

INVENTOR REWARDS AND RECOGNITION PROGRAMS REPORT

A study of incentive structures, amounts, and award strategies

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 52 innovation-driven companies across 24 major industries. **This information will show you how to create a winning incentive program and avoid the mistakes made by others.** In the report, corporate 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

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. 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 nonfinancial 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

Delphi Automotive
Fidelity Investments
Comcast
Elekta Ltd
Syngenta
Xerox Corporation
Kronos

Number of companies

52 participants
24 major industries

Information type

Graphics
Metrics
Ratios
Key findings
Recommendations

Report length

230 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 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.

INVENTOR REWARDS AND RECOGNITION PROGRAMS REPORT

Report Structure

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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

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)

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.

ipPerformance Group • 2135 CityGate Lane • Suite 300 • Naperville, IL 60563