



HR STAFFING SOLUTIONS LIMITED

JANUARY 2026

NEWS LETTER

NEW YEAR NEW WORKFORCE

WELCOME TO 2026!!!

Dear Valued Partners, Clients, and Job Seekers.

As we step into 2026, I am filled with immense optimism for the year ahead. The past year presented us with unique challenges and invaluable lessons, shaping our collective understanding of what truly makes a workplace thrive. This new year brings fresh wave of opportunities to redefine our approaches, foster stronger teams, and cultivate environments where everyone can succeed.



HIGHLIGHTS

- **Hiring Momentum in January**
- **Workplace Reflections**
- **The way forward**
- **Creating a safe and supportive Work Environment.**
- **Partner in Talent and Workplace Excellence**

At **ABNM HR STAFFING SOLUTIONS**, we remain committed to empowering businesses and individuals across Nigeria. We look forward to partnering with you to navigate the evolving talent landscape, ensuring your workforce is not just ready for the future, but actively shaping it.

Wishing you a prosperous and fulfilling 2026.

Angela Brown

C.E.O, ABNM HR STAFFING SOLUTIONS

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KICKING OFF 2026 WITH GROWTH

January consistently marks the beginning of a robust hiring season, and 2026 is no exception. We are already witnessing a significant surge in employment activities, with companies actively expanding their teams and filling critical roles. This burst of hiring momentum is driven by several key factors.

- **New Budgets and Strategic Initiatives** - With fresh financial allocations, companies are investing in growth and expansion plans, requiring additional talent.
- **Workforce Expansion** - Many organizations are scaling up to meet increasing market demands and capitalize on emerging opportunities.
- **Replacement Hiring** - The natural churn of the workforce necessitates filling positions vacated by departures, ensuring continuity and fresh perspectives.
- **Renewed Business Optimism** - A generally positive outlook for the new year encourages businesses to invest in human capital, confident in future returns.



SAFE AND SUPPORTIVE WORK ENVIRONMENT



CREATING A SAFE AND SUPPORTIVE WORK ENVIRONMENT

A truly thriving workplace is one where every employee feels safe, respected, and supported. In 2026, let's prioritize building environments that champions the following:

- **Physical Safety Standards & Compliance** - Strict adherence to health and safety regulations, regular risk assessments, and proper equipment maintenance are non-negotiable.
- **Psychological Safety & Respect in the workplace** - Foster an environment where employees feel comfortable expressing ideas, asking questions, and admitting mistakes without fear of judgement or retaliation. This includes promoting open dialogue and mutual respect.
- **Anti-Harassment Policies** against all forms of harassment and establish accessible, confidential reporting mechanisms.
- **Health, wellness, and Work-Life Balance Initiatives** - Support employee well-being through programs that encourage healthy lifestyles, mental health awareness, and a sensible approach to work-life integration.

ADDRESSING BAD HABITS FROM 2025

BETTER WAYS OF WORKING IN 2026

As we look forward, it's also crucial to reflect on areas where we can collectively improve. 2025 highlighted several recurring workplace challenges that, if unaddressed, can hinder productivity and employee morale. This reflection is not about blame, but about identifying opportunities for growth.

- **Poor Communication & Unclear Expectations** - Misunderstandings often arose from a lack of clear directives, leading to frustration and inefficiencies.
- **Lateness, Absenteeism, and Weak Accountability** - These issues impacted team cohesion and project timelines, underscoring the need for stronger professional standards.
- **Inadequate Onboarding & Training** - New hires sometimes struggled to integrate effectively due to insufficient support and development programs.
- **Burnout Culture & Lack of Employee Well-being Focus** - An overemphasis on output without proper attention to employee welfare led to exhaustion and disengagement.

Embracing the lessons of the past, here are practical and forward-thinking solutions to foster more effective and fulfilling workspaces in the new year.

- **Clear Performance Expectations & Consistent feedback** - Implement robust goal-setting frameworks and provide regular constructive feedback to guide employees and recognize achievements.
- **Strong Onboarding & Continuous Learning** - Invest in comprehensive onboarding programs and ongoing professional development to ensure employees are required for success and growth.
- **Ethical Leadership & People Centric Management** - Cultivate leadership who prioritize integrity, empathy, and the wellbeing of their teams, while fostering a culture of trust and respect.
- **Smarter Hiring based on Skills, Culture fit, and Adaptability** - Move beyond just qualifications, recruit individuals whose skills align with organizational needs, whose values resonate with the company's culture.

WORKPLACE CHALLENGES 2025



Poor Communication & Unclear Expectations



Lateness & Absenteeism



Inadequate Onboarding



Burnout Culture



Unsafe Environments



BETTER WAYS 2026



Clear Communication



Accountability



Strong Onboarding Learning & Learning



Employee Well-being



Safe & Supportive Environments

YOUR PARTNER IN TALENT & WORKPLACE EXCELLENCE

 **ABNM HR STAFFING SOLUTIONS**



Let's build better workplaces, together.

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.

CLOSING REMARKS

The year 2026 holds immense promise for growth and transformation within Nigeria's talent landscape. By embracing forward-thinking strategies and prioritizing the well-being and development of our workforce, we can collectively build workspace that not only thrive but also inspire.

At **ABNM HR STAFFING SOLUTIONS**, we are passionate about connecting exceptional talent with leading organizations and guiding businesses through the complexities of HR and compliance. whether you are seeking to refine your hiring processes, develop your leadership, or cultivate a more engaging work environment.
we are to be your trusted partner

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