



**Mr Shai Ganu**

Managing Director; Global Leader – Executive Compensation & Board Advisory  
WTW

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Shai Ganu is WTW's Global Leader for Executive Compensation & Board Advisory in its Work & Rewards business.

Based in Singapore, Shai has extensive experience working closely with the Boards and management teams of some of the largest companies in the world. He is a trusted advisor to more than 100 Boards, Remuneration Committees, and Nomination Committees.

His focus areas are on Board and executive compensation, Board effectiveness, ESG strategies, total rewards, performance management, sales effectiveness, equity plans, organizational effectiveness, and digital transformation projects. He specialises in banking, insurance, real estate, and telecommunications industries, and works extensively with sovereign wealth funds, private equity, and family businesses.

Shai is a fellow of the Singapore Institute of Directors (SID). He is an associate university lecturer, as well as faculty member at SID, Institute of Corporate Directors Malaysia (ICDM) and other NED associations in the region – and teaches courses related on Remuneration, Nomination, Talent Management, and Sustainability (ESG) matters.

An avid researcher and writer, Shai regularly contributes his thought-leadership to business media such as World Economic Forum, Harvard Business Review, The Business Times in Singapore and other publications on issues related to corporate governance, executive pay, Board effectiveness, diversity and inclusion, and Future of Work. He was the lead author for the Remuneration Committee Guidebook for the SID and has also written chapters for HR textbook for MBA courses. Shai serves on Boards and HR Committees of leading companies and not-for-profit organisations in the region. He is also an Associate Lecturer teaching strategic HR, Compensation, and Leadership related courses for MBA and Masters programmes.