

## Through the Looking Glass

How many competing priorities can our HR Leaders manage? Talent management, recession planning, benefits for targeted populations, and from where do they all work? Oh yes, and because of all of the uncertainty, can we do it with last years budget?

If it feels like your world has gone topsy turvy—it has.

Let us help.



## Point Solutions



Earned Wage Access continues to top the list of needs as our CHROs look for ways to attract and retain workers.



Engagement and communication are right there at the top. Bamboo HR has a Slack integration and we expect to see additional suppliers move in that direction.



Family benefits including travel in light of Roe V Wade are getting a lot of attention.

## The SMB Space

Still a lot of interest in new and better HRIS systems. Some of the bolted on solutions of years gone by, along with market acquisitions and integrations are providing better, more efficient configurations.



Most of the enterprise space suppliers have moved down market and it is possible, when the need is there, for a 300 life group to see Workday and Oracle competing right alongside of Paycor and UKG!

UKG is revisiting Work Force Ready and we expect to see changes in distribution strategies. Paycor is doubling down on talent management and leadership development.

Paylocity continues with their bSwift partnership even as they rebuild their proprietary solution.



## Benefit Administration

- Liazon is officially “sunsetted.”
- An influx of VC funding has caused Web Benefit Design to reconfigure their integrated partners and they have emerged with new services and a new name: Optivise.
- Bernie Portal now offers a payroll solution, moving them from ben admin only to the HRIS space.
- KTBS has enhanced solutions with the addition of Work Force Ready. Kelly can now do stand alone ben admin, stand alone payroll and HCM, or combined HRIS.

## Its Meeting Time!

We just returned from the Paycor Advisory Board meeting—amazing! Paycor now has a sales and marketing team of 750 and are on their way to being a Billion (with a B) dollar enterprise.



HR Tech will be live in September—back in Las Vegas. We will not be attending in person but will report what our colleagues have learned.

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## LMCIS - HERE TO HELP

Rethinking your technology strategy?

Let us help with an agency specific plan that showcases your best carrier and solutions partners. Our technology partners have changed dramatically.

Retained basis or one group at a time. Let us know what your needs are.



## SHARE THE KNOWLEDGE

If you are sharing this with a colleague, invite them to join our community. Send us the contact information and we will add them to our list

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