

Welcome to the August edition of the SHRM MENA HRBrief. This edition tunes into the quiet signals beneath the surface of work - the strain that goes unspoken, the reasons people stay or slip away, and the skills we risk losing without noticing. From catching disengagement early, to keeping minds sharp in an age of AI, to lessons from the world's oldest HR department, this month is a reminder that the most important shifts often start softly - and the tools to act before the quiet becomes a crack.

SPOTLIGHT

SHRM® HonestHR

Quiet Cracking - The Silent Strain That's Breaking Workplaces

This month, SHRM's Honest HR podcast digs into "quiet cracking" - the hard-to-spot unhappiness of employees who stay but feel stuck, burnt out, and disengaged long before they ever resign. Host Marjorie Morrison and Work Shield CEO Jared Pope unpack why it's rising, the warning signs managers miss, and the practical steps HR can take to catch it early.

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GLOBAL OUTLOOK



The Talent Attraction - Retention Divide

Why people join isn't why they leave. SHRM's Q2 2026 Global Employee Monitor found pay drives nearly half of every decision - whether to join (47%), stay (47%), or leave (46%) an organisation; yet the reasons behind it pull in opposite directions. This month, we examine the attraction-retention divide, and why the two demand different playbooks

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Rewiring The Employee Brain - How AI is Dulling Cognitive Skills and What HR Can Do About It

As teams lean on AI for more of their thinking, a quieter cost is emerging: "cognitive debt" - the critical-thinking, judgment, and problem-solving skills that atrophy every time we let the tool decide. This SHRM HR Quarterly piece explores how AI could weaken the capabilities your workforce depends on, and the practical steps HR can take to keep employees' minds sharp while still harnessing AI's potential.

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MENA OUTLOOK



SHRM's High Potential Accelerator

High-potential talent doesn't stay for a job - they stay for a clear line of sight to what's next. This month, we look at the questions every high-potential is quietly asking, and how SHRM's High Potential Accelerator turns those questions into a seven-stage journey from potential to readiness.

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Lessons from the World's Oldest HR Department

The world's first HR department wasn't formed in the early 20th century - it was in a dusty Egyptian village 3,000 years ago. Long before HR had a name, its scribes were already solving the problems we are solving today - fair pay, honest records, and treating people like people. Here's what they got right - and what we're still trying to relearn.

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HR HACK STACK 5 WAYS TO MAKE BENEFITS MORE RELEVANT

- 1. Time Health Reminders:**
Align screenings, check-ups and wellness nudges with the right moments.

- 5. Educate, Don't Just Announce:**
Build benefits literacy through simple, ongoing communication.

- 4. Make Rest & Flexibility Visible:**
Encourage employees to use flexibility, remote work and wellbeing benefits.

- 2. Make Mental Health Always-On:**
Position EAPs, therapy and mental health days as ongoing support.

- 3. Meet Employees Where Life Happens:**
Time family, parental and caregiver benefits around relevant life moments.



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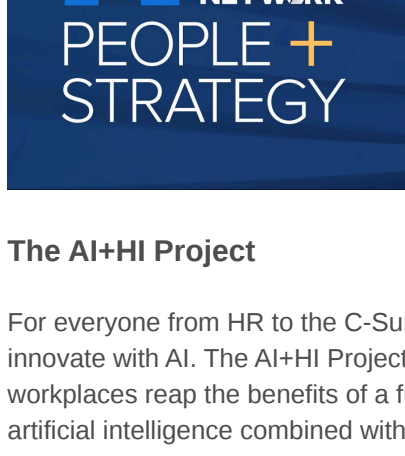
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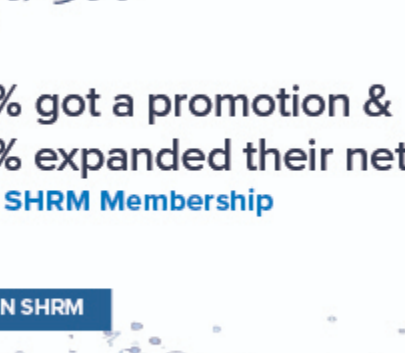
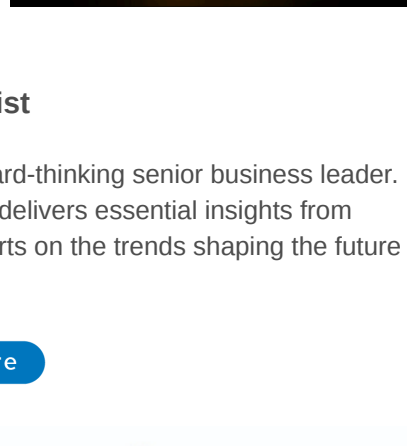
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