

The 8 Must-Have Tools for Your HR Tech Stack

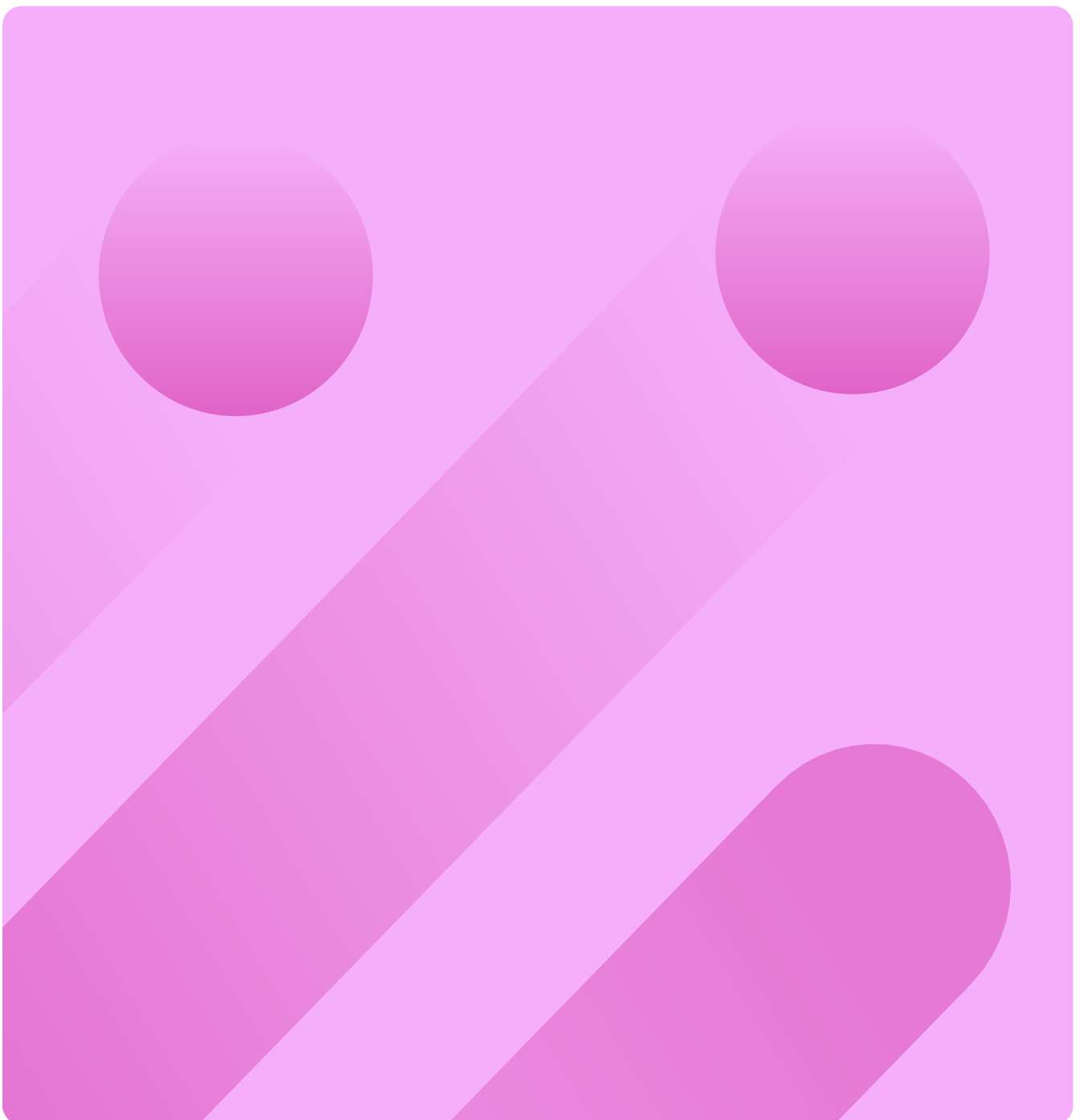


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Introduction

HR teams have their fingers in a lot of pies — managing recruitment, onboarding, benefits, performance reviews, engagement surveys, and development. And if you're buying specialized software for each of those sub-functions, you're going to find yourself with very messy fingers.

Budgets get eaten up, time gets wasted, and HR teams end up frustrated by tools that don't quite deliver.

That pressure is showing up clearly in the data. According to [Lattice's 2026 State of People Strategy Report](#), 55% of HR teams are under pressure to consolidate their tools and bring together all that disparate data under one roof. At first glance, that points to a single, unified HR platform as the obvious answer.

But our study found something counterintuitive: the highest-performing teams aren't consolidating into a single solution. They're actually using a more specialized set of tools.

HR's Most Common Software Use Cases

Over half of HR teams are under pressure to consolidate their tech stacks. But the most successful teams are using more specialized tools.

		All Respondents <i>Avg. Used: 3 Tools</i>	▼ Top Performers <i>Avg. Used: 5-6 Tools</i>
1	Performance	56%	59%
2	Engagement	49%	59%
3	Applicant Tracking	45%	55%
4	Compensation	37%	52%
5	Payroll	54%	49%
6	Learning & Development	42%	49%
7	Time Tracking	41%	45%

Source: 2026 State of People Strategy Report

This suggests that the best HR tech stacks aren't the simplest. Rather, they're built with best-in-breed tools that play well together. Although that doesn't mean unified platforms don't have a place. For smaller organizations, or teams with limited internal resources, an all-in-one system can reduce complexity and speed up implementation.

The real challenge isn't choosing between one HR platform or many. It's building a cohesive tech stack that adapts to the needs of your people, without creating software sprawl.

Understanding Your HR Tech Stack

Before getting into specific tools, it helps to look at how your HR systems actually need to work together day to day. Because when those integrations break down, even good tools start to feel inefficient.

What Is an HR Tech Stack?

An HR tech stack is the collection of software tools a company uses to manage the employee lifecycle, from recruiting and onboarding through performance, engagement, and offboarding. A strong stack combines core administrative systems with strategic talent management tools.

Think of the HR tech stack as an [ecosystem of integrated platforms](#) that link to and support each other:

- Your performance management system should connect with your engagement survey results so you can see the sentiments of your highest performers.
- Your goal-setting program should align with onboarding and training tools in your learning management system.
- Your applicant tracking system should sync with your HRIS so your HR team doesn't have to re-enter employee data.

And so on.

Without integration, you'll have tools for specific jobs, but your HR team will still need to fit the outputs of those tools together. A manager completes a performance review in one system, engagement feedback sits in another, and HR ends up copy-pasting data just to answer basic questions or prep for a review cycle.

Best-of-Breed vs. All-in-One: Choosing Your Approach

Choosing the right approach starts with getting clear on your team's capacity, priorities, and long-term plans. Here's how to figure it out:

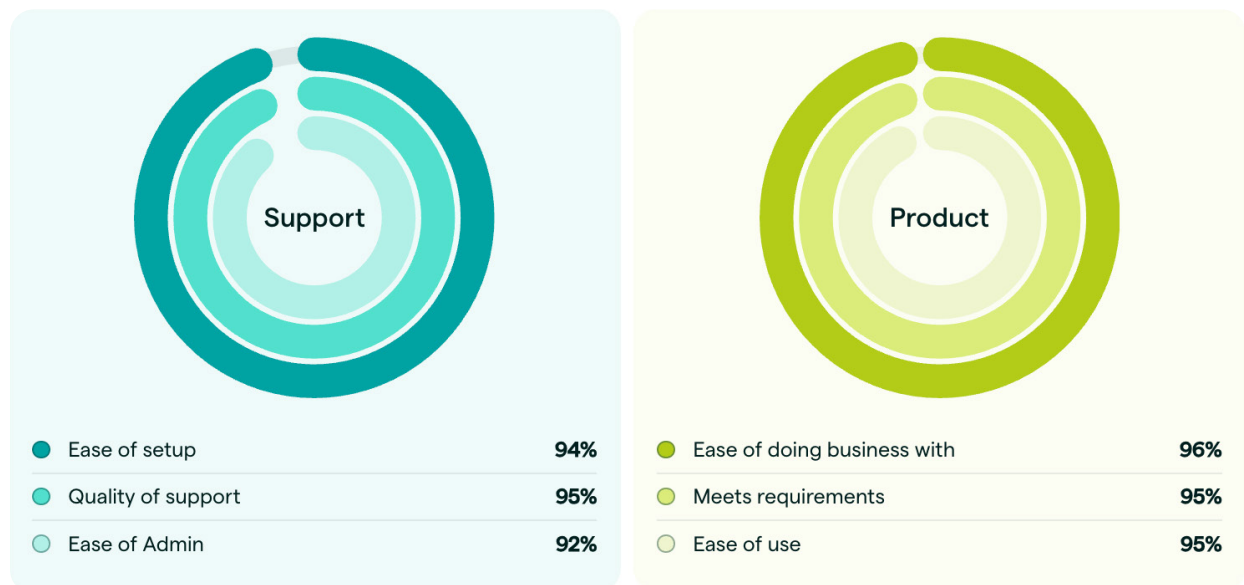
Why choose a suite of HR solutions from different vendors?

A suite of best-of-breed tools means you can choose the most advanced tools for each of your HR needs and combine them into a bespoke solution.

Best-of-breed platforms specialize deeply in one or two areas, rather than trying to be all things to all HR teams. They often excel at what they do and offer richer capabilities. Your teams can feel they have the best tools for each function, rather than ones that are simply good enough.

On one hand, it will mean keeping a lot more plates spinning, juggling multiple vendors, contracts, and integrations. On the other hand, best-of-breed tools tend to be built with integrations in mind, so that shouldn't be too much of a burden. Plus you can swap out components as you need to, or as you grow, without having to replace everything.

If you want the most reliable tools for each function, and the flexibility of being able to adapt your tech as you grow without being tied into a single tool, a best-of-breed approach could be the best fit.



99% satisfaction rating on G2

Lattice is the #1 rated platform in four G2 categories, including Performance Management, Career Management, and OKRs.

Why choose an all-in-one platform?

A unified platform from a single vendor can be the most straightforward solution. All the tools are under the one roof and built to connect with each other. You have one single contract to manage, with the same contact point to help with any issues you might have.

That said, a single vendor means you have to take what you're given. It's unlikely you're going to find the one vendor that delivers the best possible option for each tool you need. One-size-fits-all solutions that try to do everything will likely end up having to compromise between scope and specialization.

But, if your main focus is on keeping your admin burden uncomplicated, an all-in-one solution could be all you need.

When should you choose a hybrid approach?

There is a third option, of course: you could take a hybrid approach.

For instance, you could invest in a core HRIS or payroll system as your single source of truth, but supplement it with specialized performance management or employee engagement tools when you need deeper functionality. This would give you the stability of an all-in-one platform, with the flexibility to plug in specialist solutions where you need them.

For example, you might use an HRIS to manage your employee records, but layer in [Lattice's](#) purpose-built tools for [performance management](#), [employee engagement](#), goals, [reviews](#), and development.

[Lattice integrates with most HRIS platforms](#), pulling in employee data automatically and syncing changes back to the core system. This approach offers both efficiency and depth, without forcing a compromise in either direction.

Integration: The Connective Tissue of Your Stack

Building a strong HR tech stack depends just as much on the cement as the bricks. If tools aren't well connected, data entry becomes repetitive and prone to errors. Employee records fall out of sync, and reporting is much more difficult if you have to round up and stitch together data from multiple sources. Plus, systems that don't connect well can be frustrating, putting employees off using them and tanking adoption rates.



“ We [make] one change in Humans, and it instantly rolls over into the other platforms like Lattice. The integration of Humans has been really successful for us and well received.”

Carolina Bardon Hagstedt
VP, People and Talent @ Normative.io

With strong [integrations](#), you create a smooth experience across all your tools. With a single source of truth and single sign-on (SSO) options, you keep employee data synced across the ecosystem. Reliable APIs help keep information up-to-date, and reporting becomes easier and more accurate, with HR teams able to aggregate insights across platforms without tedious manual work.

Building Your HR Tech Stack: A Strategic Framework

In this section, you'll assess what's already in your stack, where it's doing the job, and where it's creating extra work or risk as your needs change. We'll also share practical questions to ask vendors so you can evaluate tools based on integration, scalability, and day-to-day impact, not just features.

1 Assess your current state.

Before you even start looking at new tools, take the time to [audit what you already have](#). Create an inventory that shows tools, functions, users, annual costs, and integration status. This should reveal any gaps or redundant tools, and show where you are duplicating work.

Here are some key questions for your HR teams to ask when analyzing your existing set-up:

What tools do we currently use for each HR function?	
Where are we experiencing manual work or data fragmentation?	
Which tools integrate with each other? Which are isolated?	
What's our actual adoption rate among employees?	
What are we spending annually?	

Once you've done this, you'll have a clearer idea of what you need to focus on when you're shopping for solutions.

2 Define your priorities by company stage.

Don't make the mistake of trying to copy the tech stack of a much larger organization. A 20-person startup needs a very different tech stack to that of a 2,000-person scale-up. And, on the flip side, don't hang on to lightweight tools you've outgrown.

If you underinvest for where you are, your HR teams will be overwhelmed and inefficient. Overinvest, and your HR offerings will be bloated and overly complex. Build for where you are, but allow the space to grow.

Let's break down the HR tech priorities shift for different company stages, so you can determine what to invest in now, what can wait, and how to avoid unnecessary complexity:

Startup (1-50 employees)

If you're in the [early stages of your business](#), you're probably focused on hiring your core staff and laying the foundations of your employee experience. At this point, you can keep things quite simple, with a few core tools.

- **Must-haves:** At a minimum, you'll need a strong internal communication platform, such as Slack or Microsoft Teams, to help knowledge-sharing, decision-making, and even culture-building. If you have more than a handful of staff, include a basic applicant tracking system (ATS), so you can stay on top of your hiring processes and keep teams aligned.
- **Nice-to-haves:** If you're keen to foster a feedback culture from the start, a simple [performance management tool](#) can add structure to goal-setting. And if you have 30 or more employees and more than a couple of tools, add SSO capabilities, so your employees can manage their accounts easily and securely.



“ I underestimated just how valuable our investment in Lattice would prove to be...as a small business we've set a gold standard for what individual and collective people success looks like.”

Guy Novik
Chief People Officer @ [USAirtours](#)

Growth stage (50-500 employees)

Once you have more than 50 employees, you'll typically have more complex workflows, multiple managers and teams, and the need to analyze your data and processes more intentionally. This is where a more structured and [integrated HR tech stack](#) becomes indispensable.

- **Must-haves:** Your ATS will need strong analytics and automation to handle a higher recruitment cadence, and a dedicated performance management platform to maintain consistency across the organization. SSO moves from convenient to necessary to keep things secure and reduce the IT burden.
- **Nice-to-haves:** Engagement tools and [pulse surveys](#) allow you to strengthen your culture, understand your people, and act on feedback. An LMS can keep your onboarding on track and consistent, as well as building the capabilities of that workforce. Travel and expense tools will make life easier for your HR teams when managing employee records.



“ We’ve come a long way, and Lattice made that possible. Not by changing who we are, but by helping us do what we already value, better.”

Christina Donnelly

Chief People Officer & General Counsel @ [Bark](#)

Scale stage (500+ employees)

At this stage, you’re going to need sophisticated enterprise-grade HR tech. Your HR tools now need to drive productivity, company culture, engagement, and organizational alignment.

- **Must-haves:** Anything that was optional before is now part of [your core HR function](#). Your ATS needs to be powerful enough to manage global recruitment effectively. Performance management tools are essential to track and manage employee development consistently and at scale. Engagement tools allow you to gauge and analyze employee sentiment at scale. You’ll need a powerful LMS to manage onboarding and upskilling to support that development. And SSO, travel, and expense management tools are key if you want to avoid overwhelming your HR teams with busywork.
- **Nice-to-haves:** There’s still the potential to add value with your tech stack. Coaching tools can complement your learning and development, advanced analytics can help you get more granular so you can strategize more effectively, and specialized workforce planning tools can align your talent building with the broader organizational strategy.



“ Lattice is better than its competitors. It feels like it was made for us. Everything is rooted in building a high-performance culture and raising the bar year-on-year.”

Alan Cairns

Chief People Officer @ [GoCardless](#)

Whatever your stage, the right stack is the one that matches where you are today, while having the space to grow with you into the future. Choosing flexible systems helps you maintain consistency, culture, data, value, and employee experience as you evolve.

[Lattice](#) easily integrates with standalone systems, and is built to grow with your business from 50 to 5,000 employees, without having to undergo disruptive and costly data and workflow migrations.

Evaluating Vendors: Questions to Ask

When you're evaluating tech vendors, you need to be systematic. Every software provider will tout the benefits of their platform. To cut through the promotion, you need to know the right questions to ask — and keep those questions consistent instead of letting the vendor steer the conversation.

Here's what you need to find out from vendors:

Functionality:

- Will this tool directly address our highest-priority problems and use cases?
- Can we configure and customize it without relying on developers?
- How often do you ship updates, and what does the near-term roadmap look like?
- Are there any limitations or gaps we should be aware of?

User experience:

- How intuitive and user-friendly is the interface for admins, managers, and employees, especially occasional users?
- Is the tool mobile-enabled, and how does the mobile experience compare to the desktop?
- How long does it typically take new users to get productive in the tool?
- Can workflows be simplified or automated?

Integration:

- What pre-built integrations are available, and how reliable are they?
- How robust are APIs?
- What data syncs automatically, how often, and in which direction?
- Do you have an integration-first strategy?

Scalability:

- How does this tool perform as headcount, locations, or complexity increase?
- What customer size range do you serve best?
- Can the system support global teams, multiple entities, and growing organizations?

Support:

- What does implementation involve, and what level of disruption can we expect?
- What is the typical implementation timeline, and what resources are needed?
- What onboarding and training support is included?
- What ongoing support is included after onboarding is complete?

Pricing:

- How is [pricing](#) structured (per employee, per module, usage-based)?
- What's included in each tier, and what costs extra?
- Are there fees for implementation, integrations, advanced features, or data exports?

Security:

- What security certifications do you hold (e.g., SOC 2, ISO 27001)?
- How is data encrypted at rest and in transit?
- What data residency options are available for distributed teams?
- How do you handle backups, retention, and disaster recovery?

The 8 Must-Have Tools for Your HR Tech Stack

At a practical level, most [HR tech stacks](#) exist to do three things well: store accurate employee data, automate repeatable processes, and make it easier for employees and managers to self-serve. The tools below are the ones HR teams rely on to make that happen:

1 Applicant Tracking Systems (ATS)

With fierce competition for the best talent, you need to do more than simply post jobs and wait for applicants to find you. Hiring managers must be able to compare applicants and track feedback easily, while also creating a positive experience for candidates.

An ATS gives you visibility into open roles, candidate pipelines, and hiring progress, helping teams move candidates through the process efficiently while maintaining a professional candidate experience. It's also important for ensuring compliance with reporting requirements, and keeping your records accurate and accessible.

Key Features

- Branded career site for a strong first impression and brand consistency
- Automated interview scheduling and candidate communication to reduce the admin burden on your HR team
- Interview guides and scorecards to ensure fair and standardized hiring decisions
- Integrations that support smooth data flow to your HRIS and other tools

Questions to Ask Vendors

- Does the candidate experience feel modern and mobile-friendly?
- How intuitive is it for hiring managers (not just recruiters)?
- What integrations exist with your current HR tech stack, background checks, and assessments?

Vendors

[Greenhouse](#) is often chosen for structured hiring workflows and analytics. Lever emphasizes candidate relationship management, while [JazzHR](#) is commonly used by smaller teams looking for core ATS functionality.

2 Single Sign-On (SSO) and Identity Management

Lattice's [2026 State of People Strategy Report](#) found that 72% of high-performing HR teams use four or more HR tools, with 49% using six or more. Logging in and out of each one separately, and maybe multiple times a day, can be a major time drag.

Luckily, you don't need to. SSO tools solve the security and productivity issues caused by forgotten passwords and unauthorized access. They also make [onboarding](#) and offboarding much smoother. Instead of spending hours setting up accounts, your new hire's first day involves a single quick registration. And when your employees leave, you can revoke their software access instantly.

Most SSO tools provide a centralized portal where employees can access all approved applications, with role-based access controls managed by HR and IT.

Key Features

- Multi-factor authentication (e.g., temporary mobile access codes) for added security
- A centralized tool for user provisioning and deprovisioning
- Integration with your HR directory for easy access assignment
- Clear security policies, with easy access to audit logs

Questions to Ask Vendors

- How many pre-built integrations do your SSO tools support?
- Can you set conditional access rules?
- What happens during SSO downtime?

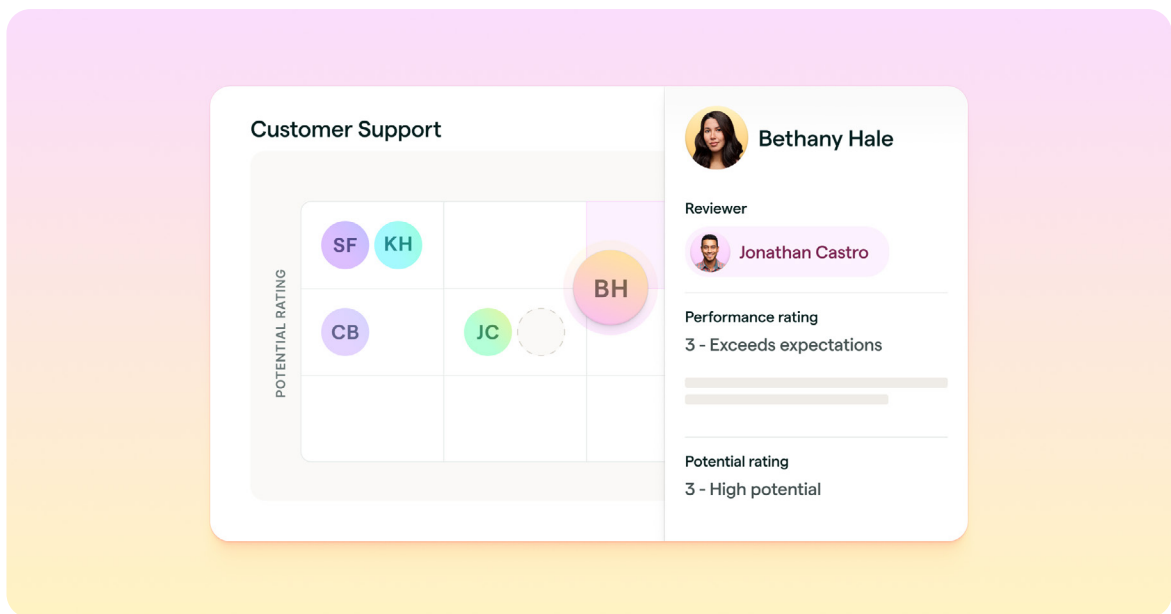
Vendors

[Okta](#) is widely regarded as an industry leader with extensive integrations. [Google Workspace](#) and [Microsoft Entra ID](#) are practical options for organizations already embedded in those ecosystems, while [OneLogin](#) is commonly used by mid-sized companies.

3 Performance Management Software

Performance management sits at the strategic heart of your HR tech stack. Beyond annual reviews, performance management software should also make it easier to set goals, deliver [employee feedback](#), conduct strategic [one-on-ones](#), and even share peer-to-peer praise.

Managers and HR teams need structured frameworks for giving feedback that's not one-sided or top-down, but that takes in a well-rounded perspective. These tools should [track employees' progress towards their goals](#), and give visibility into performance trends and development needs. HR leaders must also have the tooling to spot and fill skills gaps and make compensation decisions based on objective performance data.



Lattice makes every aspect of performance management data-driven and connected — from reviews to succession planning.

[Tour Lattice Performance](#)

Key Features

- **Diverse review options**, such as [360-degree reviews](#), peer reviews, and upward reviews for thorough evaluations
- **Customizable review templates**, ensuring consistency across all reviewers, but freedom and flexibility for HR teams to make sure the right questions are prioritized
- **Continuous feedback**, promoting a culture of transparency, communication, and growth across teams
- **One-on-ones and feedback**, including [structured agendas with action items](#), continuous praise, constructive feedback, public recognition, and feedback tied to values
- **Weekly updates**, for employees to consistently and quickly summarize their focuses and achievements regularly
- **Talent management tools**, including [performance improvement plans](#), succession planning, and calibrations

Advanced Features

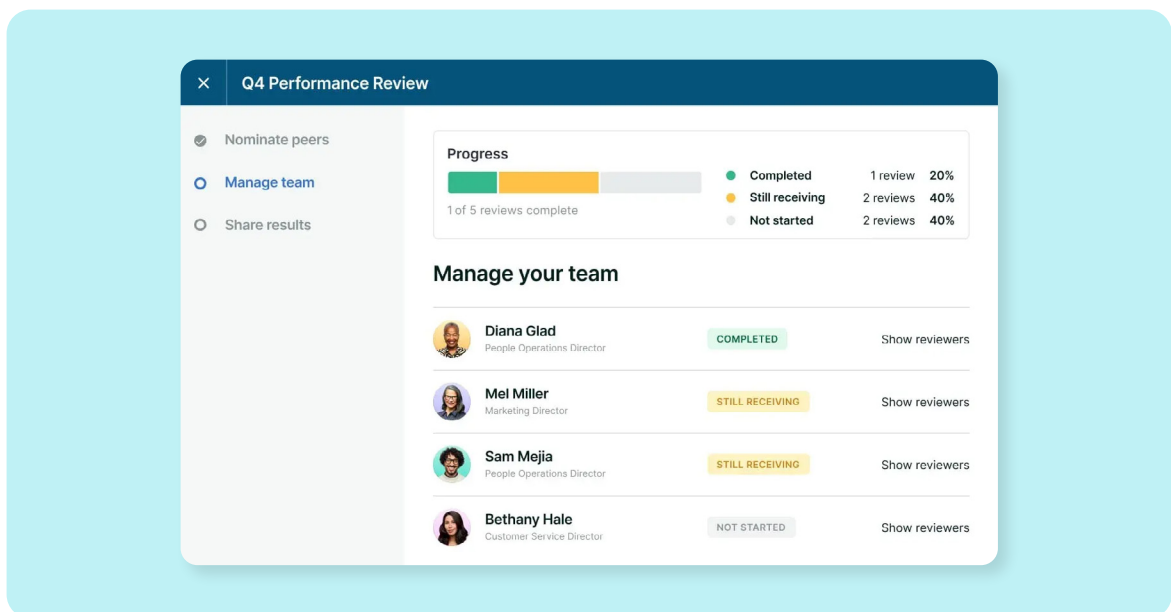
- [AI-powered review assistance](#) to ease the burden of writing multiple reviews
- Integration with [engagement data](#) to identify at-risk high performers
- Career pathing to align with key competencies and career tracks
- Succession planning to identify potential new leaders

Questions to Ask Vendors

- What templates do you offer for reviews and how well can we customize these to our business needs?
- How does the user experience of your platform encourage employees and teams to use it consistently?
- What integrations do you offer for organizational data?
- How thorough and robust are your analytics and insights?

Vendors

If you're considering a best-of-breed approach to performance management, look no further: Lattice offers a holistic and [comprehensive performance platform](#) that combines modern performance tools with a user-centric design and strong data insights to help build high-performing teams.



Lattice Performance gives you clear visibility into review progress without chasing updates.

[Request a demo](#)

Lattice's purpose-built platform supports structured performance reviews, continuous feedback, [goal-setting and OKRs](#), and one-on-one meeting facilitation — all in a single, intuitive interface that encourages adoption across the organization.

AI-assisted writing and analytics help to ease the administrative burden on your HR teams and identify unique insights. Built-in reporting and real-time dashboards help HR and leaders measure performance trends and link people data to business outcomes.

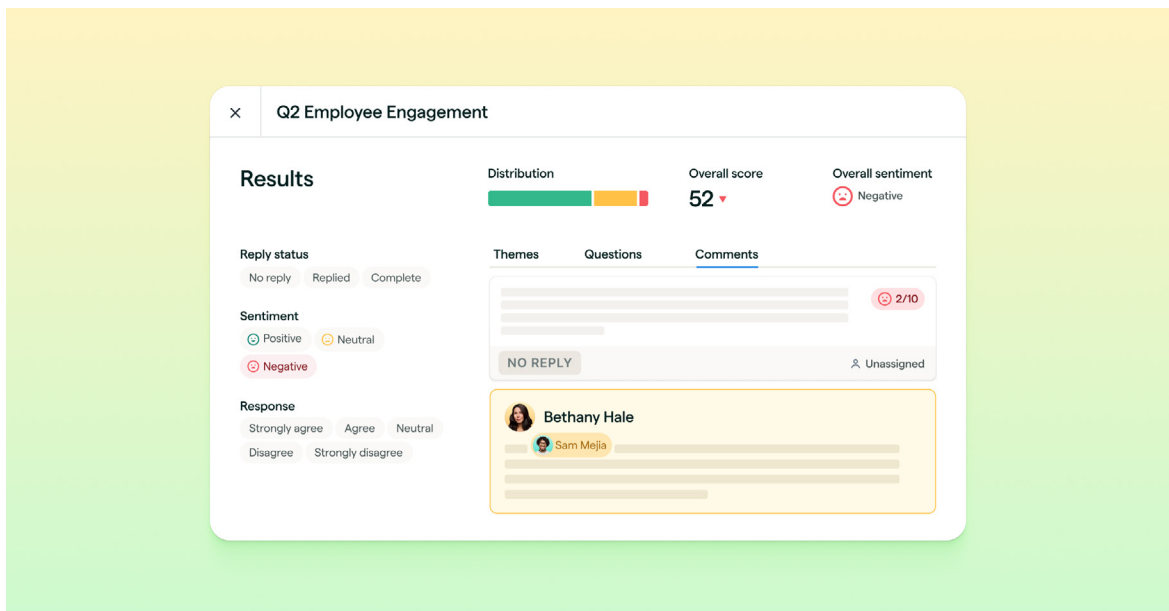
Configurable workflows and integrations let your teams customize the platform your teams need for their particular demands.

4 Employee Engagement Surveys

[Employee performance and engagement](#) are intimately and inextricably linked. Employees who are empowered to perform at their best will be more motivated and engaged. And when employees are engaged, they're more likely and more able to perform well. It's a self-sustaining virtuous circle.

If you only find out in exit interviews that your employees were not satisfied with their jobs, it's far too late to do anything about it. You can't improve what you don't measure. This is why it's so important to invest in survey tools to surface and address issues before they become real problems.

[Engagement surveys](#) give you quantitative data on employee sentiment, manager effectiveness, and cultural health. With the right software, your managers can assess and act on team-level data to understand specific challenges.



Measure engagement, identify key drivers, and act where it matters most with Lattice.

[Tour Lattice Engagement](#)

Key Features

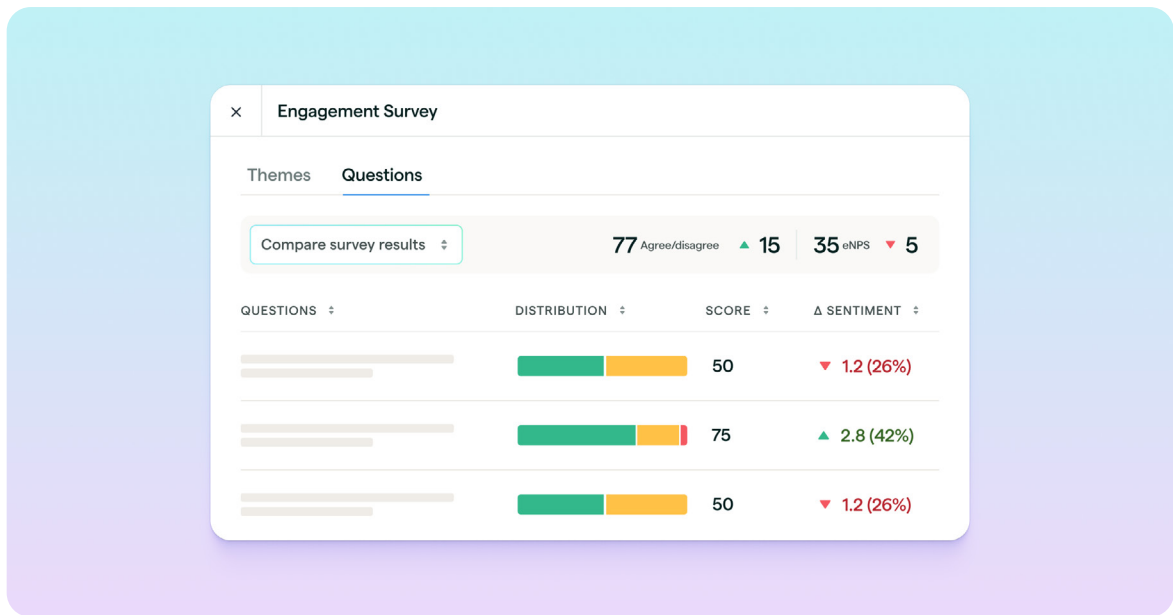
- **Custom design capability**, that supports multiple survey types with validated question banks, custom questions, and anonymity protection
- **Real-time analytics** that can be filtered by department, manager, or tenure. Look for analytic features like demographic slicing, trend tracking, industry benchmarks so you can dive deep and draw out perceptive insights
- **Action planning**, with built-in frameworks and the ability to assign action items to employees while tracking progress
- **Manager enablement resources** to make sure your leaders can act effectively on survey findings
- **Presentation-worthy slides**, ready at the click of a button — making it simpler to share engagement survey results with business leaders

Questions to Ask Vendors

- Are your survey questions generic, or have they been validated by research?
- Do you offer the facility to benchmark survey results against similar companies?
- How quickly can you deploy pulse surveys?
- How well does the survey tool integrate with performance management systems so that we can cross-reference the data?

Vendors

[Lattice Engagement](#) offers structured surveys with validated questions, real-time analytics, integrated action planning, pulse surveys for quick checks, and [benchmarking](#). Plus, it comes pre-loaded with a question bank vetted by organizational psychology experts and professors. Powerful analytics to help you understand response data from every angle, and built-in action planning enables you to tie that feedback to targeted responses.



Lattice lets you track how engagement shifts across teams, industries, and time.

What's more, Lattice specializes in connecting employee engagement data with performance ratings, so that you can identify high performers at risk of leaving and plan informed retention strategies.

5 Communication and Collaboration Tools

With distributed and asynchronous teams, internal communication has to work harder than ever. Important updates can't get buried in long email threads, missed time zones, or inbox clutter.

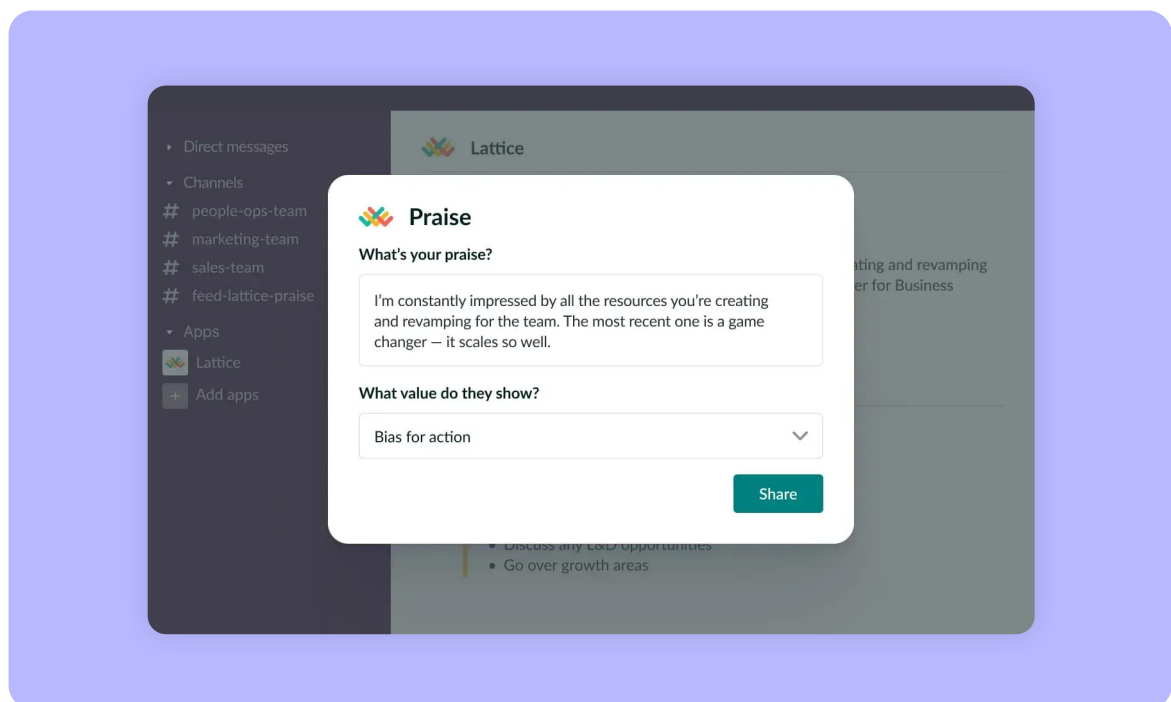
Remote and hybrid teams need communication tools that are fast, visible, and easy to respond to. Tools like Slack make it easier to share feedback and have real conversations, even when teams aren't in the same place. Topic-based channels help keep messages relevant — new hires can ask questions in onboarding channels, while company-wide announcements still reach everyone. The result is clearer communication day-to-day, fewer missed messages, and a stronger sense of connection across the team.

Key Features

- **Direct messaging** for targeted communications that don't swamp people who don't need to see them
- **Group channels** to support team conversations and project planning
- **File sharing** so that employees can connect communications to protect work without having to juggle different platforms
- **Video conferencing** for when the human connection is called for, even at a distance
- **Mobile-friendly functionality and apps**, so users aren't limited when they're not at their desks
- **Strategic integrations** so teams can bring project work into their communications without having to platform-jump
- **Search functionality** to bypass needle-in-haystack message-scrolling

Vendors

For internal communication, [Slack](#) is widely used thanks to its extensive integrations, including support for employee recognition through tools like [Lattice Praise](#). [Microsoft Teams](#) is a natural fit for organizations already using Microsoft 365, while Google Chat is typically used by teams operating within Google Workspace.



Make praise visible where your people are. Lattice integrates with Slack to keep work and feedback in the same place.

[Request a demo](#)

6 Learning Management Systems (LMS)

According to [LinkedIn's 2025 Workplace Learning Report](#), 88% of organizations are concerned about employee retention, and their top retention strategy is providing learning opportunities. In practice, that means giving employees clear opportunities to build skills that align with their role, career path, and performance goals — not just offering training for training's sake.

A learning management system (LMS) helps you do this at scale. It gives HR a way to plan and track training, while giving employees easy access to courses, videos, and other learning resources. LMS platforms also play a key role in closing skills gaps, supporting compliance, and developing managers — all of which directly impact performance and retention.

Key Features

- **Course libraries**, that support multiple content formats for all-round learning
- **Mobile-friendly dashboards** to allow employees learn on the go
- **Intuitive and reconfigurable learning paths** suited to different roles or levels
- **Automated enrollment** and compliance tracking to make sure required training doesn't slip through the cracks
- **Social learning and gamification** to provide that peer encouragement and motivation for strong learning engagement
- **Integrations with performance management**, so employee data can easily inform development plans

Vendors

Common learning and development platforms include [SAP Litmos](#), which offers a comprehensive LMS with a broad content library, and LinkedIn Learning, known for its extensive course catalogue. [Degreed](#) takes a skills-focused approach, helping organizations connect learning to capability development, while [BetterUp](#) complements formal learning with coaching support to help employees apply and grow those skills over time.

7 Onboarding Tools and Background Checks

They say first impressions last, and the first steps a new hire takes with your company can set the stage for their whole employee journey. That means managing their background verification and onboarding process well is vital for turning successful candidates into successful employees.

Thorough and reliable background checks of criminal records, employment eligibility, education, and references also safeguard you against negligent hiring claims or missing I-9 legal requirements. And if you're hiring remote staff, user-friendly digital onboarding experiences are a must.

Key Features

- [Digital I-9 and W-4](#) completion
- **E-signatures** to enable secure background checks for dispersed teams
- **Task tracking** so nothing gets missed
- **Welcome portals** to make new hires feel at home right from the start
- **Automated workflows** to free up your HR teams for more strategic work

Vendors

Common background screening and onboarding tools include [Checkr](#), which is often chosen for its speed and affordability, and [HireRight](#), a more comprehensive option designed for enterprise needs. [Sterling](#) is widely used for global background checks, while [WorkBright](#) focuses on supporting remote and distributed onboarding workflows.

8 Travel and Expense Management

Hotel and airfare costs can quickly add up and applying for reimbursements can be frustrating and admin-heavy for employees. Violations of your travel and expenses policies can easily go unnoticed if they're not monitored.

Travel management platforms make it much easier both for your employees and HR teams to plan, manage, and monitor spending. Employees can browse and book [approved business travel](#), and pay for it with a connected corporate card. That means they don't incur upfront costs themselves, and don't have to wait for reimbursement. These platforms also usually offer support when changes or cancellations are called for.

Key Features

- **Travel booking** with policy controls
- **Secure support** for payment with corporate cards
- **Mobile receipt capture**, to keep spending records clear and accountable
- **Automatic expense reports** to save employees time
- **Approval workflows** to make it easy to book and approve trips

Vendors

[Navan](#) is a modern option for integrated booking and spend tracking. [Expensify](#) is widely used for [expense reporting](#), while [Brex](#) combines expense management with corporate cards for growing companies.

Implementation Best Practices

Once you've found the software solutions that are best for your business, you then need to think about how and when to [implement them for your business](#), so there's as little disruption as possible. Here are some suggestions for making things easier:

Sequence Your Rollout

Don't implement all your tools simultaneously. This can easily lead to operational roadblocks and overwhelm users. A logical sequence for adding your HR software tools would be:

1. **SSO:** This establishes a secure and unified login foundation that will make the rest of the tools easier to adopt.
2. **ATS:** Get your applicant tracking tools in place right from the start.
3. **Performance management:** Set up the tools for setting goals and keeping your teams on track for achieving them.
4. **Engagement surveys:** Once your core processes are up and running, you can then measure employee sentiment and satisfaction.
5. **Learning systems:** After you have an understanding of performance, engagement, and the skills gaps, you can focus on supporting ongoing development.
6. **Travel and expense software:** Add these and other operational tools as you need to, when they become necessary for scaling or compliance.

Lay the Foundation for Adoption

Adoption depends on two things: executive sponsorship and clear day-to-day value for users. Without either, even good tools struggle to stick.

Start by pulling together a small implementation team: HR, a couple of people managers, one or two employees, and IT. Get them to pressure-test the tool against real workflows, such as approving time off, running performance reviews, onboarding a new hire, or pulling reports for leadership.

Show exactly where it removes friction or replaces manual work. Then take those examples back to leadership and employees. When people can see how the platform makes their working day easier (fewer spreadsheets, fewer follow-ups, clearer data) buy-in comes much faster, and adoption stops feeling like a forced rollout.



“ This wasn't just a system switch, it was a shift in how the business operates and grows through its people.”

Dominique Bauersfeld

VP of People & Business Operations @ [UNREAL Snacks](#)

Plan for Change Management

For every tool you add, communicate well in advance why you're implementing the tool, and what problems it solves. Provide thorough, practical, and hands-on training with the tool, so that admins, managers, and employees are familiar with its features and uses.

Create and share quick reference guides, so users are able to easily self-serve any queries or problems they have. Establish a champions network, so that there is a person on each team who can encourage use and act as a touch point for queries.

Measure adoption

Track adoption using a small set of meaningful metrics:

- Active usage by role (HR, managers, employees)
- Usage of priority features tied to key workflows
- Completion rates for critical tasks (onboarding, reviews, approvals)
- User satisfaction or qualitative feedback

Use this data to identify where adoption drops off: features that are rarely used, steps where tasks stall, or teams with low engagement. Address friction early with targeted training, clearer guidance, or small process changes before poor habits set in.

Common HR Tech Pitfalls to Avoid

Most HR tech rollouts don't fail overnight. They show early signals: declining logins, stalled workflows, inconsistent data, or teams reverting to spreadsheets. Recognizing these risks upfront makes it easier to intervene early. Here are five common pitfalls to watch for, and how to avoid them:

1 Software Sprawl

It's easy to overdo it when you see all the bells and whistles that specialized HR tools offer. But piling up too many new systems too quickly is going to make things bloated and complex. Too many tools can easily lead to the very fragmented and disconnected workflows you're trying to avoid, while overlapping features leads to waste and duplication.

How to Avoid It

Be diligent in your audits, and in your vendor negotiations. Make each tool justify itself in terms of what your business needs. And when it comes to the "nice-to-haves", make sure they offer tangible value before you invest. Periodically audit your tech stack to spot any duplication or gaps so you can sunset old tools. When there's little obvious difference in quality between best-of-breed tools and integrated platforms, go with the integrated to keep things streamlined.

2 Prioritizing Price Over Value

Settling for cheaper tools can be more costly in the long run. If they are not as user-friendly, or don't scale easily, you could end up with low adoption rates or expensive migrations down the line.

How to Avoid It

To avoid hidden opportunity costs and wasted time and effort, take the time to calculate the total cost of ownership (TCO), including implementation, maintenance, employee time, and potential future replacement. Above all, ensure you choose platforms that can grow with your business.

[Learn more about Lattice's transparent, simple pricing.](#)

3 Ignoring Integration

Buying tools that don't integrate well creates data silos that lead to inefficient workflows, data errors, compliance risks, and poorer business outputs.

How to Avoid It

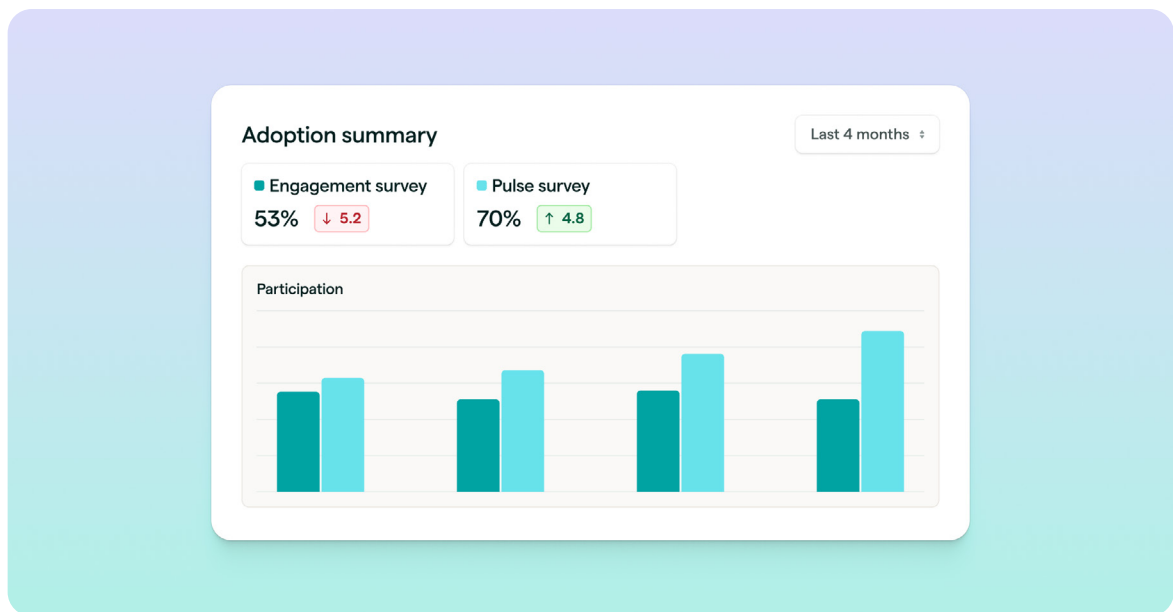
Before you invest in any new software solutions, check what integrations are available, and ensure they fulfill your business' needs and demands. Test the integrations when you're evaluating the tool so you don't end up with any nasty surprises. Prioritize pre-built integrations and reliable APIs.

4 Skipping Change Management

Cutting corners is rarely as efficient as you might hope. Introducing new tools without preparing employees pretty much guarantees frustration (and endless support tickets!) It doesn't matter how good the tool is, if the people you want to use it don't understand its value or don't feel confident using it, they won't.

How to Avoid It

Build a clear change management plan that explains why the tool is being introduced, what problem it solves, and how it will make day-to-day work easier for employees. Share this message early and repeat it across manager briefings, team meetings, and internal comms. Provide hands-on training tied to real workflows, not generic demos, and appoint champions in each team who can answer questions and model good usage. Actively [gather feedback through short surveys](#) or office hours. Also, highlight quick wins to reinforce momentum and build confidence in the rollout.



Access key data to monitor and improve participation across people programs in Lattice.

[Request a demo](#)

5 Vendor Lock-In

Sometimes, a vendor might make it difficult or expensive to switch software. You can find yourself tied to a tool that’s holding your teams back. Vendors can also make it hard to migrate your data to new tools, so you risk losing critical information or facing steep extraction costs.

How to Avoid It

When evaluating vendors, ask detailed questions about data ownership, export formats (for example, CSV or API access), and the level of support provided during data migration or offboarding. Clarify whether exports are self-serve or require paid professional services. Push for contracts with shorter initial terms, clear renewal and exit clauses, and defined notice periods, rather than multi-year lock-ins. Internally, set up regular or automated data backups so critical data can be retrieved independently of the platform if needed.

The Future of HR Tech Stacks

To avoid fragmentation and shelfware, HR leaders need to plan their tech stack around specific business workflows and decide upfront which systems will act as sources of truth. That means selecting tools with proven integrations, transparent data models, and the flexibility to add or replace capabilities, rather than locking into rigid platforms that can't keep pace with the organization's growth or future technology shifts.

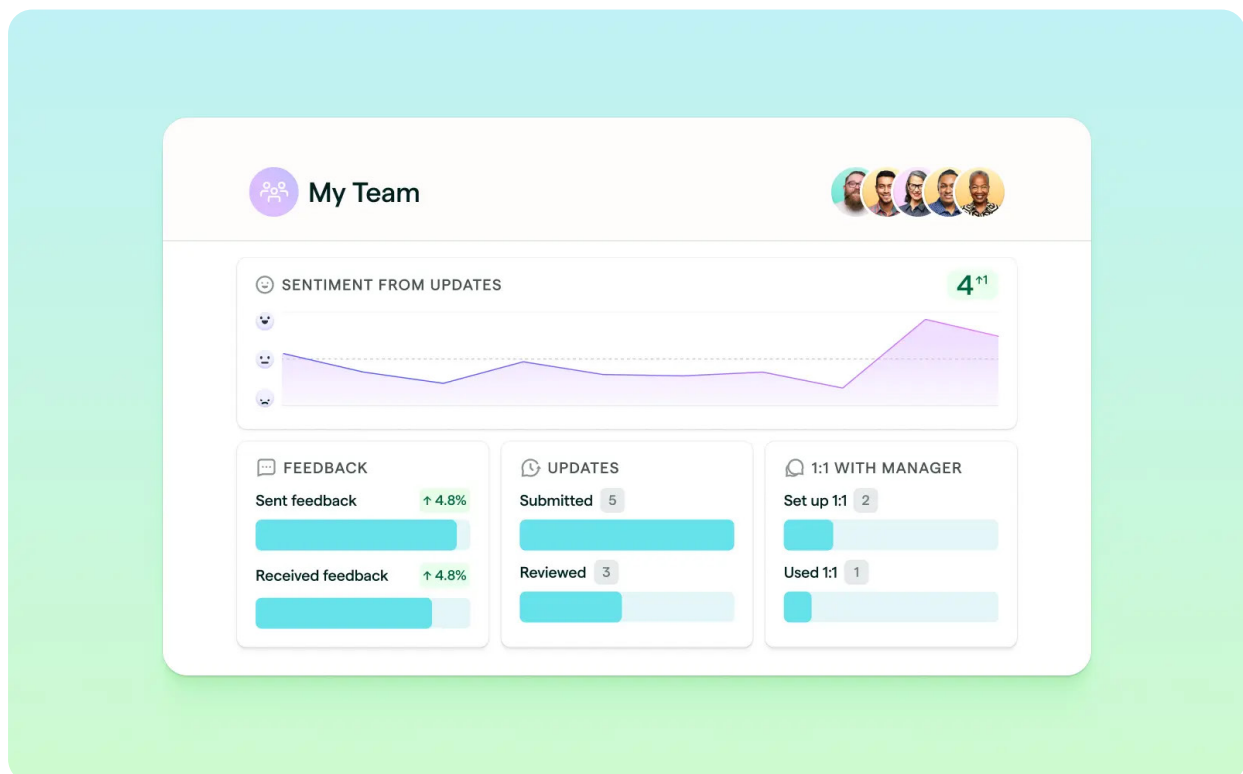
As HR teams plan beyond their current systems, these are the software trends that will most influence how they build their HR tech stacks:

AI and automation is reshaping HR workflows.

Generative tools help HR teams to draft performance reviews, while AI assistants schedule interviews and answer routine employee questions. [Lattice AI](#), for example, offers writing recommendations, key driver analysis for synthesizing engagement feedback and surfacing insights, and proactive coaching for employees based on their performance, goals, and growth areas.

Employee experience platforms offer employees attractive easy-to-use interfaces.

Modern HR platforms are replacing fragmented point solutions with a unified, mobile-enabled experience, where employees get personalized dashboards, relevant tasks, and timely prompts without needing to switch tools or re-enter information.



Give managers real-time insights to lead effectively and support their teams in Lattice.

Sophisticated people analytics combine operational, engagement, and business data.

With access to real-time HR data, teams can build predictive models that flag risks such as attrition or skill gaps, and visualize how performance reviews, learning activity, and engagement scores connect to broader business metrics.

Employers are placing greater focus on skills-based approaches.

Employees and teams are becoming less defined by their job roles and more by the skills and abilities they offer. HR tools like Lattice help make this practical by giving managers and employees a clearer picture of [individual capabilities and development areas](#). It gets easier to spot internal candidates for new roles or projects, recommend relevant learning, and have more meaningful career conversations — all of which supports internal mobility and helps reduce the inevitable attrition that happens if people feel stuck.

Work flexibility is here to stay.

With teams spread across locations and time zones, HR platforms need to work wherever employees are. Mobile-enabled, flexible tools make it easier for people to check schedules, complete tasks, sign contracts, and stay aligned without being tied to a desk. For HR, that means fewer delays and workarounds when managing contractors, [hybrid schedules](#), or day-to-day communication — and for employees, a system that doesn't break down just because they're not in the office.

The Right HR Tech Stack Is Built for Change

There's no single "right" HR tech stack, and that's kind of the point. The best setup is the one that fits how your organization actually works today, while giving you room to adapt as your people, processes, and priorities evolve.

If there's one takeaway from this guide, it's this: resist the urge to buy a clunky, all-in-one tool without a second thought. Start with your workflows, decide where your source of truth lives, and make integration non-negotiable.

As AI, skills-based work, and distributed teams continue to reshape HR, flexibility matters more than perfection. Build a stack you can adjust, extend, and improve over time — one your managers actually use, your employees understand, and your HR team can run without constant firefighting.

Get those foundations right, and your HR tech stops being a collection of systems. It becomes a platform for better decisions, stronger performance, and a more positive experience for everyone.

To discover the role [Lattice](#) can play in your HR tech stack, [schedule a demo today](#).



People + AI: Succeeding Together

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With offices across North America and Europe, Lattice serves more than 5,000 customers worldwide, including Greenhouse, Robinhood, Loom, Duolingo, NPR, Gusto, and more. Lattice has ranked on the Inc. 5000 list of the fastest-growing private companies five years in a row and is rated as a Great Place to Work by 99% of its employees. Learn more by visiting [Lattice's site](#).

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