

Sapient Insights Group Launches New Education Cohort Program on Building an HR Systems Strategy

Virtual Sessions, Customized Assignments, and Coaching Encompass Entire Process – From Creation to Building the Business Case to Getting Buy-in

Atlanta, Georgia Mar 27, 2024 ([Issuewire.com](https://www.issuewire.com)) - Sapient Insights Group, a research and advisory firm focused on helping HR organizations become more strategic through outcome-focused programs and workforce technology, today announced the launch of a cohort-based learning initiative designed to help HR leaders build customized HR systems strategies and hone their leadership skills.

The immersive, six-month program, facilitated by the Sapient Insights team, will walk participants through the end-to-end process of building a practical, HR systems strategy, including: establishing a realistic budget and goals, creating a detailed business case, obtaining support from functional and senior leaders, and leading the resulting changes.

“Year after year, our research reveals the many challenges HR teams face in planning for and implementing HR-related technologies. Way too often, implementations fall short of expected outcomes,” said Stacey Harris, managing partner and chief research officer for Sapient Insights Group. “We also see the pitfalls of adopting one-size-fits-all strategy templates or completely outsourcing strategy work.

“Our goal with this intimate and interactive learning approach is to help HR teams gain the knowledge and skills to create and lead a sustainable HR tech strategy for their unique business and workforce needs while juggling their day-to-day work requirements.”

The program includes twelve virtual sessions combined with manageable work assignments. Participants have access to a range of tools and frameworks, as well as Sapient’s highly regarded Voice of the Customer research, the industry’s most comprehensive study of the HR technology landscape from the perspective of buyers. Coaches will be available to support participants as they build leadership skills. Additionally, participants will have direct access to the Sapient Insights leadership team throughout the program

The cohort program is organized into six modules:

- The HR technology landscape
- Being a business leader, strategic partner, and HR tech specialist
- Understanding your potential leadership impact
- Mapping your current HR systems environment
- Addressing your current system needs and planning for the future
- Leveraging your leadership to achieve optimal business outcomes

“While creating an adaptable blueprint and choosing the right solutions are critical for a successful strategy, so are the leadership skills needed to execute on the plan. Our research shows that when HR takes a leadership role in the development of a systems strategy, the organization is much more likely to be viewed as strategic,” said Susan Richards, founder and managing partner of Sapient Insights Group.

The program’s first session is scheduled for Tuesday, April 9; a few open seats remain. A second program is set to launch in late 2024. For further details and questions, [click here](#) or email

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About Sapient Insights Group

Sapient Insights Group is a research and advisory firm with a passion for adding strategic value to clients, vendor partners, and the greater HR community. We specialize in helping organizations navigate complex transformations, grapple with change initiatives, develop effective and compassionate leaders, and successfully manage critical technology implementations. Our annual HR Systems Survey, now going into its 27th year, is the industry's largest, most comprehensive study of the HR technology landscape; its findings inform every aspect of our research reports and services. For more information, visit www.sapientinsightsgroup.com.

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