



HR for R&D Working Group

Insights and Future Plans

M. Diane Burton
Cornell University

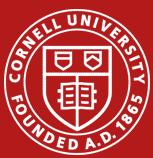
Simon King
Bristol Myers Squibb

Beth Flynn-Ferry
Cornell University



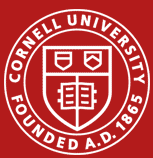
Agenda

- Why HR for R&D?
- Context
- Key Insights
- Future workshops



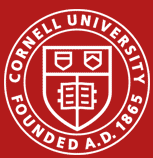
Why HR for R&D?

- Scientists and Engineers are different
- Organization systems required for breakthrough innovation are different



Context

- Corporations are shifting away from exploratory basic research
- Ecosystem of research innovation producers: universities, government laboratories, start-ups, established firms.



Insights

Compelling Purpose

Diverse People

Clear Strategy

Agile Organization

Energizing Culture



Questions





Future Meetings

R&D Talent Pipeline
& Gender Diversity

June 21, 2018

Workday
Pleasanton, CA

Incentives & Rewards
for Innovation

Fall 2018

Cornell Institute for
Compensation Studies
New York, NY