



Deloitte have known about the official, copyright ownership by Paul Kearns and existence of associated IP for his HR Maturity Scale since at least 2002.

Personal Testimony from a Deloitte consultant (confirmed November 2021)

**Paul Kearns
Chair
Maturity Institute
Inventor of the HR Maturity Scale**

Linkedin messages with former Deloitte HR consultant to support our case

Paul Kearns sent the following Linkedin message at 12:16 PM on 17th November 2021

Hi Sam (a pseudonym), long time no speak. Just getting in touch to let you know that we recently found six large companies selling 'HR maturity' who have no permission from us and I have contacted them to say they have to address the IP and copyright issues. One of them is Deloitte and, as you were pushing my HR Maturity scale there for some years, I wondered whether you know anyone there who might have taken it forward? Also, I'm assuming you are not selling any MI or HR maturity related services now? Please let me know your position as I'm making sure MI keeps tabs on any interlopers who are not prepared to pay what's due. Cheers Paul

Hi Paul, good to hear from you, and hope you are well too. As far as I'm aware I was the only person in Deloitte (through the XXXXXX purchase) that was doing HR Maturity assessments. When I left, nobody took it over, and the tools that I had built became defunct. But if you let me know what you found and in which country, I might be able to point you to the person who owns it. At XXXXXX we don't offer any MI services, we implement XXX technologies. The only framework we have that has "Mature thinking" is our MPV (Maximum People Value) model (URL XXXXXXXXXXXXXXXX) which references what we call "Enterprise Influencers". However there are no services related to these, our focus is to position technology implementation work in the context of a client's current reality. Happy to jump on a call if that would help with the Deloitte matter. Thanks Paul.

Thanks Sam - I'll get back to you if I need a hand with Deloitte. Glad to see you're still innovating! All the best Paul

Hi again Sam - I need to make sure of the facts here - when we set up IHRM together you had already, previously used the HR Maturity Scale at Deloitte when you worked for them - surely the 'XXXXX' involvement came later (what year did they buy XXXXXX) Cheers Paul

Hi Paul. I think I made contact with you around 2002 (may be wrong), but I reached out to you after reading your book (HR Strategy: Business Focused, Individually Centred). At that time I was at Deloitte in XXXXXX. I was trying to build interest in your book ideas with some colleagues, but it didn't get any traction and remained a 'Sam Smith' idea with my bosses. It was only when I moved to XXXXX in 2008, and we reconnected in 2012, (I was at XXXXXX then) that I was able to get some interest from clients.



XXXXXXX was sold to Deloitte XXXXX in Dec 2019. Let me know how I can help - I did a search and found a reference to HR Maturity in Deloitte Malta (of all places), but it didn't seem similar apart from the name. Sam

Great, thanks for the detail Sam. Yes 2002 would be right - first edition of my book 'HR Strategy - Business focused individually centred' was released in November 2002 (official © 2003), it was why Asta first contacted me from Iceland - which led to me teaching the model to their MBA class over the next 12 years! OK, I won't bother you again - but will give you progress updates on occasions, if you want me to. Cheers Paul

PS. The Malta connection was probably a guy who ran their 'CIPD' branch who was a big fan of my work - he tried to get me over there but his members weren't interested (or maybe one was!) 😊