

INVENTOR REWARDS AND RECOGNITION PROGRAMS REPORT

A study of incentive program structures, reward amounts, and award program 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 31 innovation-driven companies across 17 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 following:

- Financial award amounts and caps for 19 types of IP achievements
- Variety and effectiveness of monetary and nonfinancial awards
- Variety and efficacy of extraordinary awards
- Methods of promoting the program
- The corporate function responsible for managing, monitoring, and budgeting inventor incentives
- The number of awards offered
- Methods used to communicate and explain awards to inventors

Benchmark Report at a Glance

Number of companies
31 IP-driven companies
17 major industries

Aggregate Version
78 IP-driven companies

Information type
Graphics
Metrics
Ratios
Key findings
Recommendations

Report length
185 pages

WHAT YOU WILL LEARN

- The intellectual property achievements that are most awarded and which awards are most effective
- The dollar amounts awarded for each IP achievement
- 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 provided 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 the 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 achievement
- 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 enhance 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 the necessary 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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 9. Communications and Publications
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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: Annual R&D Spending Amount

- Results Segmented By: Above and below the median company R&D spending.

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 550 intellectual property management benchmarks 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 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 and 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 an accurate assessment of your program. For more information, please call Rob Williamson at 630-216-9673 (rwilliamson@ipperform.com).

Benchmark Reports and Best Practice Guides

- Inventor Rewards and Recognition Programs
- International Inventor Remuneration Practices
- Invention Harvesting, Review, and IP Decisions
- Patent Intelligence (Research and Analytics—People, Processes, Tools, and Services)
- IP Strategy Development Practices and Performance Measures, Driving Business Results
- IP Law Department Budgeting and Cost Management
- Trade Secret Management and Protection Practices
- Intellectual Property Legal Process Outsourcing
- Patent Preparation and Prosecution Quality Practices
- Patent Translation Practices
- Foreign Prosecution Practices
- Intellectual Asset Management Software Satisfaction
- Intellectual Property Training Best Practices
- Intellectual Property Management Guidelines—Standard Operating Procedures
- Best Practices Videos and Templates
- Intellectual Property Technology Valuation Guidelines
- Developing an Inventor Rewards and Recognition Program (with templates)
- IP Training Courses (Over 60 topics)
- IP Knowledge Diagnostic
- IP Culture Diagnostic
- IAM Program Proficiency Assessment
- Patent Strategy Development Assessment
- IAM Program Assessment
- Patent Department Operations Assessment
- Inventor Rewards and Recognition Program Assessment

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 best practices and improvement opportunities with you.

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 capturing critical management information to support practicing attorneys in their oversight of day-to-day matters and IP legal department leaders setting their department’s strategic direction. With this kind of information readily available, intellectual property leaders can better communicate in business terms that are meaningful to senior management.