

# VPS WEEKLY NEWSLETTER



## M&A; WATCH

A multinational retail brand has acquired a human-centered AI firm specializing in employee recognition platforms. The goal is to infuse emotional intelligence into its global workforce operations, blending technology with human warmth.

As leadership integrates the startup's software, they are hosting "Recognition Summits" to celebrate the merger's shared purpose: using AI to make appreciation scalable. It's a deal that reflects the season's message that success isn't just about efficiency, it's about empathy and acknowledgment.

## TRAINING ON TRACK

**Metrix Learning:** AI for Recognition & Engagement- Build systems that personalize appreciation and improve team morale year-round.

## AI & Culture Quick Insight

As organizations close out 2025, many are using AI to deepen connection rather than automation. Intelligent recognition systems now analyze communication patterns to help leaders identify contributions that might otherwise go unnoticed. Beyond the data, these tools encourage a culture of acknowledgment, where appreciation becomes measurable, personal, and timely. In an era when employees crave authenticity, AI provides leaders with the precision to ensure no one's efforts go unrecognized.

As the holidays approach, this fusion of gratitude and technology is reminding teams that culture isn't built through policy, it's built through appreciation in action.

## CULTURE TIP OF THE WEEK

Start a "12 Days of Recognition" initiative leading up to the holidays, where leaders publicly acknowledge a different employee or team each day. Consistent gratitude can be the most powerful productivity strategy.

