

# Investment Organization R&D

Continuous improvement is the key to long-term success

<b>Investment ideas</b>	New ideas are the lifeblood of any investment organization. Exploration should go beyond the familiar. And analytical methods need to be upgraded too. An improving process will succeed over time; a stagnant one will not.
<b>Technology</b>	From Zoom meetings to artificial intelligence, new technologies are changing the possibilities for every organization — and are disrupting the traditional roles within them. No aspect of the business will be untouched.
<b>Human capital</b>	Historically, employee training has mostly come via osmosis from those with more experience, even though they may not be effective teachers. Employees want and need something more. “It’s a people business,” but there’s a missing link.
<b>Organizational design</b>	Given the changes occurring now (with more anticipated), a structure that has worked well in the past may not do so in the future. Organizational designs tend to linger beyond their time, so they must be rethought in ways large and small.
<b>Competitive environment</b>	The environment is always changing. The markets are complex adaptive systems, and new entrants and strategies are forever altering the opportunity set. Shifting conditions need to be monitored and considered, even if no adjustments are required.
<b>Culture</b>	All of the above will put stress on a culture, so it needs to be a topic of concern and development on its own. Sustainable excellence won’t be achieved without close attention to (and real work on) the cultural dynamics of an organization.
<b>Innovation</b>	Taken together these call for a fresh look right now — and an ongoing commitment to continuous improvement. Research and development activity needs to include efforts to build both personal creativity and innovation across the organization.

Jump start your R&D efforts today

