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Title : Global Leadership: Inspiration, charisma and diversity

Speaker : Prof. Philippe Byosiere

Abstract :

Carlos Ghosn, Howard Stringer, Tomoyo Nonaka, Fumiko Hayashi. These are names that few would have picked a decade ago to lead some of Japan's flagship companies. Today they may be rather the exception than the rule but Japan's managerial ranks are just at the brink of major "leadership" reforms, not only at the top of companies but moreover at the bucho, kacho and kakaricho levels if these companies have the desire to sustain a global presence in their industry. This is not a temporary phenomenon nor will the tide of this trend be reversed. Japan's corporate "human resource" landscape is, be it slowly, reshaping and is becoming more a reflection of the global village than the one's omnipresent "Japanese businessman". Addressing these changes will be a challenging task for all involved. Those not recognizing the global and diverse character will turn into dinosaurs and at one point be the target of a foreign takeover. The presence of young, dynamic, experienced, smart, global both male and female talent is an opportunity for Japan Inc. to counter these foreign threats only if the Nissan and Sony experience are valuable lessons in giving that global Japanese talent a chance.