

# HR Technology

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Explore insights from **10 leading HR Technology analysts** shaping the future of people strategy and workforce innovation. From Gartner and IDC to Forrester and Futurum, these experts offer valuable thought leadership on HR Tech, talent management platforms, AI-powered recruitment tools, and employee experience solutions.

As HR technology transforms how organizations attract, engage, and retain talent—and as AI-driven analytics, employee engagement platforms, and digital learning tools advance rapidly—the market is poised for **significant growth and innovation in the months ahead**.

**Follow these analysts through their blogs, podcasts, webinars, and articles for practical insights and strategies to drive HR Tech adoption, workforce transformation, and people-first success.**



### Josh Bersin

Founder and CEO of Bersin

Josh Bersin is a global industry analyst, author, and CEO of The Josh Bersin Company, focusing on thought leadership in the areas of HR, the global talent market, and workforce technology. His recent coverage focuses on the challenges and opportunities of AI in the workplace.



The Pivotal Role Of Chief HR Officer in AI Transformation



Are Layoffs The Only Way To Make AI Transformation Happen?



For each analyst, click the profile to view their linkedin page.



### Jason Averbook

Senior Partner at Mercer

Jason Averbook is a global thought leader, author, and Senior Partner at Mercer, focusing on HR transformation, the digital employee experience, workforce technology, and Generative AI. Jason has personally guided more than 1,000 HR transformations and deployments.



EP 10: Inertia and Incrementalism - 2 barriers to an AI mindset with Adam Holton, Chief People Officer of GE HealthCare



EP5: Dr. Thomas Otter on Acquisitions, AI, and the Future of HR Tech



### Holger Mueller

VP, Principal Analyst at Constellation

Holger Mueller is the Vice President and Principal Analyst for Constellation Research, specializing in Next Generation Applications, Human Capital Management (HCM), and the future of work, and advising clients on enterprise technology strategy.



Constellation ShortList™ Performance Management Platforms



Constellation ShortList™ North American Talent Acquisition



### Trisha Steed

Founder, Principal Analyst and Consultant at H3 HR

Trish Steed is the Co-founder and Principal Analyst for H3 HR Advisors and co-host of the At Work in America podcast, specializing in HR technology, transformation, and advising clients with her over 20 years of experience as a former HR executive and HCM product leader.



Compliance with Care: The Next Era of Accessible HR | HR Tech Perspectives Ep. 2



The Future of the Payroll Experience



### Stacia Garr

Co-Founder & Principal Analyst at RedThread

Stacia Garr is the Co-founder and Principal Analyst at RedThread Research, a human capital research and advisory firm. She is a recognized thought leader specializing in unbiased research on talent management, people analytics, Diversity & Inclusion (D&I), and HR technology.



Road Report: UNLEASH World 2025



Three Futures for Learning: How AI Is Rewriting L&D with Donald H. Taylor and Eglé Vínuskáité



### Kyle Lagunas

Founder & Principal of Independent

Kyle Lagunas is the Head of Strategy and Principal Analyst at Aptitude Research, where he specializes in the innovation cycles and technology for HR and the global talent acquisition space. He is a respected thought leader and no-nonsense strategist, known for providing practical guidance to HR and talent leaders on digital transformation and emerging trends like AI and skills-based strategies.



The Power of Intelligent, Intentional Talent Transformation



Big Agentic Announcements, TBD Agentic Outcomes: Let's Step Back and Look at the Bigger Picture



### Jess Von Bank

Head of Luminare at Mercer

Jess Von Bank is the Global Leader for HR Digital Transformation and Technology Advisory at Mercer, leveraging her 20+ years of experience as a former practitioner and evangelist of the modern employee experience. She is a global thought leader specializing in HR transformation, digital experience, recruiting, talent strategy, and the future of work, and also runs Mercer's global community, Now of Work.



From sprawl to strategy: Building a smarter tech stack



Service with a Struggle: What Hospitality Can Teach Us About Supporting Frontline Teams



### Stacey Harris

Chief Research Officer & Managing Partner at Sapien

Stacey Harris is the Chief Research Officer and a Managing Partner at Sapien Insights, a woman-owned research and consulting firm. She is a recognized industry expert in HR technology, enterprise HR systems, and organizational practices, and oversees the Annual HR Systems Survey.



Spilling the Tea on HR Tech - Why compliance is HR tech's hottest topic in 2025 and how AI automation is freeing HR teams to do more strategic work.



Sapien Insights Group 28th HR Systems Survey: Top Solutions, Trends, and What's Next



### Madeline Laurano

Founder & Chief Analyst at Aptitude

Madeline Laurano is the Founder and Chief Analyst of Aptitude Research, where her primary focus for over 18 years has been on the Human Capital Management (HCM) market. She specializes in providing research and advisory services on talent acquisition, employee experience, and HR technology, helping companies validate strategies and understand technology's role in driving business outcomes.



HR Technology Conference 2025 Recap



2025 Aptitude CRM Index Report



### Elizabeth Rennie

Research Director at NelsonHall

Elizabeth Rennie is the HR & Talent Transformation Research Director at NelsonHall, with global responsibility for the firm's HR research and client support. She is a leading voice on payroll and broader HR transformation, advising clients on blending the human touch with automation and AI to revolutionize the employee experience and drive outcomes.



HR & Talent: Transformation Newsletter: September 2025

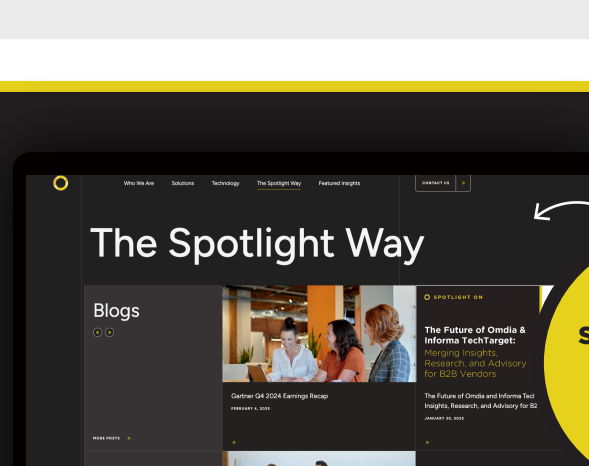


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