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Richard Polak has advised more than 300 multinational organizations over the past 45 years. His career includes tenures at industry giants such as MetLife, Deloitte, Mercer and Gallagher. His entrepreneurial spirit led him to establish IBIS Advisors, a company he successfully led for 17 years before its acquisition by Arthur J Gallagher. This transition led to his appointment on the firm's Executive Committee and as practice leader, global benefits, further solidifying his influence in the field. In his current roles, Richard lends BenefitsTec as the CEO and offers his expertise to several organizations. He serves as an advisor to the American Benefits Council, acting as a congressional advisor, as well as the Silicon Valley Employer Forum. His thought leadership extends to his contributions as a member and writer for the Forbes HR Council and a Workspan Magazine editorial advisor. Richard is the author of the highly acclaimed book *Work Smart Now*, a #1 release on Amazon.