Van Meter & Associates, Inc.

AI and Human Performance Management: The Critical Divide

By the end of 2027, artificial intelligence will have automated nearly every task rooted in human resources processing, pattern recognition, behavioral predictions, and administrative oversight. Law enforcement agencies are already facing a seismic shift: the erosion of job roles once defined by human judgment, discretion, and documentation.

But here's the truth: <u>**AI cannot, and will not, replace what makes policing legitimate**</u>**.** It cannot replicate human character, moral courage, principled decision-making, or the ability to build public trust. These qualities are not programmable, they are cultivated.

This is where Human Performance Management (HPM) enters.

HPM focuses on what no algorithm can replicate, the real-world outcomes of human behavior. It was never designed to compete with HR systems or AI; it was built to safeguard the irreplaceable qualities that define humanity. By embedding moral values, ethical clarity, and personal accountability into a structured, teachable framework, HPM elevates performance management to a higher standard. It moves beyond externally governed compliance to foster **self-governed responsibility**. In essence, HPM doesn't just measure performance, it **cultivates integrity and accountability as the foundation for sustainable excellence and accountability.**

This isn't just future-proofing, it's **job security and mission-proofing** for every agency.

Webinar date: December 17, 2025 from 1:30pm-3:00pm EST
Complimentary

☐

Register online, lower left, **Email**: **https://vmanet.com/**

Call: 1-800-331-8025

Email vanmeterassociates@att.net to remove your email.

Van Meter & Associates, Inc.

PO Box 21313, Columbus, Ohio 43221