



CEO's Corner: PJs Optional, Insights Required



[Sapient Insights Group](#)

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Last month I made two stops on The Total Comp Tour in North Carolina with Sean Luitjens of [Salary.com](#) and Andrea Derler of Visier.

We were there to talk about workforce analytics and the future of pay. The energy was amazing as were the audience questions. Every time we opened the floor, hands went up.

Practitioners shared what's working, what's broken and what keeps them up at night.

A city government HR manager talked candidly about managing low performers. A

healthcare comp leader shared lessons from her three-year skills-based pay journey.

Another practitioner described how they're using market ratios and voluntary turnover data to tell a more compelling story to leadership. Everybody leaned in.

Bucky, CHRO at RTI, captured the moment perfectly in his opening remarks in Raleigh: compensation is becoming a strategic signal system—one that shapes trust, equity, and workforce behavior.

I couldn't agree more. You can feel that shift happening in real time when you're surrounded by practitioners who care deeply about getting compensation right. I spent a good portion of my early career in compensation, and one thing hasn't changed: we want to get it right because it matters.

Reflecting on those conversations, I realized how deeply wellbeing is woven into compensation strategy, even when we don't explicitly talk about it that way. When people feel fairly paid, when managers have the data and the context to have honest conversations, when organizations trust employees enough to be transparent, that's when we thrive. It's one of the clearest signals an organization sends about value, contribution, and belonging. That signal shapes how we see our work and often how we see ourselves.

These four stops reminded me why this work matters. The questions people are wrestling with - pay equity, connecting people data to business outcomes, linking comp strategy to culture - are not abstract. They're real. They're human.

And getting in a room with others to wrestle with hard questions, share lessons learned, and help each other move forward is fun, engaging, and very empowering.

Not everything can be solved over Zoom in our PJs.

Research & Survey Announcements

Final 8 Days: Add Your Voice to the 29th Annual HR Systems Survey

There are just 8 days left to participate in the 29th Annual HR Systems Survey - the longest-running and most comprehensive study of HR technology and the world of work.

Each year, thousands of HR, IT, finance, and business leaders contribute their experiences to help create one of the industry's most trusted benchmarks for technology strategy, investment, and outcomes. Your participation helps ensure this research reflects the realities organizations are facing today.

This year's study explores:

- The evolving power dynamic between the CHRO, CIO, and CFO across HR applications
- How AI for HR is being implemented, budgeted, governed, and measured
- Work categorization in the age of AI: tasks, roles, projects, and programs
- Compliance as a strategic lever in a rapidly changing regulatory environment
- Finance and expense systems, including AI adoption and future investment plans
- Outcome reporting and value realization: what's preventing organizations from achieving long-term results

As always, the research is vendor-agnostic, global in scope, and grounded in practitioner experience.

Don't miss your opportunity to contribute before the survey closes.

Take the survey here: <https://bit.ly/3QDsfiHW>



HR sent out a "wellness survey" asking employees to rate their stress level from 1-10...
The server crashed from the traffic.



Workforce management is no longer just about scheduling and labor costs—it's a critical driver of business growth. Sapient Insights research found that organizations with advanced workforce management, skills, and internal mobility practices are **2x more likely to achieve higher profits and customer growth.**

Join Stacey Harris from Sapient Insights Group and Workday's Cristina Goldt to explore how real-time labor data, connected workforce systems, and AI are helping organizations

improve agility, optimize costs, and drive better business outcomes. Discover what leading organizations are doing today—and what's next for workforce management. Save your spot today! Register here: <https://bit.ly/3SiVvUV>



When HR Doesn't Grow With You, Business Performance Suffers

Insperity recently published a post grounded in Sapiient Insights Group research that draws a clear line between strategic HR and business outcomes — and the data is hard to ignore. Organizations that evolve HR beyond compliance see up to **50% higher talent outcomes** and up to **47% better business results**. The pattern holds across company sizes and industries. The differentiator isn't team size or tech — it's whether HR priorities are aligned with where the business is actually going.

The post breaks down what that alignment looks like at each stage of growth, and why staying in compliance-only mode is one of the most common growth constraints leaders don't see coming.

Worth a read 👉 [What Data Reveals About Strategic HR and Business Performance](#)

Not sure where to start with AI and HR transformation? We've got you. Sapiient Insights Group has resources designed to meet you where you are explore our [HR Leaders AI Launch Plan](#), take the [AI Readiness Assessment](#), or dive into [Change Without Confidence Is Chaos](#).