

# PEOPLE ON THE MOVE

HIRINGS, PROMOTIONS, BOARD MEMBERS AND SPECIAL ANNOUNCEMENTS IN SAN DIEGO



**INSURANCE**  
Promotion



**Debbie Chelberg**

**Debbie Chelberg** has been promoted to **Chief People Officer of Marsh & McLennan Agency's West region**. Since joining MMA in 2015, Debbie has made a lasting impact on the organization as the Director of Human Resources and serving on the region's management committee to provide best practices in support of MMA's people and talent. Debbie will lead the region's HR, learning, and talent acquisition team and manage the needs of over 1,300 colleagues. Debbie holds certifications as a Senior Professional in Human Resources (SPHR), Senior Certified Professional in the Society for HR Management (SHRM-HC) and Certified Diversity Professional (CDP).



**INSURANCE**  
Promotion



**Tim Carter**

**Tim Carter** has been named a Principal at **Marsh & McLennan Agency**. Tim has 30 years of industry experience, including senior level sales and service leadership roles in the employee health & benefits space. Tim specializes in the strategic design, funding and administration of large group programs. He has developed insight into a myriad of creative approaches, with companies ranging from start-ups to Fortune 100 companies and across most industries in both the private and public sectors. Tim earned his Certified Employee Benefits Specialist (CEBS) designation from the Wharton School at the University of Pennsylvania.



**INSURANCE**  
Promotion



**Brendon Bock**

**Brendon Bock** has been named a Principal at **Marsh & McLennan Agency**. Since joining MMA in 2015 as a business insurance Client Executive, Brendon has developed expertise in managing clients risk (especially for those in the life science industry), serving as an extension of their team as their insurance needs grow and evolve. Brendon holds the Commercial Lines Coverage Specialist (CLCS) designation. He currently sits on MMA's DE&I Counsel, and has served on the board of Cleantech and the nominating committee for Athena's annual award ceremony. Additionally, he puts his passion for mentoring to work by helping to build MMA's National Intern program.



**INSURANCE**  
Promotion



**Sharlene Langhoff**

**Sharlene Langhoff** has been named a Principal at **Marsh & McLennan Agency**. Since joining the firm 24 years ago, Sharlene has been one of the most technical and knowledgeable resources in the employee health and benefits division. She has extensive experience with funding mechanisms, legislative compliance, financial analysis, and employee communications... overseeing all aspects of her clients' service experience. Prior to MMA, she worked at Mutual of Omaha Insurance Company as a service representative before joining a prominent Pacific Northwest Consulting firm. She holds the Certified Self-Funding Specialist (CSFS) designation.



**INSURANCE**  
Promotion



**Cheryl Olive**

**Cheryl Olive** has been named a Principal at **Marsh & McLennan Agency**. As a Client Consultant and Practice Group Leader with over 30 years of benefits industry experience, Cheryl is extremely successful at designing employee benefits packages to support the short- and long-term goals of her clients, overseeing program financials, and ensuring clients meet regulatory requirements. Prior to joining MMA, she served as Vice President of financial services for a multi-office brokerage firm. Her experience has enabled her in-depth underwriting knowledge and expertise in insurance contract alternative funding. Cheryl is an active member of the National Association of Health Underwriters.



**COMMERCIAL REAL ESTATE**  
Promotion



**Adam Enright**

**Project Management Advisors, Inc. (PMA)** has promoted **Adam Enright**, LEED AP, BD+C, to Vice President. Enright has worked as an owner's representative and construction manager since 2011 and has managed numerous high-profile projects including life sciences, healthcare, hospitality, higher education, government, municipal, and land development. As a leader in the San Diego life sciences and healthcare arena, he has worked on cutting-edge research labs including laser research facilities and an ACL-2 insectary facility. He is also active within the U.S. Green Building Council and Treasurer of the San Diego chapter of the International Institute of Sustainable Laboratories.



**HUMAN CAPITAL ADVISORY**  
New Hire



**Darryl A. Smith**

Human capital advisory **FMG Leading** has added Principal **Darryl A. Smith**, a talent optimization expert who develops world-class Diversity, Equity and Inclusion initiatives. By collaborating with leaders and immersing himself in individual cultures, Darryl creates environments where people lean into their differences, fostering continuous engagement and accelerated development. He also brings 25 years of experience in strategic planning, executive coaching, business resource group development, and quantitative analysis. He has a proven track record of driving positive change,

promoting synergy across business lines, establishing cohesive business approaches, and improving client profitability. His clients span such industries as private equity, healthcare and government.



**ARCHITECTURE & DESIGN**  
Promotion



**Nancie Constandse**

**SAN DIEGO – HKS Architects, Inc.** recently promoted Project Architect **Nancie Constandse**, AIA, DBIA, LEED AP BD+C, WELL AP, to Vice President. Nancie was previously an Associate, joining HKS in 2017. She focuses primarily on life science, healthcare, government and office projects. In 2019, she was named one of the Outstanding Women in Construction and Design by San Diego Business Journal. Her recent projects include work for Pfizer, FDA and DEA.

HKS also promoted Lab Planner Vy Duong, LEED GA, to Associate. Vy joined HKS in 2012 and focuses on life science, healthcare and commercial projects. His recent work includes FDA Long Beach Community Hospital, Pfizer and Wexford.