

# **INTERNATIONAL INVENTOR REMUNERATION MANAGEMENT AND PRACTICES REPORT**

*A study of remuneration and incentive structures, amounts, administration and management, and award valuation approaches*

The lifeblood of most innovative companies is their employees' ingenuity and subsequent business-valuable innovations. Multinational companies are challenged by the complexity of inventor remuneration policies that vary by country. Our results show that most multinational companies have multifaceted inventor rewards and recognition programs and strive to overcome the lack of harmonization of laws among countries.

In this comprehensive study were thirty-two multinational innovation-driven companies' IP leaders and company contacts who have direct knowledge of their companies' inventor remuneration practices. The results cover over seventeen facets of inventor rewards and recognition programs. In addition to reporting on company practices, we analyzed fifty-eight practices to ascertain the best practices that lead to pinnacle of performance.

ipPerformance Group research presents the definitive guide to inventor incentives and remunerations in innovation-driven companies. This comprehensive report showcases financial and nonfinancial awards, program management and budgets, program performance and improvements, and remuneration practices and experiences in jurisdictions with laws covering inventor remuneration and rights. This report will provide you with valuable information about the following:

- Global reward structures
- Financial award amounts by jurisdiction type (with or without remuneration law)
- Financial award characteristics (limitations and allowances)
- Remuneration frameworks and payment models
- Methods of valuing patents and calculating remunerations
- Corporate functions responsible for managing, monitoring, and calculating inventor remuneration awards
- Corporate functions responsible for understanding jurisdictional remuneration statutes
- External resources for jurisdictional remuneration statutes knowledge
- Inventor rewards and remuneration program budgets/expenses
- Additional IP-related events rewarded
- Types of recognition used
- Program administration and communication
- Company dispute experience and causes
- Managing payment to former employees
- Team awards and the impact on invention activity
- Frequency of cross-border codevelopment
- Effectiveness of compensation for one, two, or three patent-procurement events
- Effectiveness of compensation for 1, 2, or 3 patent procurement events

## **Benchmark Report at a Glance**

### **Sample participants**

Zebra Technologies Corp.  
Braskem  
Umicore AG  
Caterpillar Inc.  
STMicroelectronics  
CRF Bracket

### **Number of companies**

32 participants  
20 major industries

### **Information type**

Graphics  
Metrics  
Ratios  
Key findings  
Best practices  
performance

### **Report length**

230 pages

# INTERNATIONAL INVENTOR REMUNERATION MANAGEMENT AND PRACTICES REPORT

## Report Structure

### Table of Contents:

- Executive Summary
- Highlights & Key Findings
- About the Participants
- Main Findings
- Patent Procurement and Use Events – Rewards, Characteristics, and Amounts
- Patent Asset Scorecard/Value Rating
- Remuneration Frameworks and Calculations
- Royalty Remuneration Award and Turnover Rate
- Additional IP Events and Awards – Financial and Nonfinancial
- Rewarding Former Employees
- Inventor Communications and Agreements
- Program Administration and Management
- Inventor Compensation Statutes Knowledge and Legal Compliance
- Cross-Border Development Co-inventorship
- Inventor Disputes and Resolutions
- Personnel and R&D Locations
- Company Quantitative Data
- Award Analysis
- Elaborations and Noteworthy Comments

### Included:

### Report Segmentation Analysis: R&D Annual Investment Amount

Small (Less than \$50 million), Medium (Between \$50 and \$250 million), and Large (Greater than \$250)

### 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](http://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](mailto: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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