

Management de l'expertise scientifique et technique

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Everything starts with a what

The R&D manager manages the how including the role of the expert(s)

The expert as an instrument in the orchestra

- Early inclusion and part of the team

- Solo performance isn't enough

Expert should represent a business title

Title should be based on

- Sustained achievements & recognitions
- Eagerness to continue development including monitoring and anticipation of new trends & technologies
- Ability and willingness to transfer knowledge (coach, trainer, influencer, networks)

The expert should be nominated and endorsed at the highest level of hierarchy

Visibility and career

An expert and her/his expertise and achievements must be visible & tangible (internal & external)

Specific and parallel career path

Local vs global

Experts can come from everywhere

Local R&D units responsible for expert identification and developments

Exposure: expatriation and missions. Remote tools

Science & technologies are universal but cultural and personal differences lead to different way to tackle a problem and can be a source of inspiration for those that are open to learn