

Paul Dupuis - CEO, Take-5 Global K.K.

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A global leader with a commendable track record in hands-on business growth and organizational transformation leadership, **Paul Dupuis** is the founder and CEO of **Take-5 Global K.K.**, a Tokyo based consultancy firm focused on strategic advisory, M&A and leadership development.

Paul exemplifies the spirit of agility and excellence in leadership, in today's disruptive business landscape. His professional track record has been one of consistent and trailblazing achievements in the areas of business growth (organic and M&A), organizational development, turnaround and transformational leadership, strategic planning, talent management, innovation and entrepreneurial excellence. Paul has over 25 years of professional experience in multiple countries across Asia including Japan, Singapore, Hong Kong, South Korea and India.

Prior to founding Take-5 Global K.K., Paul was CEO & Chairman of Randstad Japan (2021-2023) where he led one of the largest operating companies for Randstad globally to achieve exceptional revenue growth and record profitability. During his tenure as MD and CEO of Randstad India (2017-2021), he led the turnaround of the company to become a leader in the Indian market. Paul was recognized by Great Place to Work® Institute (India) as one of India's 'Best Leaders in Times of Crisis 2021'. From 2011-2013 he was based in Singapore as Head of Asia for en-japan (TSE 4849.t)

A recognized thought leader, Paul frequently appears in media, and is a guest speaker at MBA schools and professional associations across Asia on topics related to Japan & India, with a focus on transformational leadership, high performance, team building, strategy and organizational development. He is member of the MBA Faculty at GLOBIS University Graduate School.

He is a non-executive Board Member of T.Hasegawa, a publicly listed company (TSE 4958), and an external advisor for BAIN Consulting on global projects related to M&A, PMI, strategic planning, operational efficiency and succession planning.

Paul is a member of the Board of Directors of HOPE International Sustainable Development Agency (JP), focusing on clean water projects and microcredit programs in Cambodia, Sudan and the Philippines, with a mission to help the neglected poor become self-reliant.

Paul is fully bilingual in English and Japanese. He published his first book on leadership, **The E5 Movement** in June 2020; <https://e5-movement.com/>
In 2023, the best-selling Japanese version was published: **The 5 Golden Rules of Leadership**.
<https://e5-movement.com/%E6%97%A5%E6%9C%AC%E8%AA%9E>

Paul is an active member of the Japan Association of Corporate Executives (Keizai Doyukai <https://www.doyukai.or.jp/en/>) and is the Vice-chairman of the marketing committee of the Japan Ice Hockey Federation. He is a passionate ice hockey player and volunteers every winter as a coach and supporter of ice hockey in the remote part of the Himalayas in Northern India. He is a Guinness World Record holder, as the organizer of an ice hockey game at the highest elevation ever, on a frozen lake in Ladakh in the Himalayas of northern India (4,361m above sea level).

Born in 1968, Paul is originally from Windsor, Ontario, Canada. He is married and is the proud father of two sons, 25yrs and 22yrs old.