

Sapient Insights Group: Looking forward to 2025 and reflections on 2024



CEO Corner: Growth, Gratitude, and The Year Ahead

As we approach the end of 2024, I'd like to take a moment to reflect on Sapient Insights Group's remarkable year together and share our aspirations for 2025.

This year has been defined by innovation, collaboration, and progress in the HR landscape. From the shifting dynamics of hybrid work to emerging trends in AI-powered recruitment and retention strategies, our shared mission of driving people-first solutions has never been more crucial—or more exciting.

Celebrating Our 2024 Wins

At Sapient Insights Group, we are your trusted partner in navigating change and embracing opportunity. This year, we're proud to highlight:

Our 27th Annual HR Systems Survey Report: The insights from this landmark study provided actionable takeaways on workforce trends, leadership priorities, and the evolution of workplace culture. Pulling this report together is no easy feat, but without your participation it would be impossible.

Executive Learning Cohorts: We launched a new series, HR Technology Strategy cohort. We wanted to help leaders and executives foster resilience and build adaptability within their organizations. We also led an Executive Roundtable last summer in Raleigh, NC. Be on the lookout for a Roundtable in your city in 2025!

Milestone Client Successes: Together with our clients, we successfully implemented cutting-edge talent strategies that enhanced employee engagement, streamlined HR technologies, and improved technologies and business outcomes.

None of this would be possible without the passion and dedication of our Sapient Insights Group team and their desire to help our clients in whatever endeavors they undertake!

Looking Ahead to 2025

As we turn the page to a new year, the HR transformation shows no signs of slowing. In 2025, we're eager to build on our momentum by:

Expanding our research initiatives to include emerging topics such as the intersection of AI ethics, skills and workforce management.

Introducing new tools and frameworks to help leaders adapt to an increasingly skills-based economy.

Continuing to foster conversations that drive meaningful change in the workplace through thought leadership, culture, and actionable insights.

Gratitude for You

We couldn't do any of this without you—our clients, partners, and the community. Your trust, collaboration, and commitment to excellence inspire us daily. As you reflect on your own 2024 achievements, know that you have our heartfelt gratitude for allowing us to be part of your journey.

Here's to a successful and transformative 2025. May it bring us all new opportunities, greater connection, and continued growth.

With warm regards,

Teri Zipper

27th Annual HR Systems Survey!

Here are a few eye-opening statistics from our latest HR Systems Survey Report:

There are now more than **2750 HR vendors we're tracking annually** (and that number continues to grow)

Only **43% of employers** have a defined HR technology function within the organization

Of those, **58% of individuals tasked with owning the HR systems function** have less than three years of experience

In other words, fewer people—often with limited experience—are managing an increasingly complex HR tech landscape.

[Click Here](#) to explore the full report.

Are you needing an individual section of the 27th Annual HR Systems Survey Report to accomplish your 2025 goals? Take a deeper look into [Payroll](#), [HRMS](#), [Benefits](#), and [Time](#).



Looking Back Illuminates the Future

By: Tee Thorsen-Brady, Leadership Catalyst

I remember thinking it was way too early for holiday decorations at the end of October. What was the rush anyway? And then ... bam! We're now one week away from the start of a brand-new year. Where does the time go?!

In the past, I would use the period between Christmas and New Year to "get ready." I'd put together lists and mind maps on what I wanted to accomplish and where I wanted to go to in the coming year. I'd begin to fill out my planner so I could be organized and feel ahead of the game as the calendar declares it's January 1st....

[Read More](#)



Reignite and Invest!

Effective leadership and continuous learning go hand in hand

In 2025, we are launching our second annual professional and personal growth **education series** exclusively designed for HR, HRIT and IT leaders. If you answer yes to any one of these questions, you'll want to consider this unique cohort. [space is limited]

Building An Adaptable HR Systems Strategy *that Works*: Shelf-to-C-Suite

Cohort Education Series | 5 Month Program

Is this for me?

- Are you ready to hit play on your current HR strategy but fear that too much time has passed?
- You've decided it's finally time to get that strategy done and have the leadership impact you want.
- You want to develop an "adaptable" HR systems strategy.
- You'd like to understand your leadership style to authentically communicate and execute your strategy effectively.
- It's time to return to personal growth and professional development.

What's included?

- Six deep-dive education sessions on the "what" in building an *Adaptive HR Systems Strategy*
- Six cohort sessions with executive coaches on "how" to increase your influence with key stakeholders
- High-level interactive opportunities to network and learn from industry peers
- Professional and personal development with real-world assignments.

Ok, you've got my attention. What's next?

This series is an investment and leadership growth opportunity as you create a strategic path for your organization.

"How you lead is as important as what you lead." ~Tee Thorsen, PCC, CPCC, MACo-Founder & Leadership Catalyst, LAITHOS

[Click Here](#) to enter your contact information and let us know if you want to join the cohort. We will follow up on launch details and learn more about your needs.

Check out our latest Vendor Podcasts



[Listen here](#) to Susan Richards, Founder of Sapient Insights Group talk about the evolving role of HR as a strategic business partner, and how modern organizations are adapting to the rapidly evolving change and opportunity.

PAYCHEX **THRIVE**

A BUSINESS PODCAST

Stacey Harris

Chief Research Officer,
Sapient Insights Group

Cliff Stevenson

Director of Research,
Sapient Insights Group



2024 HR Tech Series

Join industry experts Stacey Harris and Cliff Stevenson from Sapient Insights Group as they discuss the latest trends and innovations redefining HR, along with practical examples of how to leverage them to create a more engaged and productive workplace. [Listen Here.](#)

Interested in having one of our industry-leading experts on your podcast? [Schedule a call to discuss.](#)

Save the Date

Mark your calendars for an exclusive HR Executive Roundtable, taking place in Atlanta, Georgia, on February 4th and 5th, 2025! This invitation-only event is crafted for senior Human Resources and Talent Executives ready to lead in change, culture, talent, and diversity.

Event Highlights:

Dates: February 4th and 5th, 2025

Location: Atlanta, Georgia - Venues TBA

Focus: 2 hours of authentic learning, engagement, and insights from our 27th Annual HR Systems Survey

Who Should Attend: HR and Talent leaders committed to transformative change within their organizations

Attendees will kick off with networking over coffee and breakfast or enjoy coffee and an afternoon snack before diving into high-value sessions led by industry experts. Here, we'll push beyond conventional thinking, providing tangible insights you can put into action immediately.

Roundtable Topics Include:

Getting Your Peers Onboard for Change

Artificial Intelligence & Change Management

Technology-Agnostic Approaches to Skills Management

We look forward to exploring strategies for impactful change leadership together. Further details and formal invitations to follow in December.

[Request More Info](#)

Team Sessions: Enhancing Our Reach

HR TECH PRACTITIONERS & LEADERS WEBINAR

IHRIM **SAPIENT INSIGHTS GROUP**

KEY FINDINGS IN THE 27TH ANNUAL HR SYSTEMS SURVEY

Wednesday, Dec 18, 2024 12:00 - 1:00 ET

- ✓ Connect HR systems strategy to key business outcomes
- ✓ Identify top-rated HR solution providers by user experience
- ✓ Explore adoption strategies for AI and emerging HR tech

SCAN ME

REGISTER NOW

Stacey Harris
Chief Research Officer & Managing Partner
Sapiient Insights Group

www.IHRIM.org

Upcoming IHRIM Webinar: Key Findings from the 27th Annual HR Systems Survey

[Register Here](#)



Catch Sapient Insights Group own Cindy Maurer at DisruptHR Hartford. This event is January 9th, 2025 @ 5:00pm and will sell out fast!

[Get Tickets Here](#)



This Month's Top Podcast!

In this episode of HR, We Have a Problem, Teri Zipper is joined by guest Jennifer Congdon, Chief Human Resources Officer at M Financial Group. Drawing from her extensive experience in tech, aerospace, and manufacturing, Jennifer shares insights on building effective HR strategies and fostering a people-centered culture. She discusses the power of structured change management, continuous improvement, and provides practical advice on leveraging cross-functional relationships and process rigor to drive business success.

[Watch Now](#)

Celebrating Leadership and Culture: A Special Moment

This month, Sapient Insights' Partners had the unique privilege of attending the wedding of SIG team member Allison (Baker) Williams.

Sapient's culture is built on meaningful relationships, collaboration, and shared success. The presence of our partners at Allison's wedding wasn't just about showing support; it reflected the tight-knit community we've cultivated over the years. Leadership isn't confined to boardrooms or project meetings; it extends to recognizing and celebrating the personal milestones of our people. This month, it meant raising a glass of champagne and toasting one of our very special team members.

The wedding offered a powerful reminder of the importance of connection and belonging. In today's workplace, fostering a culture where individuals feel valued both professionally and personally can be a game-changer. As leaders, showing up for our team members during significant life events helps build trust, loyalty, and a deeper sense of purpose—qualities that are invaluable in any organization.

Moreover, events like this underscore the human side of leadership. By stepping outside the professional setting, we strengthen bonds, share authentic moments, and reinforce the values that

make our firm exceptional. These interactions create lasting impressions and demonstrate that leadership isn't about hierarchy—it's about humanity. We also have a lot of fun – another core value!

To Allison and Cody, we extend our heartfelt congratulations. Your wedding reminded us of all the importance of love, commitment, and community, both in life and in work. Thank you for allowing us to be part of your special day. Here's to celebrating many more milestones together as a team!

