



The Great Office Tug-of-War: Balancing Employer and Employee Expectations in the Return-to-Work Journey

**Nancy Arenas, MPS, SHRM-CP
Gallagher**

Please see Nancy's biography on the next page.

The decision to return to the office is not a simple one, with a palpable tension between the desires of employees and the preferences of employers. This session unravels the intricacies of this dynamic, focusing on the juxtaposition of remote work benefits against the traditional office's allure. We'll navigate the complexities of expectations on both sides while shedding light on the vital compliance issues at play. This session will delve into the heart of the debate, providing insights and strategies for a harmonious and legally sound transition back to the workplace.

LOCATION

Virtual Session

Event details will be emailed to all registrants.

SESSION

December 13, 2023

11:00 am – 12:00 pm MT

Registration for the event closes on December 12, 2023

Register at www.wpbcboise.org

Please join us for this **FREE** webinar!
Login details will be provided to all registrants prior to the event.

Any questions? Please email admin@wpbcboise.org

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Professional Background

Nancy Arenas is an Area Vice President within Gallagher's Human Resources and Compensation Consulting practice where she services the South West Region.

She has 20 years of Human Resources experience working in-house in various corporate HR roles as well as consulting. She has worked or consulted in the following industries: aerospace, construction, engineering(A/E/C), energy, healthcare, hospitality/food/beverage, legal, life sciences/biotech/pharma, manufacturing, non-profit, professional services, retail, risk management/insurance, technology and transportation.

She has a strong competency in compliance and in assisting clients with the challenges of the ever-changing California employment landscape. She is adept at managing large-scale, change management human resources projects that improve efficiencies and lay the foundation for a more engaged workforce. She has a strong competency for helping companies manage culture, employee experience/engagement and compliance. She is passionate about creating a more human workplace.

Prior to joining Gallagher, she worked as an Senior HR Consultant at Willis Towers Watson supporting its Health Benefits Brokerage Advisory clients in various industries across the west coast region.

Education

Nancy holds a Master's Degree in Human Resources and Labor Relations from Penn State and a Bachelor's Degree in Business from Brigham Young University. She completed a Paralegal Program through Utah Valley University.

Professional Affiliations

Nancy is actively engaged in state and national HR professional affiliations including serving on multiple committees and Board of Directors for the San Diego Society of Human Resource Management (SHRM). She has been a presenter at local and national SHRM conference events. She is currently an instructor at San Diego State University (SDSU) where she teaches in the Business Management Program emphasis in HR coursework.