

INVENTOR REWARDS AND RECOGNITION PROGRAMS REPORT

A study of structures, policies, award strategies and best practices

Designing and implementing a robust inventor rewards program can be daunting. To be successful, this program must motivate your inventor community to **increase valuable innovations**, prompt **new inventors** to submit inventions, and **improve inventor support** of your intellectual property (IP) protection program. Simply establishing a program will not guarantee increased participation—or ultimate success.

The Inventor Rewards and Recognition Programs (IRRP) Best Practices Benchmark Report includes quantitative data from a survey of 68 innovation-driven companies across 24 major industries. **This information will show you how to create a winning reward and recognition program and avoid the mistakes made by others.** In the report, IP and HR leaders share what does, and does not, work.

For example, you will learn the types of recognition and the actual financial amounts being used for:

- Invention disclosures
- Initial patent filings
- Patent grants
- Trade secrets
- Defensive publications
- Provisional patent applications
- Licensed technology
- Intellectual property in products

If your company deals with the added complications of global R&D operations, you may confront additional challenges of harmonization and handling jurisdictions with remuneration laws. With benchmark information, you can save time and money by evaluating a wide array of approaches used to achieve business goals and best practices.

ipPerformance Group research presents the definitive guide to inventor rewards, recognitions, and remunerations in innovation-driven companies. This comprehensive report showcases financial and non-financial awards; program management and budgets; program performance and improvements, and remuneration practices and experiences in jurisdictions with laws covering inventor remuneration and rights. You will acquire valuable information on such factors as the:

- Financial award amounts and caps for 19 types of IP events
- Variety and effectiveness of financial and non-financial awards
- Variety and effectiveness of extraordinary awards
- Methods of promoting the program
- Corporate function responsible for managing, monitoring, and budgeting inventor incentives
- Number of awards offered
- Methods used to communicate and explain awards to inventors
- Controls and policies in large jurisdictions with remuneration laws

Benchmark Report at a Glance

Sample participants

Sika
Symantec
Cytec Industries Inc.
Zebra Technologies
Wolfson Microelectronics
Polaris Industries Inc.
ARM Limited
Carestream Health
Vesuvius USA
Northrop Grumman
Qualcomm
NetApp
ITT Corporation
Caterpillar
Neste Oil
Praxair

Number of companies

68 participants
24 major industries

Information type

Graphics
Metrics
Ratios
Key findings
Recommendations

Report length

More than 250 pages

WHAT YOU WILL LEARN

- Which intellectual property events are most awarded and which awards are most effective
- The dollar amounts awarded for each IP event
- The functions responsible for managing, monitoring, and promoting the inventor rewards and recognition program
- Total amounts paid out for various patent types (non-provisional, provisional and design)
- The rewards and recognition offered by top-performing companies
- The rewards and recognition offered by companies, based on company size and innovation activity levels
- The number of awards peer companies offer
- Practices for handling international remuneration compliance
- The average program cost and cost per inventor
- The diversity of awards from a significant cross-industry sample
- The frequency that companies review and revise their IRRP
- Recent IRRP changes companies have made and measurable results
- Recognitions reported as most significant impact

HOW YOU WILL FIND THIS REPORT USEFUL

- Use the data to evaluate your program framework
- Compare your budget and program performance
- Assess your reward amounts for each IP event
- Substantiate needed changes to top management
- Substantiate incentives to the inventor community
- Identify incentives that affect inventor behavior
- Ascertain new and unique awards to add to your program
- See the prevalence and amounts of financial rewards
- Build executive support for improving a reward program
- Identify ways your company can improve its IRRP and improve performance (e.g. increase the quality of patent filings; increase the number of new inventors submitting invention ideas)

Read this report, and arm yourself with indispensable information to help develop and maintain cost-effective incentives that will increase the quality and the value of your inventor's ideas.

Participant Profile

Benchmarking data was collected from **68** companies in **24** diverse global industries...

- 42% of companies are patent-intensive (100-plus annual invention disclosures processed)
- 2013: median worldwide revenue of \$3.5 billion; median R&D outlay of \$231 million
- Patenting activity among participants with programs, averaging 224 invention disclosures and 80 patent applications
- Median number of inventors is 600.

Sample Findings and Insights

Program structure relates to return on investment

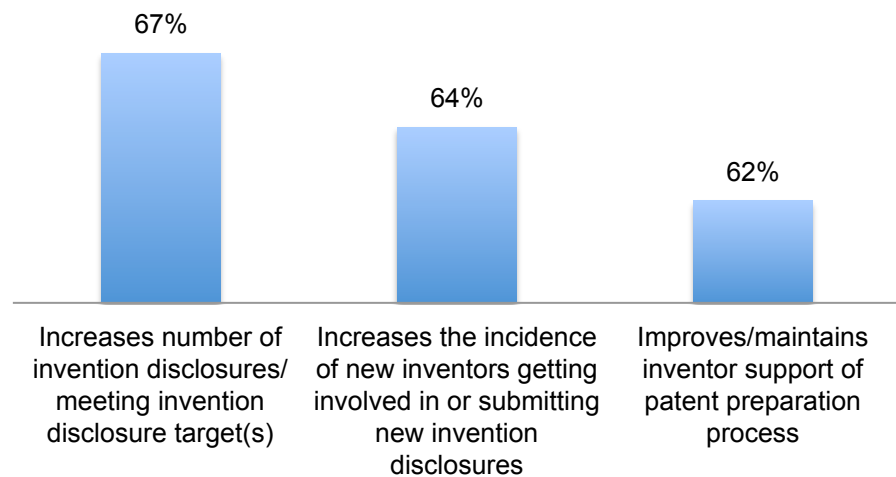
Well-designed and implemented program structure was found to correlate with measurable increases in inventor interest, invention disclosures, and patent applications, as well as increased return on investment (ROI) from R&D spending. The IRRP report outlines key elements and award effectiveness that you can include in your inventor incentives structure.

Varying awards has rewards

Offering the same kinds of rewards in the same way lessens their impact over time. The full report offers insights into which award types are most effective and provides ideas for new reward offerings to keep inventor communities energized and engaged. The data will also explain the impact of monetized rewards, management recognition, peer recognition, and multi-tiered accrual or graduated incentives.

Sample Data Point

Top three inventor rewards and recognition program effects



Report Structure and Organization

Table of Contents: Summary

- Executive Summary
- Highlights
- Management Guidance
- About the Participants
- Main Findings

Table of Contents: Analysis Book

1. Invention and Patenting Profile
2. Companies without Company-designed Inventor Rewards and Recognitions Programs
3. Inventor Rewards and Recognitions Program Structures
4. Extraordinary Incentives (Rewards or Recognitions)
5. Program Performance
6. Continuous Improvement
7. Impact of IRRP Changes
8. Communications and Publication
9. Program Management
10. Budget
11. Multinational Development and Inventor Remuneration Law Jurisdictions
12. Legal Knowledge and Compliance
13. Multinational Administration
14. Cross-border Co-Inventorship
15. Inventor Disputes
16. R&D Patenting Performance
17. Program Management in Large Jurisdictions with Inventor Remuneration Laws
18. Participant Company Profile/Data
19. Award Analysis
20. Elaborations and Noteworthy Comments

Analysis Sections with Filtered Results

Section 1: Detail Results – All Companies

Companies Reporting Annual Revenue

Section 2.1: Detail Results Filtered – Less Than \$1 billion

Section 2.2: Detail Results Filtered – Between \$1 billion and \$5 billion

Section 2.3: Detail Results Filtered – Greater Than \$5 billion

Companies Reporting Annual Invention Disclosures

Section 3.1: Detail Results Filtered – Less Than 25

Section 3.2: Detail Results Filtered – Between 25 and 100

Section 3.3: Detail Results Filtered – Greater Than 100

Who Can Benefit From This Report

- Chief Intellectual Property/Patent Officers
- Chief Legal Officers/General Counsel
- Chief Financial Officers
- Chief Technology Officers
- Human Resource Management
- Research and Development Management

More on ipPerformance Group

ipPerformance Group, Inc. (www.ipperform.com) is the leading intellectual property advisory company. We enable our clients to apply best practices and measure IP performance by drawing upon our knowledge of more than 450 intellectual property management benchmarks, all from Global 1000 companies. Armed with this knowledge, you will be able to solve complex intellectual property business problems and measurably enhance your ability to build value, manage risk, and improve performance in an intellectual property-driven world. The following outlines some of our other offerings. In addition to our IRRP report, we also offer the following services to help take your IP activities to the next level.

Custom analyses

When benchmarking peer and internal information, it is essential to understand the context of the data, as much as the factors that can influence a divergence in benchmark results. In addition to benchmarking activities for evaluating best practices, at **ipPerformance**, we have also developed a comprehensive capability maturity model that will allow for a true assessment of your program. For more information, please call Rob Williamson on 630-216-9673 (rwilliamson@ipperform.com).

Other Benchmark Reports and Best Practice Guides

- Strategic Intellectual Property Management—Comprehensive View of End-to-End Processes
- Patent Research and Analytics—People, Processes, Tools, and Services
- IP Strategy and Performance Measures—Driving Business Results
- IP/Patent Department Operations and Performance Metrics
- Intellectual Property Training Best Practices
- Intellectual Property Management Guidelines—Standard Operating Procedures
- Best Practice Templates
- Intellectual Property Technology Valuation Guidelines

Intellectual Property Management Diagnostic Review

We are pleased to offer an intellectual property asset management “diagnostic review.” Our experienced Consultants will visit your company and give you a more detailed understanding of how your intellectual property program can achieve its objectives. We provide an in-depth review of your operation, identify issues or concerns, and spend the day discussing with you best practices and improvement opportunities.

Intellectual Property Management Performance Metrics Development

We offer workshops to help you develop a measurement program tailored to your unique organizational needs. These sessions generally encompass both qualitative and quantitative metrics. We translate and adapt corporate-wide performance measures to the unique characteristics of your intellectual property operation environment.

Intellectual Property “Best-In-Class” Management Reports and Proficiency Indicators

ipPerformance Group has developed reports that capture key management information to support both practicing attorneys in their oversight of day-to-day matters and IP legal department leaders when setting their department’s strategic direction. With this kind of information readily available, intellectual property leaders are better able to communicate in business terms that are meaningful to senior management.

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