

“Of course you have a plan for your business. You also need an IP strategy that supports it. It is never too early in the life of a company to consider how to make the most of your intellectual property assets.”

**INTELLECTUAL PROPERTY AND YOUR EMPLOYEES** : With careful planning and implementation you can hire employees who will make major contributions to your business while creating and protecting intellectual property that will be essential to your company.

Keynote Lecture Notes:

**Impact Question:** What will you do differently as a result of what you've learned from this module?

## Questions for you, the entrepreneur

1. What good policies and procedures with respect to IP do you currently employ when it comes to recruiting and hiring? Do they include reviewing a prospective new employee's employment agreement with his or her current and former employers? Do they include expressly telling each new employee not to use or divulge trade secrets of a former employer? If necessary, could you demonstrate that your company has been consistent in following these good practices with all new employees? What do you need to change, and how will you do it?
2. Does your company have robust employment agreements and require immediate signature as a condition of employment? Does the agreement include a non-compete clause and, if so, would it be enforceable in your state? Does it require disclosure of inventions and assistance in obtaining IP protection – even after departure from the company and without further compensation? Does it include an automatic and immediate assignment of inventions and other work product? Advice of counsel is important here.
3. Does your jurisdiction require a renewed employment agreement in the event of a significant promotion or other change in position?
4. What good policies and procedures with respect to IP do you have in place for departing employees? What do you need to change, and how will you do it?

## Questions for your team, advisors, mentors

1. As an employee, how do you contribute to the sustainability of your companies IP strategy? How could you contribute more?
2. Do you understand the company's IP policies? What would you do if a new employee planned to disclose to you or to use at the company a trade secret of his or her former employer?

# Additional Resources from [www.KauffmanFoundersSchool.org](http://www.KauffmanFoundersSchool.org)

<p style="text-align: center;">Readings</p> <p>Notes:</p>	<p style="text-align: center;">Founder Genius</p> <p>Notes:</p>
<p style="text-align: center;">Other Related</p> <p>Notes:</p>	<p style="text-align: center;">Tools</p> <p>Notes:</p>

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