

# VPS WEEKLY NEWSLETTER



## M&A; WATCH

This week we spotlight a failed merger between two mid-sized pharmaceutical firms, halted after six months of integration struggles. AI-driven market modeling had shown high synergy potential, but cultural realities derailed progress. Employees resisted standardized AI tools, preferring their legacy systems. The lesson is profound: technology alignment cannot outpace cultural alignment.

Private equity investors increasingly evaluate not just financials but cultural adaptability before committing capital, recognizing that even the most sophisticated AI roadmaps collapse without human buy-in.

## TRAINING ON TRACK

Metrix Learning: AI Powered Diversity & Inclusion Analytics – using workforce data to spot inequities and create fair solutions.

## AI & Culture Quick Insight

AI is reshaping onboarding. Instead of the traditional “first 90 days,” smart AI assistants now create personalized ramp-up paths, recommending learning modules, connecting new hires with mentors, and automating routine administrative tasks. The cultural payoff is significant. New employees feel included faster, and teams benefit from reduced friction in early collaboration.

Companies using AI-driven onboarding report up to a 30 percent increase in retention during the first year. For CEOs, this means culture can be embedded earlier, with fewer chances of disconnect between promise and practice.

## CULTURE TIP OF THE WEEK

Introduce a learning hour each week, where employees can choose one micro-course, podcast, or skill module often AI-curated for relevance. Embedding learning into the rhythm of the week shifts development from “optional” to “expected.” Leaders who model participation signal that learning is part of the culture, not a side task.

