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# R&D Performance Management

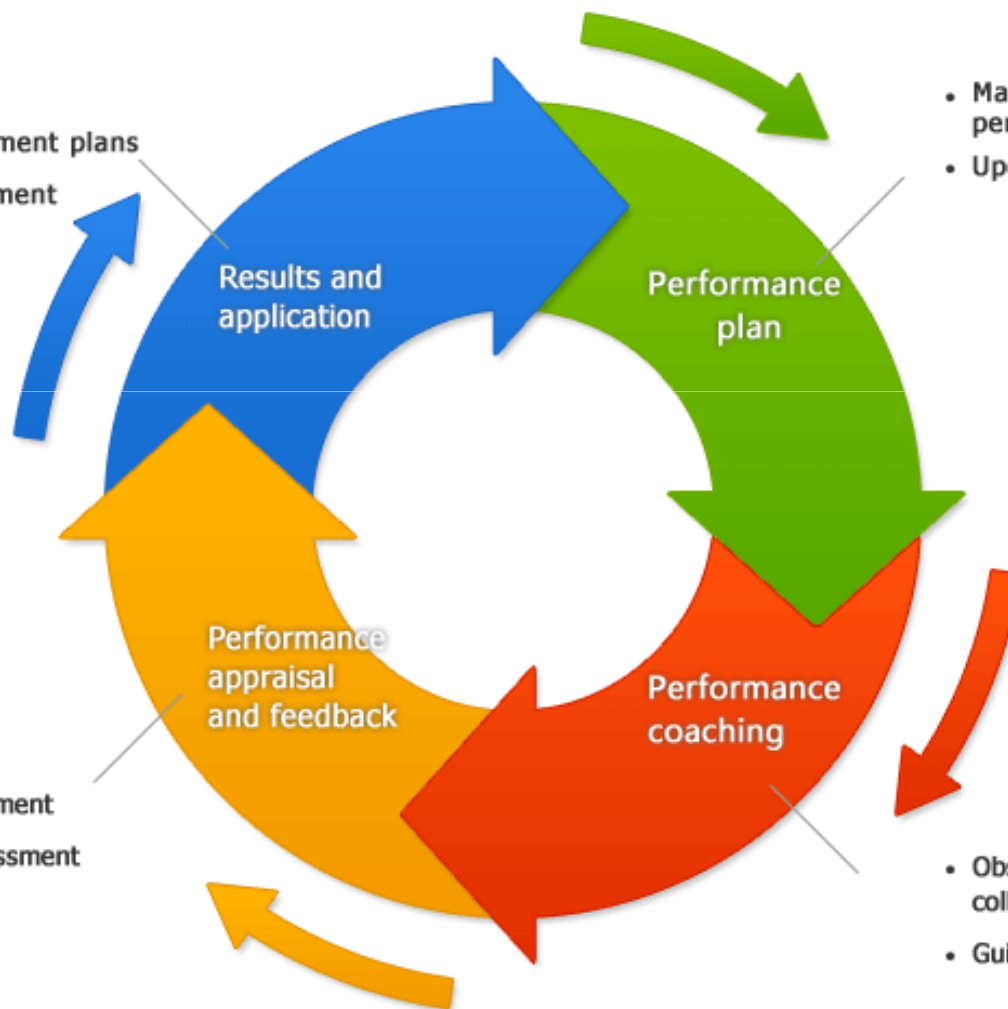
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# R&D Performance Management

- Salaries and benefits
- Job adjustments
- Performance improvement plans
- Training and development

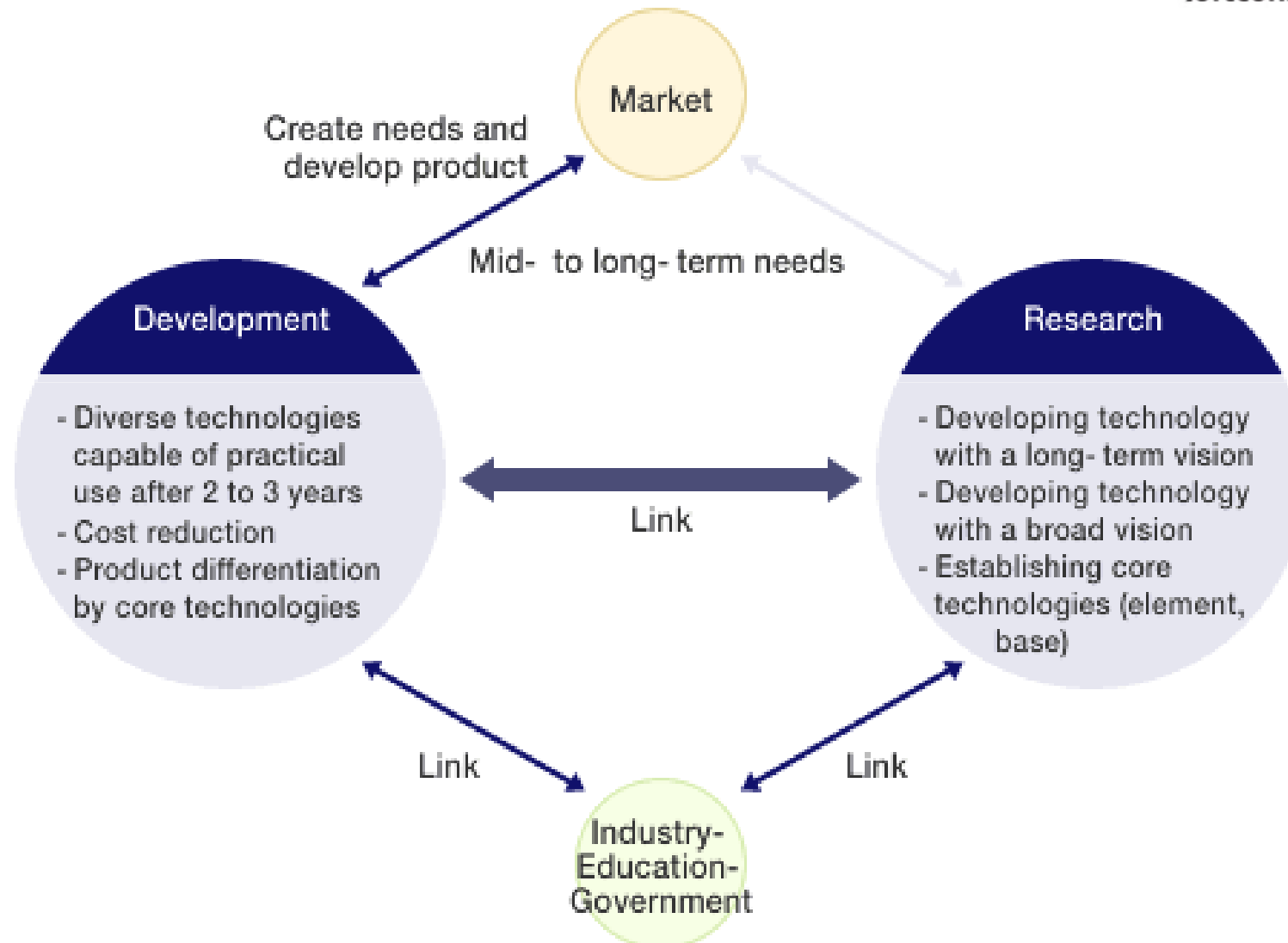


- Make department and personal plans
- Update job duties

- Quarterly assessment
- End of year assessment

- Observations and records, collect data the regularly
- Guide and feedback

# Research and Development System





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# Innovations and customer satisfaction



# Technology development

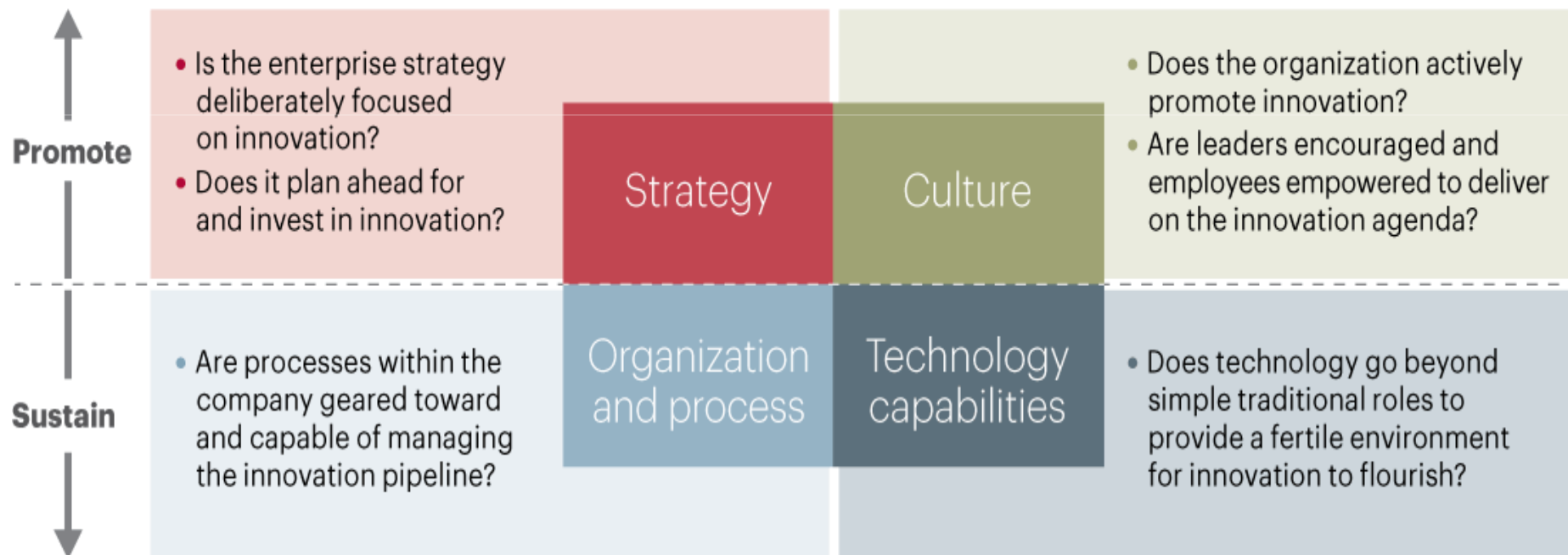


# Separating the Innovators from the Imitators



Figure 2

## The four cornerstones of A.T. Kearney's innovation framework

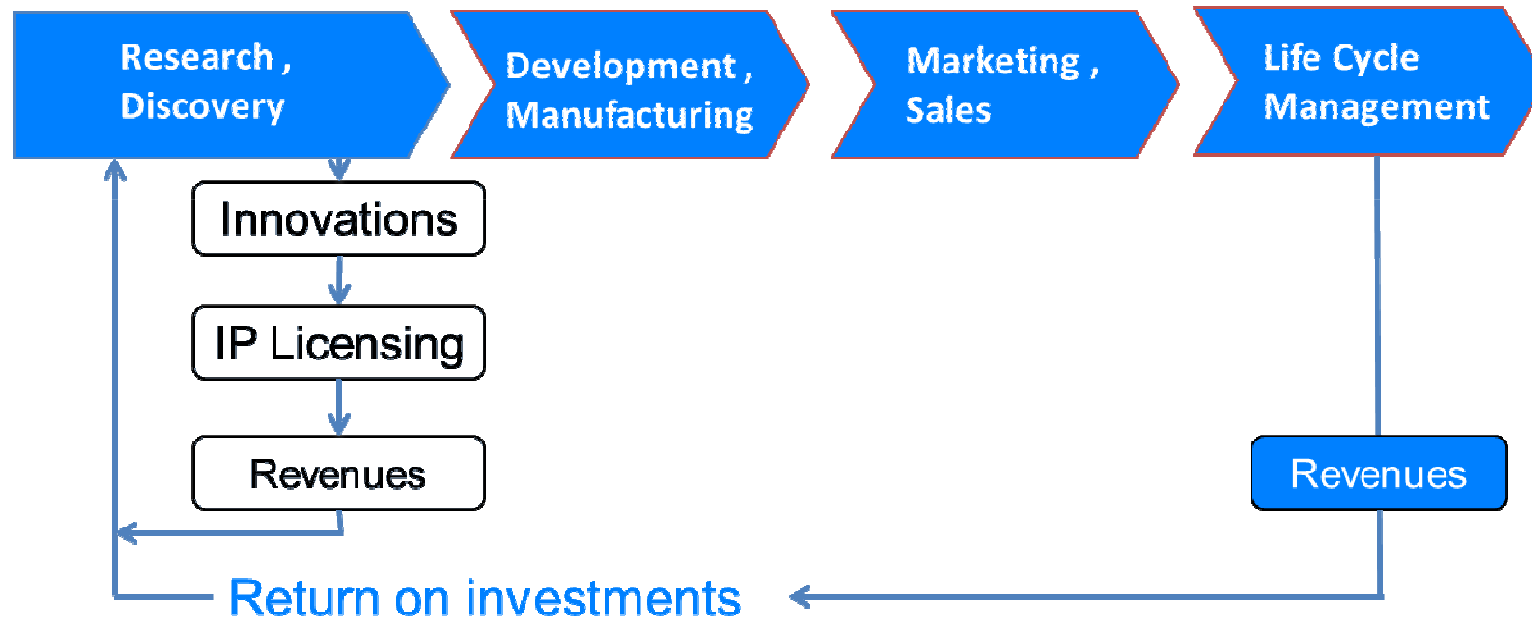


Source: A.T. Kearney analysis

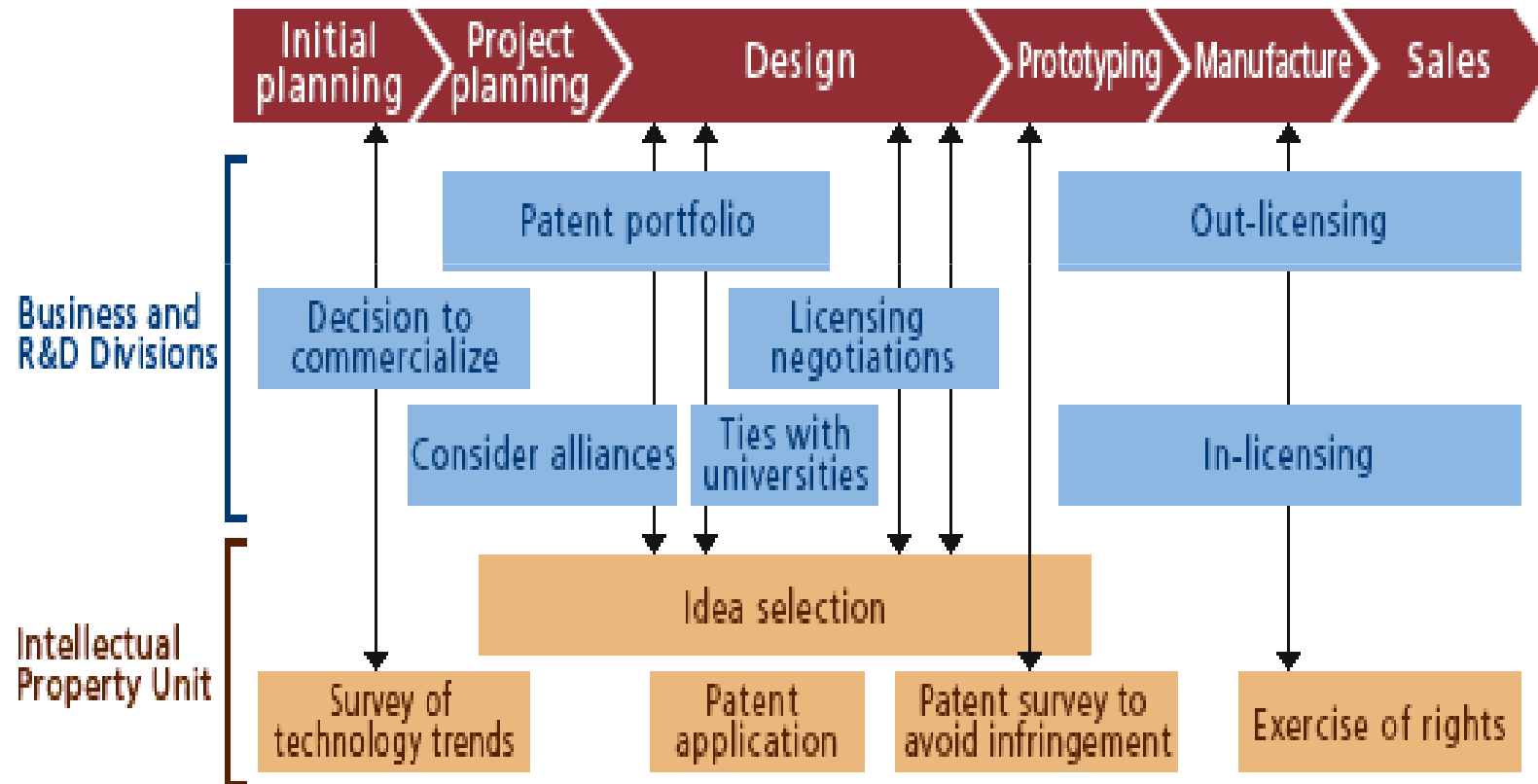
# Processes to fund R&D and IP (Intellectual Property ) development



**Today: value creation and revenue generation from IP (to finance R&D)**

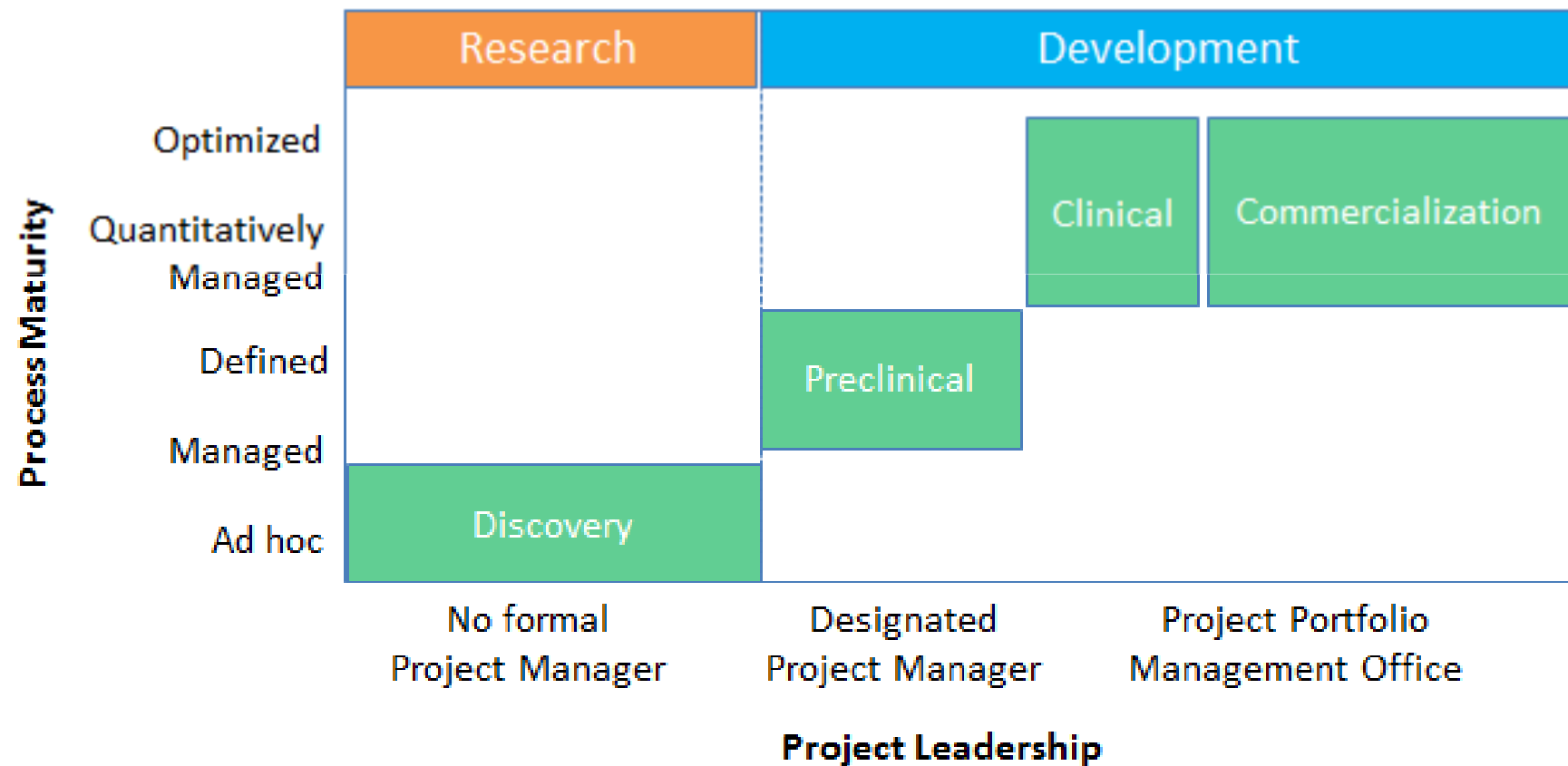


# Intellectual Property Strategy





# R&D Performance Management - example



# Zaključak



Unlocking new value

**1**

**Product**

Gain deeper insights for better innovation and R&D

**2**

**Positioning**

Provide a consistent customer experience and protect the brand

**3**

**Place**

Build diversified channels

**4**

**Process:** Optimize and transform operation models

**5**

**People:** Attract, develop and retain talent

Source: IBM Institute for Business Value

# Hvala na ukazanom povjerenju !

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