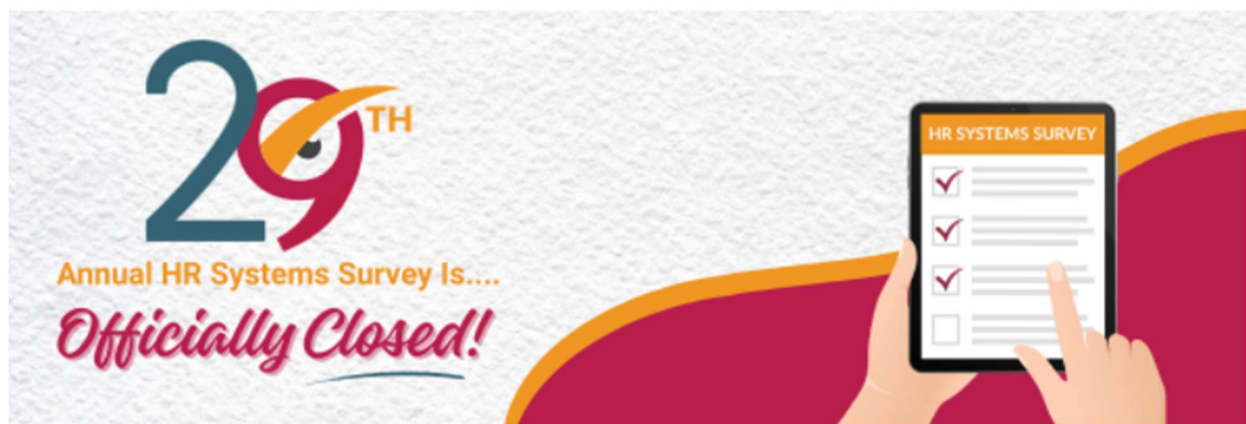
The pivot has paid off. Summer now leads our sales department, where her composure under pressure, quick wit and ability to genuinely connect with her team and clients alike have become the qualities people point to when they talk about what makes her effective.

It's exactly the kind of story Susan and I love digging into on The Pivot Effect. It's proof that a "pivot" isn't always a dramatic career change or a leap into the unknown. Sometimes it's someone in your own office quietly becoming the person you didn't know you needed.

If Summer's journey resonates, I'd encourage you to check out an episode of The Pivot Effect and stay tuned, because stories like hers are exactly why we started this podcast in the first place.

— Teri A. Zipper

Research & Survey Announcements



Thank You for Making the 29th Annual HR Systems Survey a Success!

The 29th Annual HR Systems Survey is officially closed, and we want to extend a sincere thank you to everyone who participated.

Your insights are what make this research possible. Year after year, this survey remains one of the HR technology industry's most trusted independent research resources because it is built on the Voice of the Customer—the real experiences and perspectives of HR leaders, practitioners, and technology buyers.

Our research team is already hard at work analyzing the data, and we're seeing some compelling trends emerge. We look forward to sharing what we've learned and exploring the insights that will help organizations navigate the evolving HR technology landscape.

The first look at the 2026 findings will be unveiled at HR Tech 2026, where we'll highlight the key trends shaping the future of HR technology.

Thank you again for contributing to research that helps the entire HR community make more informed technology decisions. We can't wait to share what's next.



HR's favorite plant this year? The beanstalk. Great at "scaling," still working on "sustainable growth." 🌱



Stacey Harris Recognized as an HR Executive Top 100 HR Tech Influencer

We are proud to celebrate Stacey Harris, Chief Research Officer and Managing Partner at Sapient Insights Group, on her recognition as one of HR Executive's Top 100 HR Tech Influencers.

Reflecting on this year's recognition, Stacey shared:

"I'm incredibly honored to once again be included on HR Executive's Top 100 HR Tech Influencers list. More than anything, this recognition reminds me how fortunate I am to be part of a community that genuinely cares about helping organizations make better decisions."

Congratulations, Stacey, on this well-deserved recognition.

View the complete HR Executive Top 100 HR Tech Influencers list: <https://bit.ly/4halisT>

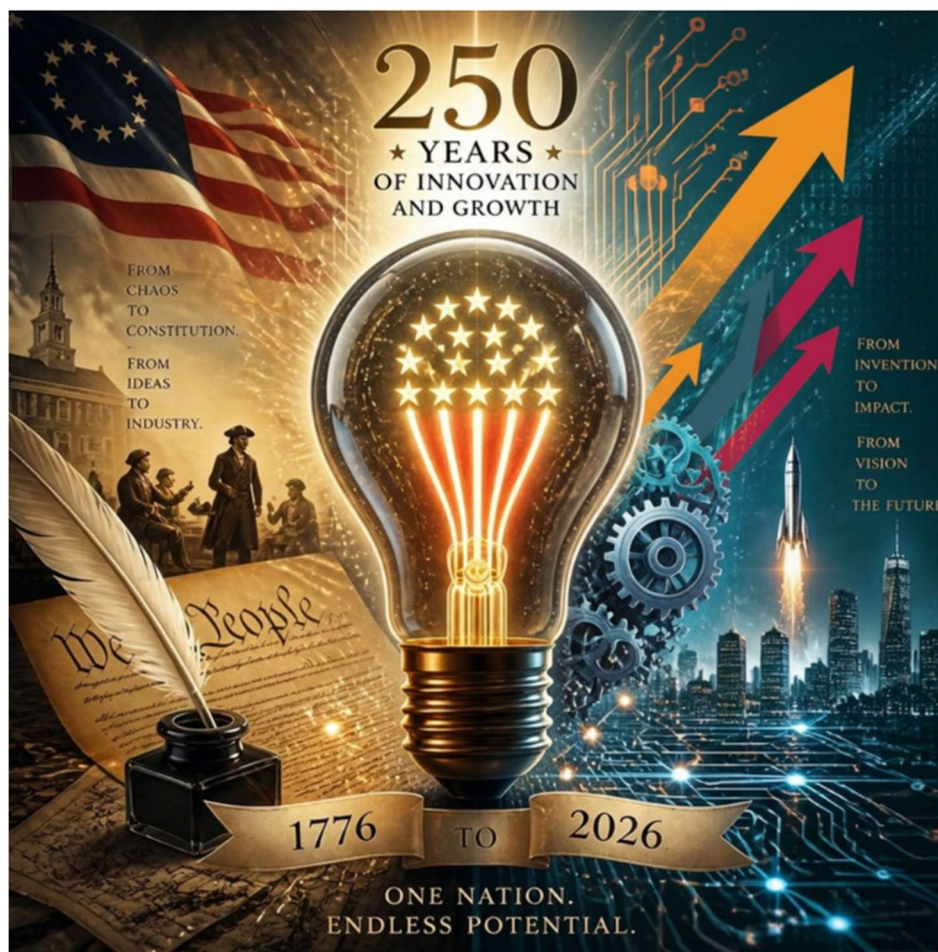
HR Compliance as a Strategic Priority

New research from Sapient Insights Group, authored by Cliff Stevenson and Stacey Harris and licensed in partnership with PosterElite, explores why HR compliance has become a strategic priority for both employers and HCM technology providers.

Our latest findings show that high-performing organizations are moving beyond viewing compliance as a periodic obligation. Instead, they are embedding compliance into ongoing HR operations to better navigate an increasingly complex regulatory environment while maintaining reliable, accessible employee experiences.

Read the whitepaper: <https://bit.ly/4wC9vbs>

Learn how organizations are balancing evolving compliance requirements with the need for consistent, dependable HCM solutions—and what this means for HR technology strategies moving forward.



Growth Through Chaos: Lessons for America's 250th Year

By: M.E. Clagett

As our country marks 250 years since a small group of colonists looked at England and decided the old playbook no longer applied, I've been reflecting on my own career and how many of my most creative solutions were born out of similar chaos. What had worked before stopped working for the issue at hand. Sound familiar? It should. It's the American story on repeat.

To read more: <https://sapientinsights.com/growth-through-chaos-lessons-for-americas-250th-year/>