



HR STAFFING SOLUTIONS LIMITED

February 2026 Newsletter

The Talent Pulse

Welcome Address

Welcome To February. As we settle into the rhythm of 2026, I am struck by the incredible resilience and ambition radiating from our capital city. January was about setting the stage and laying the groundwork for our yearly objectives, February is where that strategy meets execution.

In year where technology and human ingenuity are merging faster than we anticipated, our mission at **ABNM HR STAFFING SOLUTIONS** remains clear, to find the heart within the data. We are operating in a field where the tools are evolving frequently, yet the core of what makes a business successful are the people.



This month, I challenge each and every one to look beyond the surface of your daily tasks. Let us strive for intentional growth, where we aren't just filling vacancies or ticking boxes, but actively building the futures of the individuals and organizations we serve. We are not just witnesses to the Nigerian talent revolution, we are its architects.

Let's make this month one of bold moves, refined, focus, and unwavering support for one another.

Let's get to work.

Angela Brown

CEO

OUR SERVICES

HR consultations, Pre-recruitment process and Post-recruitment Management, Background checks, Training, Capacity Building and Development, Employee Relations, Benefit Administration, Benefit Management, Mental Health Advocacy and Awareness in the workplace, Employee Handbook, Onboarding and separation, HR Compliance Assessment, Investigative Audits, Succession Planning, Federal and state Labour Compliance, Federal and state Requirements.

The Nigerian Landscape 2026 Trends

The Nigerian job market has shifted significantly this year. These are some of the recruitment trends seen in 2026.

- **The Rise of Agent AI** – Recruitment is longer just about Generative AI writing emails, companies are now using Agent AI to autonomously handle multi-step screening and interview scheduling, allowing HR teams to focus purely on cultural and professional fit.
- **Skills Over stamps** – The degree-only era is fading. From Lagos startup to Abuja firms, there is a massive pivot towards skills-based hiring. Technical simulations and portfolios are now carrying more weight than traditional CVs.
- **Diaspora Integration** – With the rise of compliant Employer of Record (EOR) models, more Nigerian companies are successfully hiring back the diaspora for remote leadership roles, blending international experience with local context.



Boosting Workplace Productivity in 2026

Productivity in 2026 isn't about working more hours, it's about cognitive load management.

- **Adopt the Two-Minute Rule** – If a task takes less than two minutes, do it immediately. It prevents micro stress from building up.
- **Time-Blocking for focus** – In an age of constant notifications, encourage staff to block out 90-minute deep work sessions where internal chats (Slack/Teams) are silenced.
- **Outcome-Based Environment** – Focus on Results-Oriented work environment (ROWE). When employees are measured by their output rather than their online status, engagement naturally rises.

Lessons from AFCON 2025

The just concluded AFCON in Morocco was a masterclass in resilience for Nigeria. While the super Eagles narrowly missed the gold, our bronze medal (defeating Egypt 4-2 on penalties) taught us three vital corporate lessons.

- **Redemption** – After a heartbreaking semi-final loss to Morocco, the team's ability to bounce back for the third-place play-off showed the power of emotional intelligence under pressure.
- **The Hero in the shadow** – Stanley Nwabali's penalty saves reminded us that a support role is often the most critical during a crisis.
- **Consistency** – Finishing on the podium for a record 9th time proves that a solid foundation always yields results, even when the ultimate trophy is elusive.

The HUMAN in Human Resources

As we navigate 2026's new tax overhauls and economic shifts, employers should treat employees with dignity and more humanity.

- **Radical Transparency** – With the new pay transparency trends, be open about salary structures and career pathways. Trust is the strongest retention tool.
- **Well-being Beyond perks** – In 2026, wellness isn't a gym voucher, it is manageable workloads and mental health days, support your team's rest as much as you support their hustle.
- **Invest in Reskilling** – As AI automates mundane tasks, show your staff you value them by funding their transition into higher-value roles like strategy, and empathy led leadership.



The Road Ahead

As we close this month's briefing, let us remember that the strength of any other organization, much like our national team, lies not in the infrastructure, but in the people. In a year as transformative as 2026, staying ahead requires a blend of technological adoption and radical empathy.

At **ABNM HR STAFFING SOLUTIONS**, we are committed to being your partner in this journey, ensuring that Abuja's businesses and organizations remain at the forefront of Nigeria's talent revolution. Whether you are looking to build a more resilient workplace culture, we are here to help you turn these trends into triumphs.

To a **productive, inspired, and record-breaking February.**

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