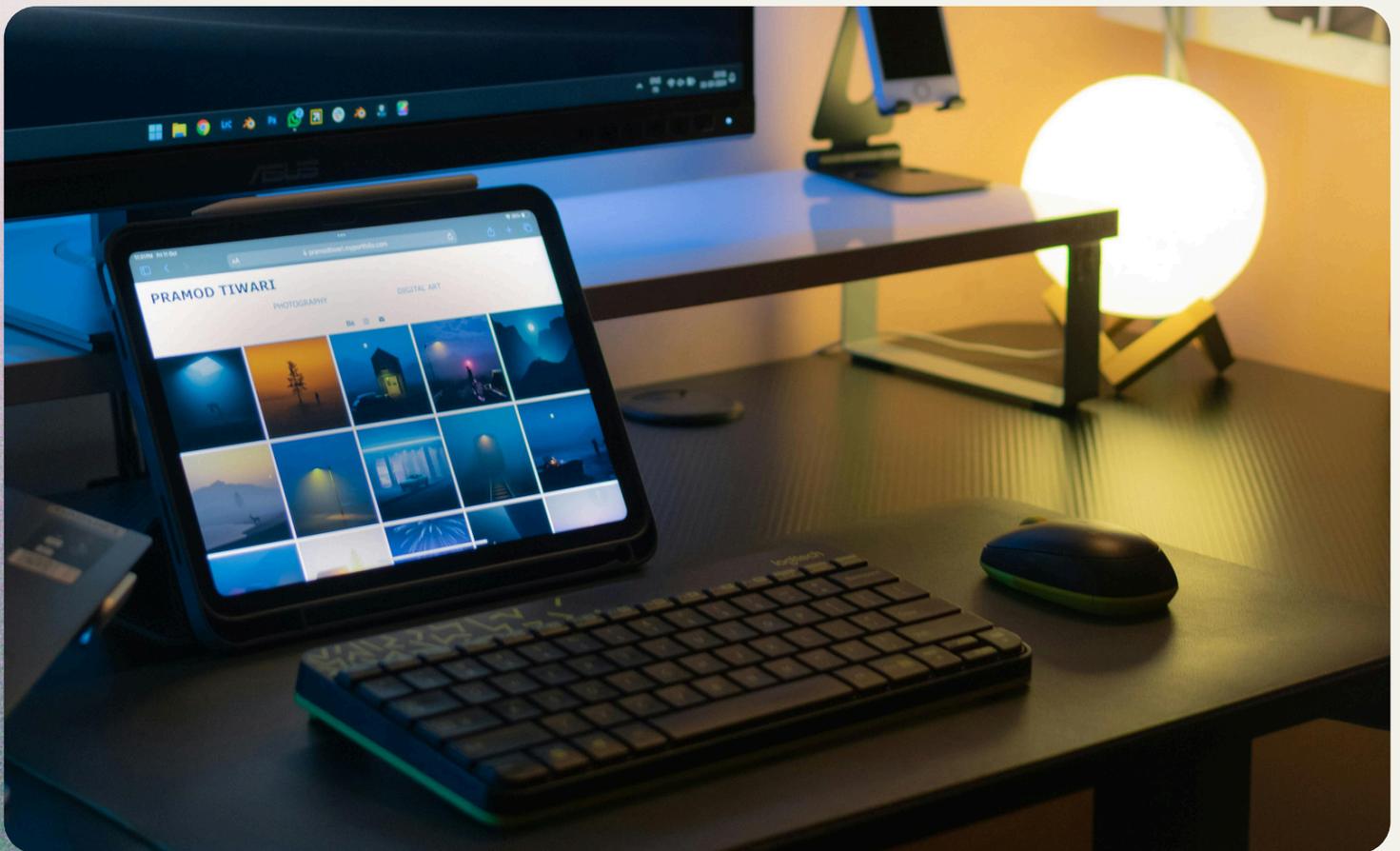


HR Tech Roadmap: What to Add and When



STARTER PACK

(1–25 EMPLOYEES)



Choosing HR technology can feel overwhelming—there are endless tools out there. But not every company needs everything all at once. The smartest approach is to build your HR tech stack in layers, adding systems as your organization grows. Here's a roadmap you can use:

Focus on basics and compliance. You don't need all the bells and whistles yet—just reliable tools that keep the foundation strong.

- Payroll & Basic HRIS: One system to manage employee info, onboarding, and payroll.
- Time Tracking (if hourly staff): Simple clock-in/clock-out system.
- Compliance Tools: Digital storage for I-9s, policies, and required docs.
- Collaboration Tools: Shared drives, chat, and project management.

Goal: Keep admin light, data accurate, and compliance covered.

GROWTH PHASE

(25–100 EMPLOYEES)



At this stage, things get more complex. Manual tracking is too risky, and employees expect self-service.

- Applicant Tracking System (ATS): Streamline hiring and reduce email back-and-forth.
- Performance Management: Goal setting, reviews, and feedback tools.
- Learning & Development Platforms: On-demand training to grow your team.
- Enhanced HRIS Features: PTO requests, benefits enrollment, and employee self-service.

Goal: Build consistency, improve employee experience, and free up HR time.

SCALING

(100–500 EMPLOYEES)



As you scale, strategy and integration become the priority. Tech should connect across the employee lifecycle.

- Advanced HRIS / HCM: Integrates payroll, benefits, compliance, performance, and more.
- Compensation Management: Tools for pay transparency and equity.
- Engagement & Culture Platforms: Surveys, recognition, and communication hubs.

Advanced Analytics & Dashboards: Data-driven insights for executives.

- Integrated L&D / Career Development: Personalized growth paths, succession planning.

Goal: Create a connected, strategic HR ecosystem that scales with growth

HOW TO USE THIS ROADMAP (100–500 EMPLOYEES)



How to Use This Roadmap

Don't jump straight to the most complex tools. Start with the essentials, then layer in new systems as your workforce grows. The right tech at the right time keeps HR manageable, efficient, and aligned with your company's stage.

Pro tip: This roadmap also makes a great infographic: note for danny

- Three columns (Starter / Growth / Scaling)
- Icons for each tech type (payroll, ATS, performance, etc.)
- A "goal" at the bottom of each column