

Welcome to the July edition of the SHRM MENA HRBrief. This edition explores what it takes to build organisations that hold steady and grow through change - from designing resilient leadership and shaping workplace culture by intent, to preparing the leaders and thinkers your organisation will need next. Whether you are rethinking how you develop, include, or plan ahead, this month's reads offer both the perspective and the practical tools to move forward with clarity.

SPOTLIGHT



Designing for Disruption: How Resilient Leaders Build Future-Ready Organizations

In this episode of SHRM's podcast Tomorrowist, Tracy Walker, CEO of SHRM Linkage, explores why resilience must become a proactive leadership capability, not just a crisis response. She and host Jerry Juan dig into decisive leadership under uncertainty, the "lighthouse" model of guiding teams through disruption, and why AI mindset matters as much as strategy.

[Watch Now](#)

GLOBAL OUTLOOK



Leveraging Workplace Culture as a Tool for Organisational Growth

Culture isn't inherited from geography or sector, it's built through deliberate choices. SHRM's 2026 Global Workplace Culture Report identifies eight culture types thriving worldwide, and gives HR a practical lens to find, and shape, its own.

[Read More](#)

Transforming Neurodiversity into Organizational Strength

For decades, workplaces have been designed around a narrow definition of how people think and work. But with 15–20% of the global population being neurodivergent, embracing cognitive diversity is no longer optional – it's both an inclusion and a business imperative.

[Read More](#)


MENA OUTLOOK



From Leadership Risk to Succession Readiness

Most organisations know succession planning matters, yet while 42% of talent management executives named it a top priority for 2026, only 22% have a formal plan in place. Read how SHRM's seven-stage Succession Planning Framework helps organisations move from reactive replacement to deliberate, future-ready leadership continuity.

[Read More](#)

From Gatekeeper to Guide: How HR Can Lead the AI Conversation

HR has the most to gain from AI adoption - and the most to lose from getting it wrong. This month's feature makes the case for how HR can move from the edges of the AI conversation to its centre.

[Read More](#)


HR HACK STACK

5 TIPS FOR ENCOURAGING A LEARNING CULTURE AT WORK

- 1. Name the gap out loud:** Acknowledge skill gaps openly to normalize learning across the organization.
- 2. Replace blame with inquiry** Ask "What did we learn?" before "What went wrong?" to foster curiosity over criticism.
- 3. Give learning a place in the calendar:** Protect dedicated time each week to make learning a consistent priority.
- 4. Connect learning to what comes next:** Show how new skills lead to future opportunities and career growth.
- 5. Ask "Who taught you that?":** Recognize informal knowledge sharing to reinforce that teaching and learning both matter.



SHRM MENA26

CONFERENCE & EXPO | DUBAI

DEC 16 & 17, 2026
Madinat Jumeirah, Dubai

[REGISTER NOW](#)

Simplify HR Compliance: Wolters Kluwer

MEMBERS ONLY

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.

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

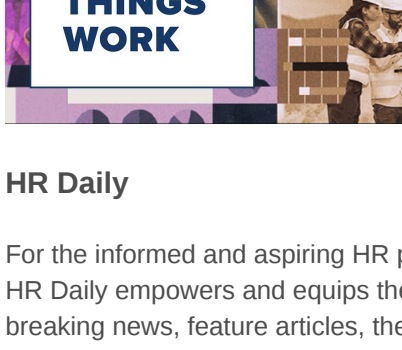
SHRM FLAGSHIPS

5 Content Series for HR Professionals, Workplace Leaders & More

Examine today's complex business landscape and help shape the future with SHRM flagships.

Each flagship includes a video-forward podcast plus a newsletter with the latest stories, in-depth research, and more — all tailored to meet your unique needs, interests, and organizational role.

Read, watch, listen, learn, and get exclusive updates. Subscribe to our flagships today!



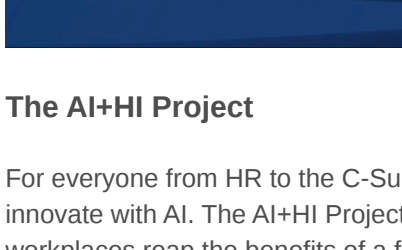
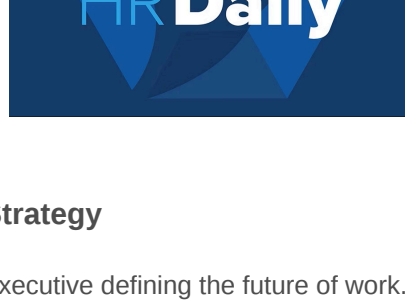
All Things Work

For HR teams, managers, and workers everywhere. From civility to technology, labor laws to skill gaps, the dynamics of work, workers, and the workplace.

[Read More](#)

HR Daily

For the informed and aspiring HR professional. HR Daily empowers and equips them with breaking news, feature articles, the latest SHRM research, and relatable stories from the real world of HR.

[Read More](#)


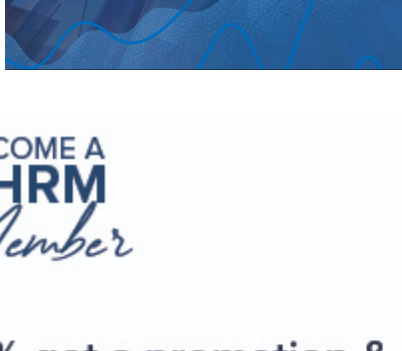
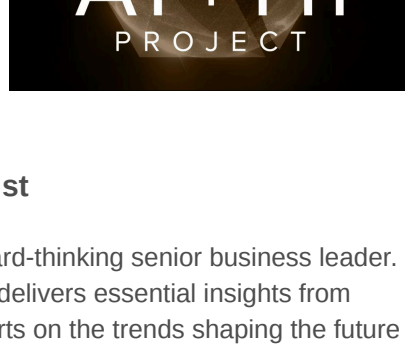
People + Strategy

For the HR executive defining the future of work. People + Strategy explores the latest HR trends and insights that are essential for today's senior-level leaders.

[Read More](#)

The AI+HI Project

For everyone from HR to the C-Suite eager to innovate with AI. The AI+HI Project helps workplaces reap the benefits of a future where artificial intelligence combined with human intelligence equals maximum ROI.

[Read More](#)


Tomorrowist

For the forward-thinking senior business leader. Tomorrowist delivers essential insights from leading experts on the trends shaping the future of work.

[Read More](#)


BECOME A
SHRM
Member

57% got a promotion & 47% expanded their network.
with SHRM Membership

[JOIN SHRM](#)