

# VPS NEWSLETTER

## FEATURE ARTICLE

### AI AND LEADERSHIP EMPATHY: THE HUMAN SIDE OF DIGITAL TRANSFORMATION

As organizations accelerate their AI strategies, one leadership trait is proving more vital than ever: empathy. AI can automate processes and predict performance, but it cannot replicate genuine human understanding.

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## TRAINING SPOTLIGHT

### BUILDING EMOTIONAL INTELLIGENCE IN AN AI WORLD

This month's Metrix Learning spotlight features "Leading with Emotional Intelligence", a course designed to help leaders enhance communication, empathy, and decision-making in a hybrid and AI-assisted workplace.

With the holiday season approaching, it's the perfect time for teams to strengthen connection, reflection, and growth the skills that build both culture and resilience.



**Learning Tip :** As the year winds down, dedicate 30 minutes each week to professional reflection. Ask, "What did I learn this year that made me a better leader?"

## EVENT RECAP



**SheSaid Event – October 1st, 2025**



**Adult Education Center Red Hat Literacy Luncheon Event October 9th, 2025.**

## HR TRENDS AND COMPLIANCE UPDATES

**AI Transparency Requirements Intensify:** November sees new federal guidance around algorithmic transparency in AI-driven hiring and performance tracking. HR leaders should prepare for documentation requirements in early 2026.

**The "Year-End Reflection" Movement:** More organizations are replacing traditional annual reviews with year-end reflection sessions, AI-supported but people-led, to foster trust and continuous feedback.

**Holiday Burnout Watch:** AI-driven wellness monitoring tools are helping companies track workload balance during peak seasons, preventing overextension before holidays.

**Compliance Watch:** New AI transparency expectations will likely include documentation of training data and algorithm fairness prepare now for Q1 audits.



## AI AND LEADERSHIP EMPATHY : THE HUMAN SIDE OF DIGITAL TRANSFORMATION

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This is where modern leadership must evolve balancing data-driven decisions with the emotional intelligence to interpret and act on that data in a human-centered way.

Leaders across industries are leveraging AI tools to improve workforce planning, but the most successful ones are coupling technology with empathy using insights not to control, but to connect.

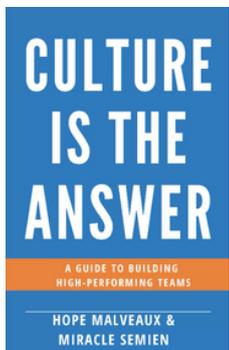
Whether it's personalizing employee development, identifying burnout before it spreads, or ensuring fairness in AI-driven HR systems, empathy remains the defining trait of effective AI-era leadership.

VPS Insight: AI can measure sentiment, but only leaders can inspire trust. As we close the year, organizations that integrate empathy into digital strategy will see stronger retention, innovation, and loyalty.

“ Gratitude and empathy are not soft skills, they are strategic strengths that sustain cultures through transformation. ”



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## INSPIRING GROWTH



### Leading the Way: Hope as OMBW Mentor!

We're thrilled to announce that Hope Malveaux will once again serve as a mentor for Cohort 8 of the Goldman Sachs One Million Black Women: Black in Business (OMBW: BIB) Program! Hope's continued involvement reflects her passion for advancing women in business and fostering community leadership.

## PRACTICAL CULTURE TIPS

November is the perfect time to spotlight gratitude as a year-round leadership behavior not just a seasonal message. Start meetings with recognition, use AI tools to gather peer appreciation, or create a "Culture Gratitude Board" where employees can share thank-you notes. Small gestures like these build lasting trust, belonging, and engagement well beyond the holidays.



**Culture Tip of the Month:** Gratitude multiplies impact. When leaders give thanks publicly, it signals that every contribution matters and creates a ripple effect of positivity across teams.

## M&A INSIGHTS IN FOCUS

### THE HIDDEN POWER OF "POST-MERGER GRATITUDE"

Post-merger fatigue is real. After integration, teams often face burnout, uncertainty, and culture shock. But forward-thinking companies are discovering a powerful retention strategy i.e. gratitude.

Recognizing teams for adaptability and resilience during transition builds trust and stabilizes morale. AI tools can support this by identifying who contributed most to integration success helping leaders personalize recognition.

**VPS Recommendation:** In every M&A, budget for gratitude. Celebrate milestones, acknowledge contributors, and make recognition part of your integration playbook.

## FINAL WORDS

As we approach Thanksgiving, we pause to express gratitude for our partners, our clients, and the leaders who continue to trust VPS with their transformation journeys.

AI may guide our data, but gratitude guides our humanity. Together, they form the foundation for cultures that thrive through every merger, challenge, and new beginning.

From all of us at Veaux Professional Services, Happy Thanksgiving!

**Lead with clarity. Lead with courage. Lead with gratitude.**



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