

Live Webinar

Are Japanese CEOs Paid Too Little & U.S. CEOs Paid Too Much, and Why Does it Matter?

December 3, 2020



Featuring:

Steven Greenberg, Regional Managing Partner, Financial Services, APAC & ME, Heidrick & Struggles

James B. Rosenwald III, Managing Member and Portfolio Manager, Asia Equity, Dalton Investments

Hideaki Tsukuda, CEO, Board Advisors Japan, Inc.

Moderator:

Alicia Ogawa, Director, Project on Japanese Corporate Governance and Stewardship, Center on Japanese Economy and Business (CJEB), Columbia Business School

On December 3, 2020, CJEB held a live webinar featuring Steven Greenberg, James B. Rosenwald III, and Hideaki Tsukuda, and with Alicia Ogawa serving as moderator. The speakers discussed how the role of the CEO in Japan differs from their U.S. counterpart and how these roles are evolving. They commented on whether the “only internal appointment” practice has changed for CEO appointment in Japan and whether the corporate governance of Japanese companies has changed in substance regarding board reform. They explained which factors or milestones determine a CEO’s bonus in Japan and who determines CEO compensation in Japan, and discussed evidence in the U.S. and in Japan that paying CEOs in stock results in better outcomes for shareholders. The webinar concluded with a Q&A session. To view the video recording of the webinar, please visit <https://youtu.be/R-y3aVQmqW0>.