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PRESS RELEASE

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VaLUENTiS official statement on intellectual property infringement

VaLUENTiS today releases a statement regarding what it sees as a serious case of copyright infringement.

In a publication on Human Capital Measurement report #454, sub-titled *Approaches, issues and case studies*, published in 2008 by the Institute of Employment Studies (IES), and a subsequent article entitled *Human Capital Measurement: an approach that works* published in the Strategic HR Review¹, VaLUENTiS wishes to point out that the model and associated approach referred to as CAA's is in fact a direct replica of VaLUENTiS work which has been in the public domain since 2003 and used with a number of clients.

The abuse of copyright and in particular what can be regarded as intellectual property infringement raises serious questions about the diligence of the 'research' carried out by The Institute of Employment Studies, the approach used in producing the report, as well as its independence and objectivity. VaLUENTiS has made a formal complaint to the Charities Commission over IES conduct.

Nicholas J Higgins, CEO, VaLUENTiS and Dean, International School of Human Capital Management commented: "It's a very sad day for the HR profession. We take no pleasure in having to issue a statement to enforce our rights when it comes to attributing our intellectual property. A mere reference by IES or CAA would have sufficed on this occasion but their continued intransigence is breathtaking. On reading the IES Report, one is left asking serious questions regarding the diligence with which the Institute of Employment Studies conducted its 'research', its espoused 'independence' and its ethical stance given the evidence. After all, the evidence I'm afraid, is irrefutable. As for the CAA it is with some irony that they go to some considerable length on copyright law on their website – it's a pity they don't respect other organisations' copyright."

Though VaLUENTiS are mentioned at the end of the report, IES did not see fit to reference any of VaLUENTiS Human Capital Measurement related work that has been in the public domain for some time and would have been a major factor in perhaps preventing this unfortunate episode.

In effect IES have endorsed CAA as the creators of this framework when in fact VaLUENTiS has previously done various client work using its associated VB-HR™ intellectual property. It is interesting to note that of the eight measurement case studies documented in the IES report five had been clients of VaLUENTiS prior to the 'research' in question.

Nicholas J Higgins further commented, "We have great difficulty in reconciling the motives. This model/framework is one of our older ones though it has a fairly sophisticated methodology behind it. Being the original creators of the model and associated approach we have a more detailed understanding and we are concerned that its publication under the CAA guise does not do it justice not least its 3-dimensional quality. Our stance on this matter is about principle and



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professionalism. Once again I state this was about published attribution not financial reward. I trust that we do not have to go through this type of trial again. It's difficult for everybody. I would just like to state, for the record, our thanks to those clients who do value our contribution and expertise. It does make it worthwhile."

In contrast Institute of Employment Studies' response was found to be fairly non-cooperative, opinionated and condescendingly dismissive. Though IES issued a grudging acknowledgement, there has been no action since. There are also allegations of collusion uncovered in the investigation.

However, VaLUENTiS would acknowledge IES observations regarding the VaLUENTiS model-framework which they described as follows: "This approach appealed to participants because it was logical, coherent way of tackling people measurement that was easy to explain to the rest of the organisation, and that made use of existing measures without dodging the need, where necessary, to develop new indicators."

¹ The Publisher of *Strategic HR Review*, Emerald, were unaware of the ongoing dispute in this instance.

VaLUENTiS is a leading global professional services firm providing clients with human capital management, human capital measurement, organisational effectiveness and organisational measurement solutions to enhance performance. Clients include FTSE100, Euro300, and S&P500 companies, as well as a variety of public sector organisations.



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