

VPS NEWSLETTER

TOP NEWS

THE SHIFT TO CONTINUOUS FEEDBACK

The annual review is no longer the gold standard. This 2025, forward-thinking organizations are adopting agile performance management practices that center around consistent, real-time feedback and collaborative goal-setting. This shift helps teams stay aligned, supported, and engaged year-round—not just once a year.

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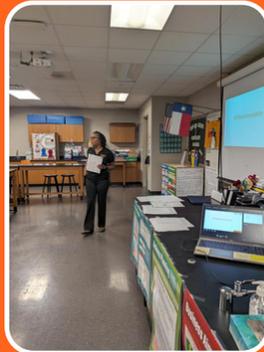
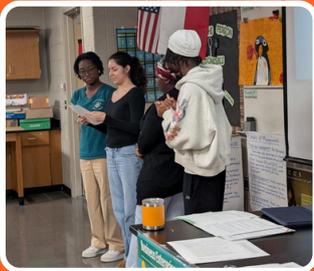
CULTURE SPOTLIGHT

THE RIPPLE EFFECT OF LEADING WITH EXCELLENCE

Excellence isn't perfection—it's a mindset of intention, integrity, and ownership. It's about anticipating needs, representing your team well, and setting a consistent tone others want to emulate. Leading with excellence means showing up fully prepared, executing with purpose, and holding yourself to a higher standard—day after day. When leaders model this kind of consistency, it influences how teams communicate, collaborate, and perform, ultimately creating a ripple effect that shapes the organization's culture for the better.

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EVENT RECAP



VPS Team at Stafford Municipal School District

On June 18, 2025, VPS Team was honored to speak with students at Stafford Municipal School District on the topics of motivating today's workforce and effectively managing human resources. It was an inspiring exchange of ideas and a great opportunity to invest in the next generation of workplace leaders.

FEATURED TRAINING COURSES

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- 1 Managing Motivation during Organizational Change
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- 3 Facilitating Sustainable Change

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THE SHIFT TO CONTINUOUS FEEDBACK

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The piece outlines how real-time coaching, continuous dialogue, and employee-driven goal setting are reshaping how performance is measured and supported in today's dynamic work environment. This movement toward agile feedback structures promotes better alignment, stronger employee development, and greater retention. With the emphasis shifting from annual reviews to real-time coaching, companies are reframing performance discussions to drive talent growth rather than just evaluation.

What's Changing:

- **Check-ins Over Reviews:** Monthly 1:1s are replacing once-a-year ratings. These regular touchpoints allow managers and employees to stay aligned on goals, offer timely feedback, and make course corrections before issues escalate.
- **Coaching Conversations:** Managers are shifting from performance judges to development coaches. These conversations focus on strengths, growth opportunities, and long-term career aspirations rather than isolated outcomes.
- **Soft Skills Matter:** Emotional intelligence, adaptability, and collaboration are now prioritized alongside technical ability. Organizations recognize that strong interpersonal skills directly impact team performance, resilience, and customer satisfaction.

Why This Matters for Today's Leaders:

- Frequent feedback leads to faster growth and stronger engagement.
- People-centered evaluations build trust and drive retention.
- Coaching-based performance management empowers leaders and teams alike.



CULTURE SPOTLIGHT

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THE RIPPLE EFFECT OF LEADING WITH EXCELLENCE

Consider a team leader who consistently demonstrates excellence by preparing agendas ahead of every meeting, aligning key resources, and closing with clear action items. Their reliability and forward-thinking approach set the pace for the rest of the team, establishing a culture where excellence is not just expected—it's the norm.

When excellence is demonstrated daily, it builds trust and pride across the team. It reminds everyone that greatness doesn't require grand gestures—just intentional, consistent effort.

Why It Stands Out:

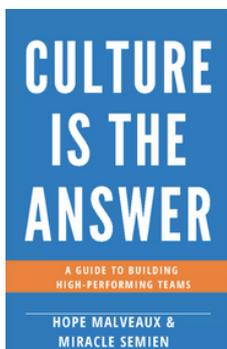
In today's fast-paced work environment, this leadership style builds a culture of dependability and pride. Excellence inspires ownership, encourages professional growth, and strengthens team trust. When you lead with excellence, others rise to meet the standard.

Excellence in Action:

Excellence is contagious. When you model high standards, others reflect them. Excellence sets the tone, pace, and energy of a team. It cultivates a shared commitment to quality and drives a sense of pride in daily work.

Make excellence a daily habit—not just a goal.

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