

SHRM MENA HRBRIEF

NEWSLETTER JANUARY 2026



Welcome to the January Edition of MENA HRBrief

The start of the new year brings out hope, enthusiasm and renewed rigor across all the activities we pursue in our lives. At organisations this new energy brings an opportunity to explore a fresh outlook, refocus priorities and plan ahead on the overall company strategy. This edition of the MENA HR Brief shares a few insights and tools to enable organisations to do just that.

With a quick glimpse of the rearview mirror but with eyes set on the road ahead, this edition brings out key insights and HR trends to watch out for in 2026, what future-ready CEOs are prioritizing in 2026,

SPOTLIGHT

Top 7 HR Trends for 2026

SHRM CEO Johnny C. Taylor Jr. talks about the Top 7 HR Trends for 2026 and how both complexity and opportunity will shape the way we redesign our world of work in the coming year. He shares a very critical perspective on how even though AI has deeply penetrated our lives at work, it still hasn't been able to create the impact we were expecting. But going forward it will help us redefine what effective work will look like, while forcing us to put in place new frameworks for fairness and growth.

For all the top trends and a more in-depth report on the Top 7 HR Trends for 2026 [click here](#).



For a deeper perspective on actionable strategies for the Top 7 HR Trends for 2026 with **James Atkinson**, Vice President of Thought Leadership at SHRM, and **Jerry Won**, Host of SHRM's Tomorrowist podcast, you can log in/sign up [here](#).

[READ THE FULL REPORT](#)



Shaping the GCC Region Workforce Agenda

Organizations are navigating rapid change, from AI-enabled roles and evolving leadership expectations to nationalisation priorities and accelerating skill demands.

We are engaging a small group of HR leaders to capture leadership perspectives that reflect real decisions.

[Share your Insights](#) →

(3–5 minute Survey)

Global Outlook

1. The Future Ready CEO Priorities for 2026



The top HR Trends report shared above took a lead from the 2026 CEO Priorities and Perspectives Report from SHRM. The latest research points to a clear leadership shift with 40% CEOs pushing for AI Adoption, higher than 31% CEOs maintaining focus on Revenue Growth. The study conducted in Oct 2025 with 116 participating CEOs, highlighted how more than half (54%) of the CEOs identified adapting to technological advancements such as the integration of AI as the top challenge their organization faces today.

[Read more>>](#)



2. Leadership Under Pressure Protect Your Passion in an Era of Burnout

Employee well-being is more than just physical health, it is a holistic mix of mental, emotional, and social wellness that shapes how people engage, collaborate, and perform at work. This article explores why understanding and nurturing all aspects of well-being is key to building happier, more resilient, and high-performing teams. [Read more >>](#)

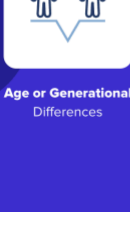
MENA OUTLOOK

How does Civility impact your organisation?

In the MENA region, civility at work is deeply rooted in cultural values of respect, dignity, and honor, yet it is increasingly recognized as a modern leadership and performance imperative. Insights from organizations such as SHRM MENA and the ILO highlight that respectful leadership behaviors play a critical role in enabling employee voice, trust, and collaboration within high-context, hierarchical environments. The recent Civility Index report for Q4 2025 by SHRM, shares how nearly 7 in 10 workers (69%) agreed that their manager or supervisor could have done more to prevent incivility. [Read more here](#) on how Civility can impact productivity and engagement at your organisation.

INCIVILITY AT WORK

5 Top Contributors:



HOW CIVILITY IMPACTS YOUR ORGANISATION

Civility is commonly framed in terms of etiquette and tone, yet it also plays a critical role in building trust, psychological safety, engagement, and organizational effectiveness.

[Read More](#)

THE CIVILITY INDEX SCORE Q5 2025

This pulse report is part of a continuous effort to track and understand trends in civility within U.S. society and workplaces.

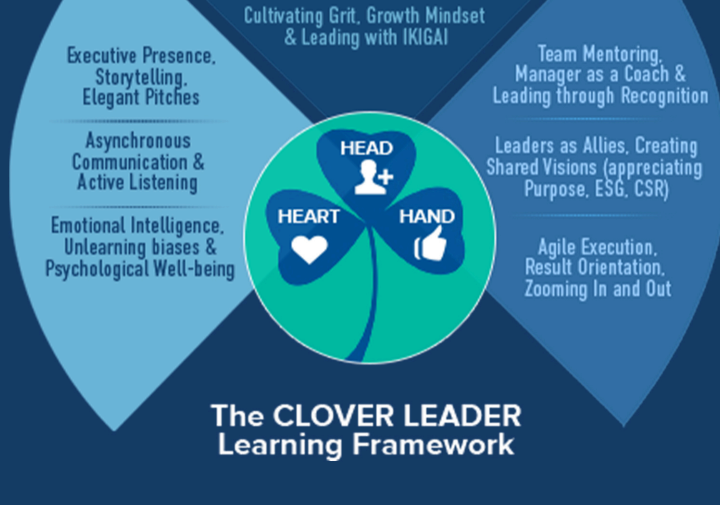
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The CLOVER LEADER Learning Framework

While today's economic and social environment demand a high degree of agility, adaptability and intellectual acumen from leaders, there is an increasing need amongst leaders to operate with a clear purpose & knowing how being a leader contributes to them as a person. Purposeful Leadership brings back focus on the leader as a whole person: the HEAD that aligns, the HAND that leads, and the HEART that lives with authenticity.

At SHRM MENA, we have been helping leaders build on this through the CLOVER LEADER Learning Framework - bringing true transformation at organisations.



The CLOVER LEADER Learning Framework

[Read more](#)

HR HACK STACK

5 tips for encouraging developmental feedback



Simplify HR Compliance: Wolters Kluwer & Simpliance

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[Click here](#) to unlock SHRM's exclusive tools, including the International Labor and Employment Compliance Handbook by Wolters Kluwer. Streamline HR tasks, navigate country-specific employment laws, compare labor regulations, benchmark benefits/compensation, and more—all with ease.

Visit the labor laws e-library with consolidated info on Acts, Rules, Govt Notifications, Minimum Wages, Provident Fund, Professional Tax and more.

[Library for Labour Laws Acts & Rules](#) | [Repository of Labour Laws](#) | [Simpliance](#)

52% progressed within their organizations.
33% transitioned into leadership roles.

Real career growth, enabled by SHRM Membership.