

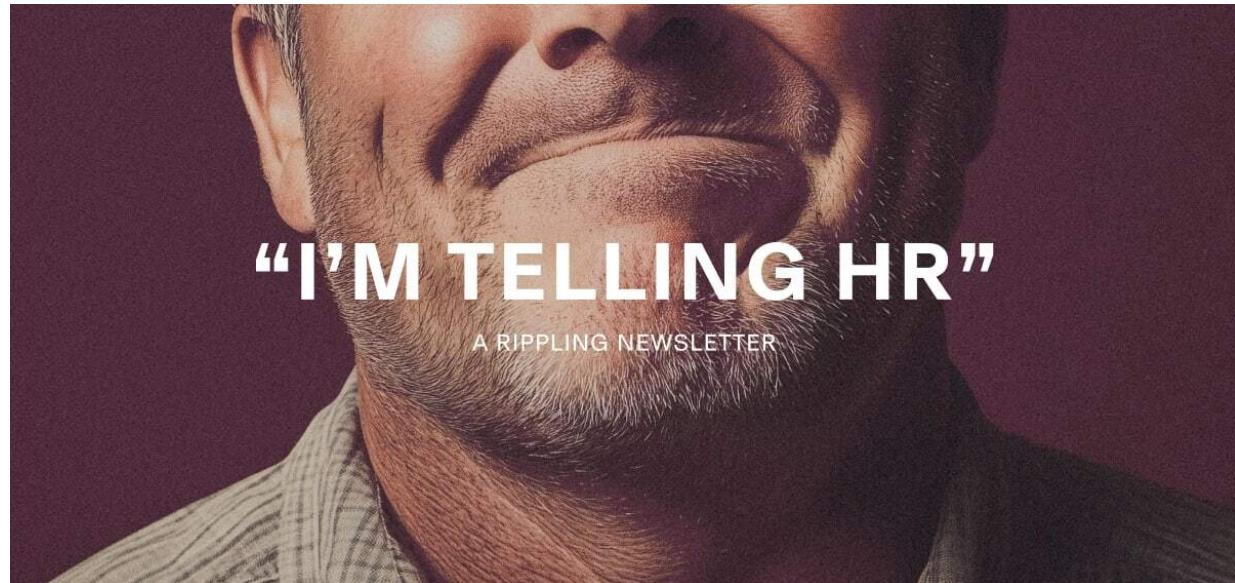
**From:**  
**Subject:** Fwd: Dear diary, HR is tired  
**Date:** June 27, 2025 at 11:21 AM  
**To:**

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----- Forwarded message -----  
From: I'm Telling HR  
Date: Fri, Jun 27, 2025 at 11:17 AM  
Subject: Dear diary, HR is tired  
To:

 **RIPPLING**

**JUNE 2025**



### In this issue, you'll find...

- ⌚ **Tab-mania, quantified:** Some of the reasons why 84% of HR leaders feel fried and burnout is rampant in our industry.
- ⌚ **A 3-step tech-stack detox:** Consolidate, automate, exhale. Get a cheat sheet straight from our new ebook, [Putting the “BP” Back in HRBP](#)
- ⌚ **Webinar alert:** Register for our [upcoming webinar](#) to learn how HR teams can reduce burnout and build stronger cultures.
- ⌚ **Rippling is on the Road:** Four cities to go, no dull sessions. Use code **tellinghr2025** for a free seat when we come to your city.



Christina Marfice

Editor

## Your brain isn't broken—your workflow is



Remember when we thought new SaaS tools would make life easier? Ha. Haha. Hahahahahahaha. Instead of liberating us, tool sprawl has us buried under logins, exports, APIs, and “integration” headaches—leaving basically no time for all the strategy and culture shaping we joined HR for in the first place.

If your brain feels like a browser with 42 tabs open, you’re in good company. [\*\*84% of HR leaders\*\*](#) are constantly stressed, and 81% admit they’re flat-out burned out.

### Why “more apps” became the enemy



The culprit isn’t just endless questions about PTO policies—it’s the avalanche of busywork hiding in your tech stack. [\*\*One case study\*\*](#) found a single employee toggled between apps and windows **3,600 times a day**.

I did the math. That’s *five entire workweeks* over the course of a year spent hunting for the right tab or window.

This is how we know that burnout isn't a moral failing (or a sign you need another deep breathing app). It's often a systems problem—specifically, a tech-stack problem. 82% of HR teams use four or more different tools each month, and over a third (36%) rely on seven or more.

Some other reasons tools can be tiring:

- 01 **Toggle tax is real.** Constant context switching shreds our focus *and* spikes our cortisol.
- 02 **Copy-paste chaos is slowing us down.** Disconnected data means errors—and still updating spreadsheets at 10 p.m.
- 03 **Shadow IT creep is out of control.** Every “quick fix” point solution spawns another login (and password reset email).

### **Consolidation + automation = the winning combo to get more done**

Our new ebook, [Putting the “BP” Back in HRBP](#), offers five strategies HR leaders can use to translate their people expertise into a language the C-suite understands (and gain a coveted seat at the strategy table in the process). Here, we’re focusing on just one of those: making smart use of tech. Specifically, embracing a modern HR system that allows you to do two things:

- 01 **Consolidate your tech stack.** When payroll, performance, and headcount planning all pull from one database, you stop those late-night CSV exports. An all-in-one platform streamlines your workflows and helps you eliminate poorly integrated or redundant tools.
- 02 **Automate manual tasks.** Use workflow builders to trigger offer letters, state-tax registrations, IT provisioning, and more. Then re-invest those reclaimed hours in more strategic work that fills your cup—and shows your bosses HR’s *true* value.

Follow these steps and you’ll shrink admin time and expand your strategic bandwidth. It’s how modern HR leaders can combat burnout while positioning themselves as true business partners. Win-win.



### **Lead like it's 2025**

Join our free, 45-minute webinar to learn about HR tools for the new world of work.

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## How NexHealth put busywork on ice

NexHealth helps dentists and doctors automate patient workflows, but irony struck when its own back office got mired in a patchwork of HR tools—payroll lived inside a PEO, core employee data sat in a different HRIS, and every manual reconciliation stole focus from growth. Chances are, you've lived a similar nightmare at some point. "Internal operations should always speed a company up, never slow it down," said Vikram Rao, NexHealth's Head of Finance.



What NexHealth wanted was autonomy over strategic payroll levers and a partner willing to absorb the low-value compliance grind.

So the team leaned into a platform they already trusted for device provisioning and app access: Rippling. By swapping their PEO for Rippling HR Services, NexHealth now runs HRIS, payroll, performance reviews, comp planning, and headcount forecasting from one command center. The payoff is tangible: NexHealth saves 10 hours a month on admin work.

Even better, every datapoint about tenure, pay bands, and performance lives in one view, so raises and staffing decisions happen in minutes, not meetings. “Any information that we have about the people in our org is in one central place,” Vikram said. “It’s the backbone of us scaling our people functions.”

The lesson? When you replace patchwork tools with a unified stack, you don’t just clean up workflows—you unlock the speed you promise customers.

[Read more](#) about how NexHealth proved consolidation doesn’t equal compromise.



### Rippling is hitting the road

4 events. 4 cities. All summer long. [Rippling on the Road](#) is bringing HR, IT, and Finance leaders together at high-energy, live events full of industry insights, 1:1 product training, and community building—all summer long.

Catch us soon in a city near you:

- **Austin:** July 15-16
- **Chicago:** July 22-23
- **San Francisco:** Aug. 20-21
- **Los Angeles:** Sept. 10-11

Use invite code **tellinghr2025** to [claim your complimentary ticket today](#).



## Ask I'm Telling HR

**Q:** Our CEO just Slacked, "Let's add AI to HR next quarter." We're a two-person team already maxed out. How do we start without drowning?

**A:** First, the good news. This type of request gives you quite a bit of freedom. Let's break down how to tackle it so you can succeed, make yourself look good to the CEO, and take some busywork off your plate.

Step one is to figure out where it makes sense to implement AI. Hint: It's not everywhere. Identify a single choke point (say, offer letter creation slowing down your time-to-hire) where AI-driven automation can help boost your metrics.

Step two is to prototype quietly in a contained way. Spin up a micro-experiment for one role family. Measure speed, accuracy, and candidate satisfaction to compare to your baseline. Early wins—however small—build momentum and give you data for the board deck.

Once you've collected some data, start crafting a story your executives will care about. **This is key: Data is the language of credibility in the C-suite.** If using generative AI to draft offer letters shaved four days off your average time-to-hire, share that metric—but take it a step further, and calculate the organizational cost savings you're driving by filling open roles four days sooner. *That's* what will get execs to sit up and see the value HR creates.

Treat AI as a scalpel, not a chainsaw. It's a precision instrument you can use to make small changes that pave the way for bigger, bolder workflow overhauls as it proves its value.

*Have a pressing people problem you aren't keen to ask your boss about?*

**Submit**



### Job Postings

#### AI Engineer

Free Market Health is seeking an AI Engineer responsible for designing, developing, and deploying cutting-edge artificial intelligence and machine learning

developing, and deploying cutting-edge artificial intelligence and machine learning models who will work closely with software engineers, data scientists, and product teams to integrate AI into real-world applications and ensure that AI solutions meet both business and technical requirements.

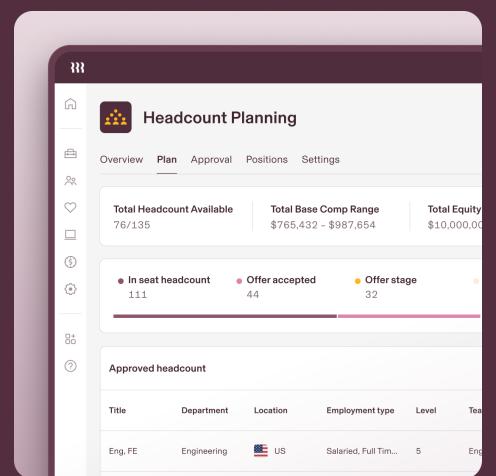
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