

VPS WEEKLY NEWSLETTER



AI & Culture Quick Insight

As organizations enter 2026, HR leaders are being asked to anchor their strategies around AI in a way that delivers measurable business outcomes. The most effective agendas are built on three core pillars: responsible AI adoption, skills based workforce design, and culture health as a measurable business asset.

When these pillars are clearly connected to productivity, risk reduction, and employee experience, executives begin to see HR and AI work as enterprise strategy rather than operational support.

Leading organizations are defining a small set of people and AI priorities for the year, such as AI literacy, ethical guardrails, AI ready job architecture, people analytics, and leadership development. Many are formalizing this direction through an HR and AI charter that clearly states how AI will be used to enhance human judgment rather than replace it. Agreeing on success metrics early, including AI adoption, skills uplift, engagement, and culture risk indicators, creates alignment and accountability from the start of the year.

M&A; WATCH

With global M&A activity expected to grow in 2026, deal teams are paying closer attention to how people strategy supports value creation. HR leaders who can clearly articulate their AI and culture agenda are better positioned to influence integration planning and reduce post close risk.

Increased deal activity also means greater scrutiny of workforce readiness, leadership capability, and cultural resilience. Organizations that define their people and AI priorities early are better prepared to integrate talent, systems, and decision-making approaches during acquisitions.

CULTURE TIP OF THE WEEK

Define three to five people strategies and AI priorities for 2026 and communicate how each one supports business outcomes leaders care about.

