

VPS NEWSLETTER

FEATURE ARTICLE

THE FUTURE OF WORK 2026 : AI, HUMAN CAPITAL, AND CULTURAL RENEWAL

As 2025 comes to a close, organizations across industries are asking the same question: what will define success in 2026?

The answer lies in the intersection of three forces AI innovation, cultural adaptability, and human capital renewal.

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TRAINING SPOTLIGHT

FUTURE SKILLS FOR THE 2026 WORKFORCE

As teams prepare for 2026, December is an ideal time to build future-ready capabilities. This month's Metrix Learning spotlight features The Future of Work: AI + Human Collaboration, a course designed to help leaders and employees deepen their partnership with intelligent systems. Other recommended year-end courses include topics on strategic thinking for an AI-driven workplace, strengthening data literacy, and developing resilience and adaptability.



Learning Tip : Before closing out the year, invite your team to set Learning Intentions for 2026. Instead of resolutions, create measurable skill goals tied to curiosity, adaptability, and innovation.

EVENT RECAP



November 5, 2025

Chase for Business Event

Hope attended the Chase for Business event at 713 Music Hall, joining leaders including Clyde Drexler and Aliah Minor. It was a valuable afternoon of networking, learning, and community connection.



November 17, 2025

Coffee & Conversations with Feed the Soul

Hope joined the Coffee & Conversations Roundtable on the State of the Small Culinary Business Industry Report. The discussion highlighted shared insights and experiences, reinforcing a collective commitment to supporting Houston's small culinary business community.

HR TRENDS AND COMPLIANCE UPDATES

AI Accountability Frameworks Emerge

Expect new federal and state-level guidelines in 2026 requiring documentation of AI usage in hiring, performance, and data handling.

Redefining "Quiet Quitting"

A new term is emerging: "Quiet Re-Engagement." Companies are using AI-driven engagement tools to reenergize employees through personalized development and recognition.

PTO and Productivity

The end-of-year rush has prompted renewed discussions on mandatory rest policies and digital wellness. AI productivity systems can now recommend rest periods to prevent burnout.

Compliance Watch *New legislation may soon require transparency around AI performance monitoring systems. Review your organization's data privacy protocols before January 2026.*



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Artificial Intelligence has moved beyond experimentation into everyday business operations. HR leaders now use predictive analytics for workforce planning, private equity firms are integrating culture metrics into deal valuations, and CEOs are embedding AI ethics into their corporate governance.

But the next frontier is not more automation as it's human amplification. The leaders of 2026 will focus on developing emotionally intelligent, AI-literate teams who can adapt quickly and think critically.

VPS Insight: AI will increasingly handle the logic of business, but culture and leadership will continue to drive its heart. The organizations that blend data intelligence with human empathy will define the new standard of operational excellence.

"AI can predict outcomes, but only culture determines how teams respond to change."

M&A INSIGHTS IN FOCUS

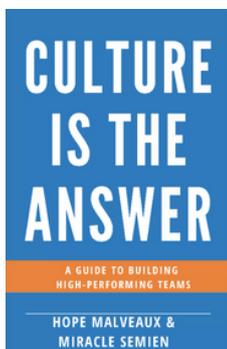
WHAT 2025 TAUGHT US ABOUT INTEGRATION AND RESILIENCE

This year was marked by bold deals and complex integrations across industries from healthcare consolidations to tech acquisitions. Many succeeded because they approached mergers as cultural evolutions, not just financial events.

Leaders who prioritized communication, empathy, and AI-supported feedback loops saw faster alignment and lower turnover.

VPS Reflection: M&A success in 2025 reinforced one truth that culture alignment is not a phase, it's a continuous practice. As we move into 2026, resilience will be the defining measure of a deal's long-term success.

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A SEASON OF GRATITUDE AND LEADERSHIP



As we conclude 2025, I want to express my sincere appreciation for the leaders and partners who have entrusted VPS with their culture and people strategies this year. Your commitment to growth and organizational excellence continues to elevate the work we do.

This season offers a valuable opportunity to pause and acknowledge the progress made, the challenges overcome, and the resilience shown. I encourage you to take time to reflect, recalibrate, and prepare with intention for the year ahead.

Wishing you a meaningful holiday season and a strong, purpose-driven start to 2026.

-Hope Malveaux, CEO

PRACTICAL CULTURE TIPS

As 2025 winds down, encourage teams to pause and reflect on meaningful moments rather than just metrics. Create space for open conversations about successes, challenges, and aspirations for the coming year. Simple gestures like expressing personal gratitude or sharing intentions for how the team wants to work together in 2026 help reinforce belonging and set a strong cultural tone for the year ahead. Gratitude ends the year well, and intention begins it stronger.



Culture Tip of the Month: Encourage leadership teams to reflect collectively: What did our culture teach us this year? The answers often reveal the true state of an organization's health.



FINAL WORDS

As the lights dim on 2025, we celebrate a year of innovation, partnership, and growth.

This holiday season, we reflect on the moments that shaped us with the challenges that made us stronger, and the people who made progress possible.

At VPS, our mission remains unchanged: to help organizations lead with culture, strategy, and clarity in an AI-driven world.

Here's to a season of gratitude and a year of renewal.

**From all of us at Veaux Professional Services,
Happy Holidays and a purposeful New Year!**



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