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Michael Handa

Former Executive Officer & Head of Global Business Promotion
Elan Corporation (TYO: 6099)

Executive Managing Officer & Global Head of Human Resources
Olympus Corporation (TYO: 7733)



Michael Handa is a former global senior executive with more than 20 years of leadership experience in multinational business management, corporate transformation, global human resources, and cross-border investment initiatives. Having led internationally at Elan Corporation (TYO: 6099) and Olympus Corporation (TYO: 7733) through executive assignments spanning Europe, the Americas, and China, Handa brings deep expertise in cross-cultural leadership, global stakeholder management, and international business expansion. As an ExCo mentor, Handa helps clients combine strategic vision with disciplined operational execution in complex, multinational business environments.

Most recently, Handa served as Executive Officer and Head of Global Business Promotion at Elan Corporation, where he established and led the company's overseas business platform, driving strategic expansion into India and Vietnam through multiple M&A transactions at healthcare-related companies. In this role, Handa adeptly drove executive negotiations with major healthcare institutions, led emerging market business development, and built scalable international operations from the ground up.

Previously, Handa served in several executive roles at Olympus Corporation, most recently as Executive Managing Officer & Global Head of Human Resources. In this role, Handa was responsible for managing HR governance across global operations during a critical transformation phase for the company. He directed transformation initiatives focused on organizational restructuring, operational efficiency, and mid-term strategic planning, introduced synchronized global and Japan HR systems to standardize talent management and organizational processes, and led development and implementation of Olympus' global HR framework under the "Transform Olympus" initiative.

Earlier at Olympus, Handa served as Executive Officer & Head of Imaging Business Unit, where he held extensive responsibility spanning international operations, P/L management, organizational transformation, and executive HR leadership. During his time in role, he successfully led the turnaround of Olympus' global imaging business, restoring profitability for the first time in seven years through operational restructuring, inventory optimization, quality improvement, and strategic portfolio transformation toward premium products.

Prior to his time at Olympus, Handa took on leadership roles across various international assignments across Europe, the Americas, and China. In these roles, he gained foundational experience in international sales management, regional business operations, global business coordination, cross-cultural organizational leadership, and international market development.

Handa earned his Bachelor of Laws (LL.B.), Faculty of Law at Chuo University. Outside of work and mentoring, he enjoys running, golfing, mountain climbing, and soccer. Handa is an avid traveler, frequently visiting different places in Japan and overseas with his wife. Together they have six children and grandchildren, and are grateful to live close enough to get together regularly. He and his family are based in Tokyo, Japan.