



Building a culture of systematic innovation in an MNC

Problem Statement

Build a culture of innovation for an 800 member team based in Bangalore and showcase ability to take up complex work to the Global centers

Client Challenge

A few challenges presented at Unisys were

- A young team, avg. experience of around 5 years supporting a global R&D center with avg. experience of 15 years
- Most of the new recruits were fresh graduates
- Lack of experience and self-confidence in dealing with complex problems of the company.
- Legacy product was another aspect that required improvement.

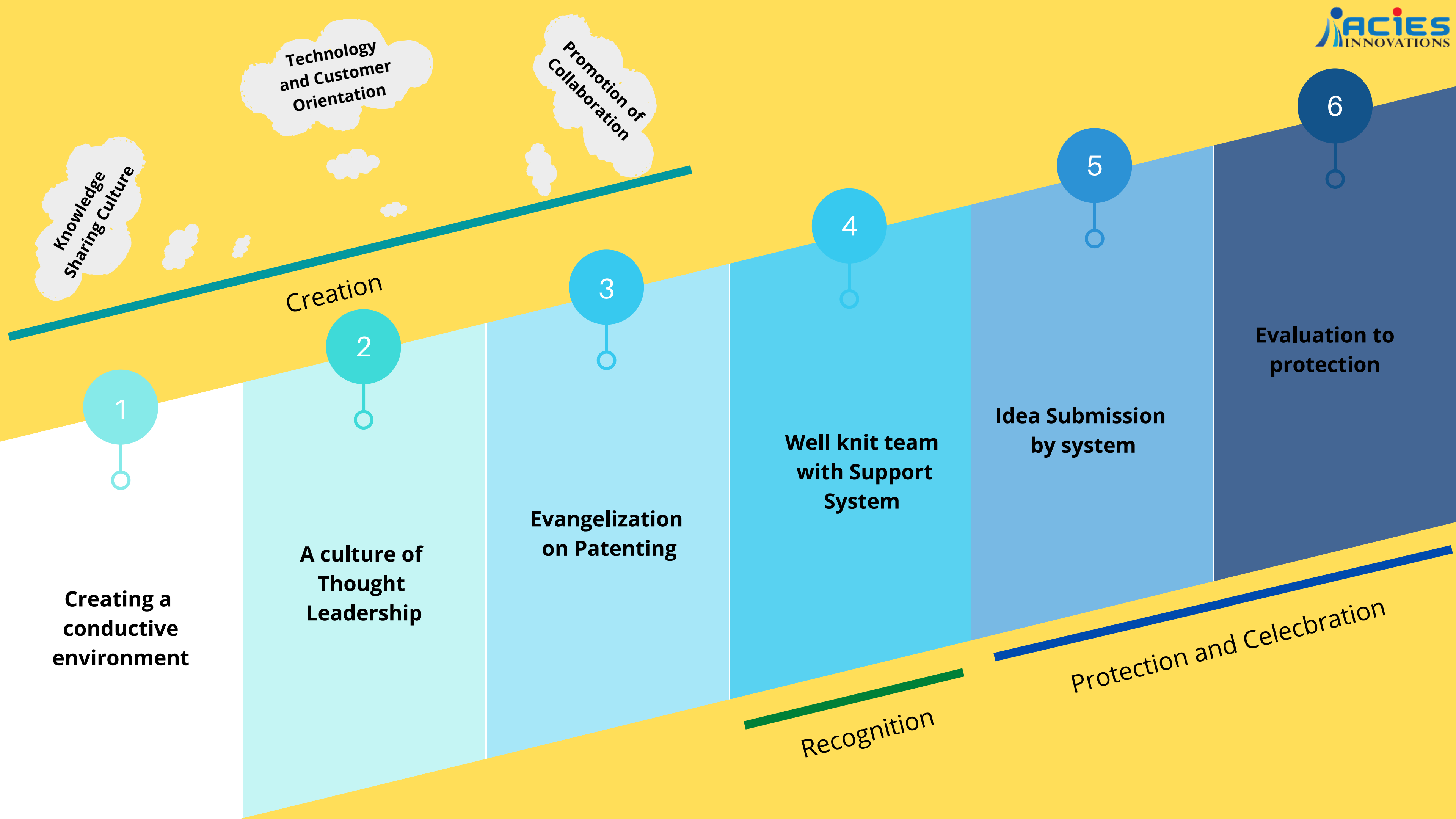


Approach

Some of the various interventions used to face the prevalent challenges were

- Building a conducive environment for knowledge sharing, innovation and collaboration
- Promoting thought leadership through paper contests and training programs
- Training employees in the field of Idea generation and Patenting
- Formation of Idea sniffers in order to garner new ideas
- Rewards and recognition was provided to worthy employees





Result

- 50% improvement in patent productivity
- Top 3 innovative research labs across the world
- Improved confidence amongst employees in taking up complex projects
- Ownership in product development and outsourcing R&D work

