



Idea management

Take up employee ideas

The idea management programme of Deutsche Börse Group, Idea Accelerator, offers employees the opportunity to submit ideas and suggestions for improvement. Employees from all levels, including interns and student assistants, can submit their suggestions through the Intranet. Ideas concerning all aspects of the company are welcome, such as product ideas, contributions on cost efficiency as well as public relations work. Through the programme, the company receives creative input and improvement suggestions. All ideas are appraised by the idea team in cooperation with the responsible department.

Involve employees

Since the launch of Idea Accelerator, 2,819 ideas have been submitted and 244 of them have been put into practise (as at 31 December 2018), an implementation rate of 8.8 per cent. For every idea successfully implemented, the employee receives 10 per cent of the value of his or her idea, but at least €100, if it was not originally part of the employee's field of responsibilities. With this attractive incentive scheme, Deutsche Börse thanks its dedicated staff members for their contribution to the company's success.

Involving employees

The greater objective of Idea Accelerator is to promote the culture of innovation within the company. All employees are encouraged to contribute to the innovation process through their creativity. The initiative opens up the ideas of more than 5,000 employees to the company and thus increases the likelihood of enhancing its competitive position through innovations. As staff can submit ideas for all corporate divisions, Idea Accelerator boosts product development across all business areas. Its idea management thereby significantly contributes to the company's possibilities to recognise and create value beyond already existing products.

Objectives

- Opportunity for staff members to actively shape the company
- Identification and implementation of valuable employee ideas
- Participation of staff in corporate success through incentive payments
- Promotion of knowledge exchange and cooperation between business areas

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