

# VPS WEEKLY NEWSLETTER



## AI & Culture Quick Insight

HR leaders are elevating AI and culture conversations to the board level. Boards are no longer passive recipients of HR updates. They are increasingly expected to oversee culture outcomes and AI related people risk with the same rigor applied to financial performance. AI now provides measurable insight into engagement, leadership behavior, skills readiness, and workforce risk that supports this shift.

Leading organizations are introducing culture and workforce intelligence scorecards that link AI adoption, skills development, engagement, and risk indicators directly to business results. Governance is being clarified so boards know which committees oversee culture and AI people risk, what data they receive, and how decisions are made. Executive incentives are increasingly tied to culture and talent outcomes, reinforcing accountability and signaling that culture is a strategic priority.

## M&A; WATCH

Private equity firms and boards are actively funding culture integration work as part of value creation strategies. Culture is recognized as a driver of performance rather than a soft consideration.

Organizations that report culture metrics alongside operational results demonstrate maturity and build confidence among investors and stakeholders.

## CULTURE TIP OF THE WEEK

Select one culture and workforce metric to review consistently at the board level this 2026.

## TRAINING ON TRACK

VPS-Metrix Learning provides executive level training on culture measurement, AI governance, and board reporting.

