

President Roosevelt, in his address to the Governors at the White House, prophetically remarked that:

«The conservation of our national resources is only preliminary

to the larger question of national efficiency."



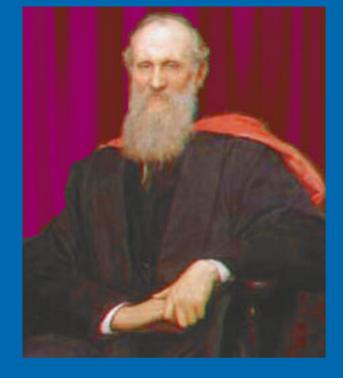


The Business World According to PETER F. DRUCKER

"The most important contribution of management in the 20th century was to increase manual-worker productivity fiftyfold.

The most important contribution of management in the 21st century will be to increase knowledge-worker productivity - hopefully by the same percentage."

Knowledge-Worker Productivity: The Biggest Challenge, California Management Review, 1999, Vol. 41, No. 2,

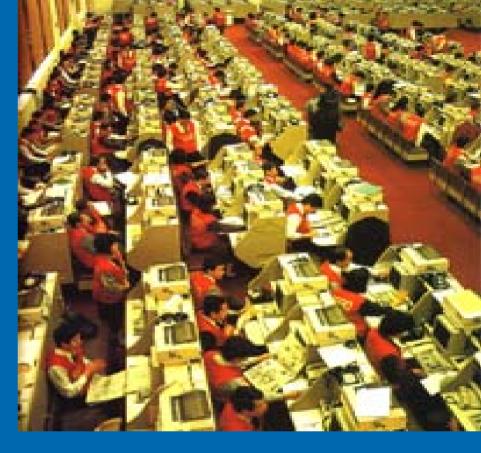


Lord Kelvin, Lecture to the Institution of Civil Engineers, 3 May 1883

"When you can measure what you are speaking about and express it in numbers, you know something about it."



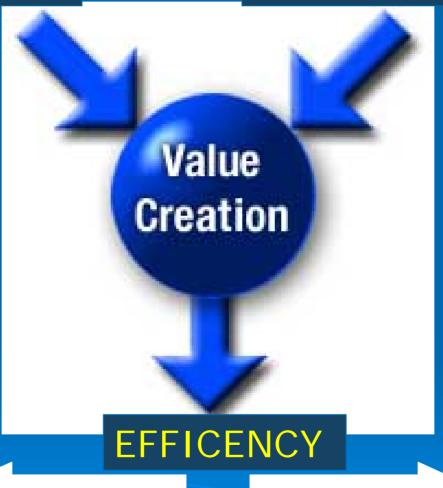




Knowledge work does not produce just products or services but adds value.

CAPITAL EMPLOYED

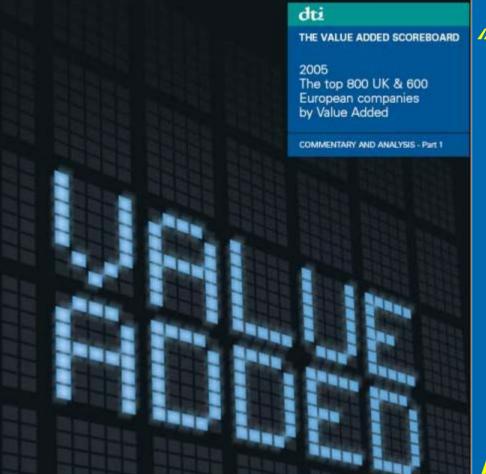
INTELLECTUAL CAPITAL



CEE -

ICE

CONTROL OF VALUE CREATION EFFICIENCY



"The challenge for UK companies is to continue to grow their value added and the efficiency with which it is created, particularly

for those companies that are currently below average in their sectors."

The Rt Hon Patricia Hewitt MP, former Secretary of State for Trade and Industry



Arthur D Little

Intellectual Capital Survey

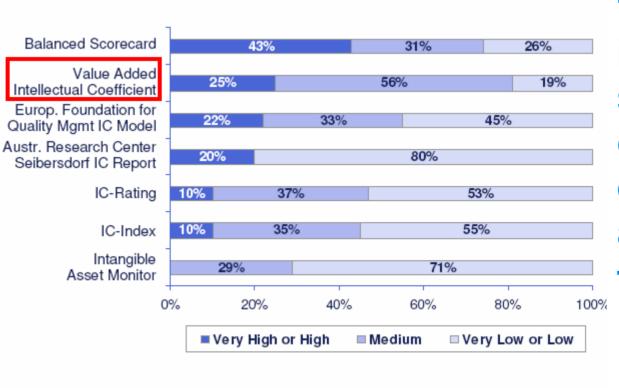
Documentation of Results February 2005



Participants' Logos

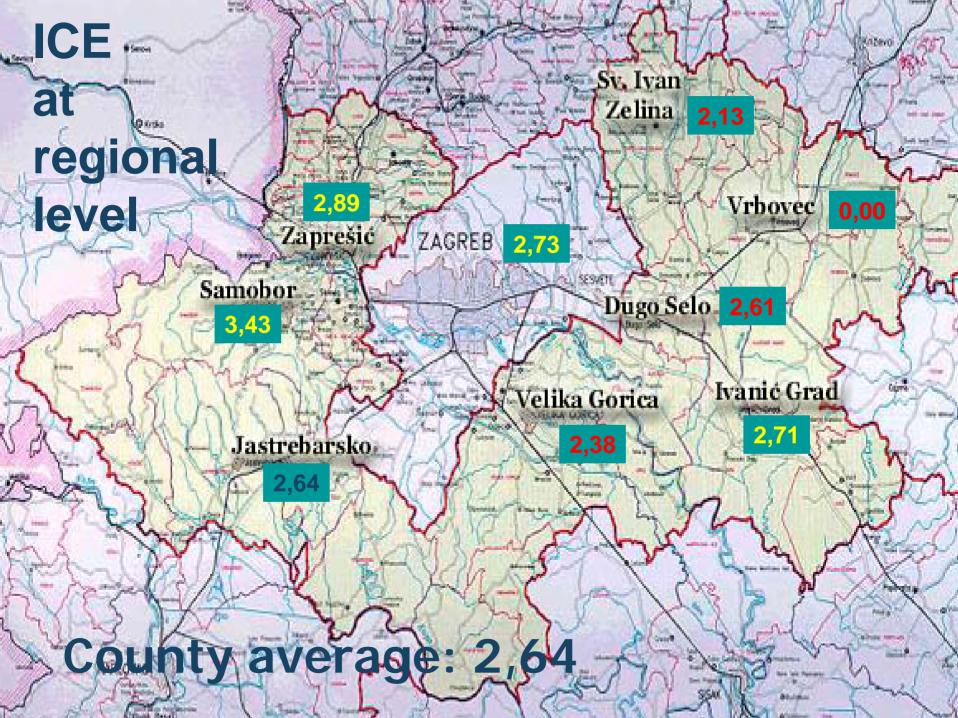


Importance of ICM and ICR Methods known most



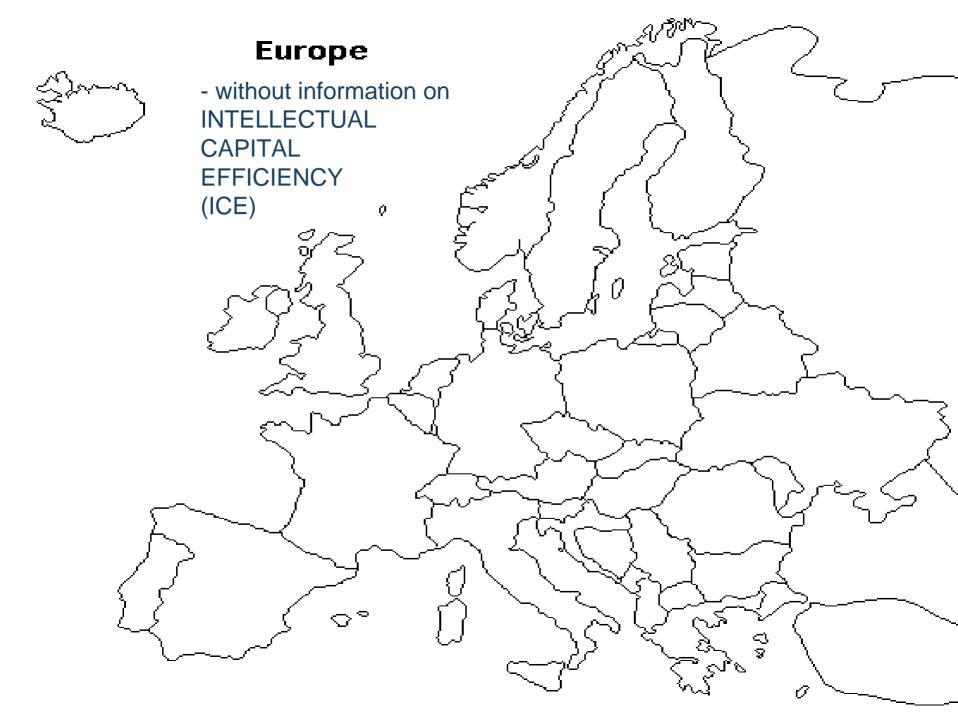
"VAICTM is a measuring system, which enables monitoring of value added (VA) and the efficiency of intellectual capital (ICE)

Note: Top 7 methods only. Sorting according to importance with high or very high indication



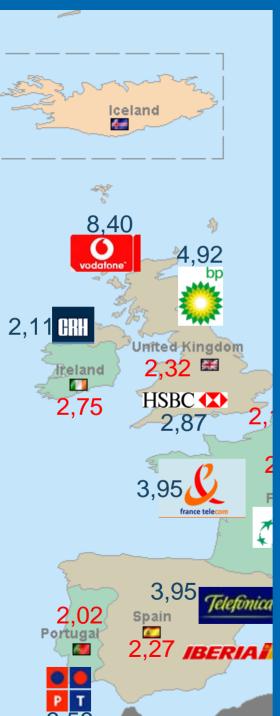


CROATIAN AVERAGE 2004 = 2,34





Intellectual Capital Efficiency at National Level NOKIA Connecting People ERICSSON ≥ 1,08 Iceland 3,90 🕑 telenor 🌉 Skandia 1,95 Finland 3,78 2,31= Norway Sweden **2,58** 8.40 H.M2,87 Estonia 5,78 Russian F Latvia Denmark Lithuania CRH 1,92 PHILIPS **₩ ABTG** United Kingdom 2,11 DaimlerChrysler 4.36 Ltp Belarus 2,32 2.23 💳 1.76 1,69 2,01 **2**,46 HSBC 🖎 2,75 2,87 Luxembourg Ukraine 2,22 10 Switzerland 3,95 Hungary 3.85 Moldova France Nestle **BNP PARIBAS** Bosnia Yugoslavia, Bulgaria 3,95 Telefonica L'energia siamo no 6,38 Macedonia-2,02 ortugal Albania Spain parmalat Greece 2,27 IBERIA 1,47 3,26 Turkey 2,54 Sicily Eurobank 3,39 3.56 Intellectual Capital Efficiency



Measurement begins when we have decided what to measure:

efficiency of value added

and why:

to know the productivity of intellectual capital,

and have decided also what to do with the measurements:

permanent increase of knowledge work efficiency at company, regional and national level.