



Right Place, Right Time, Wrong Senior Management Team

Silicon Valley World Internet Center
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Epochal Shift in Value Drivers from Tangible to Intellectual Capital

- 1990 Intellectual Capital > Tangible Fixed Capital¹
- 1998 M & A = 75% Intangible Purchase Price²

**intellectual
capital**



tangible

- 1 Kendrick, J.W. (1993), The Total Capital and Economic Growth, Atlantic Economic Journal, Vol. 22, 1.
- 2 Lev, B.L. (1998), "Intangible vs tangible investment in the US economy", paper given to the P.D. Leake 1998 lecture in Accounting, Said Business School, University of Oxford, March 17-19, 1998 (unpublished)



HIGH

**PERFORMANCE
RESOURCES**

**LINKING
PEOPLE
to
SHAREHOLDER
VALUE**

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Expertise in Growing Intellectual Capital Assets

- Customer Capital
- Intellectual Property
- Organizational Capital
- Human Capital Capacity



HPR Process

- Align position requirements to the Vision & Mission
- Identify according to the Value Metrics
- Attract through Vision, opportunity to contribute, likeability of the Senior Management Team