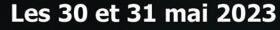
6th Annual IP Data & Research Conference

May 30-31, 2023

6e conférence annuelle sur la recherche et les données de PI







Agenda



6th Annual IP Data & Research Conference

Via Zoom and 50 Rue Victoria, Gatineau

Wednesday, May 31st 2023 8:20 a.m. to 4:00 p.m. EDT

8:20 a.m. to 8:25 a.m.	Greetings from the Master of Ceremonies
	Neena Kushwaha, Chairperson, Patent Appeal Board, Canadian Intellectual Property Office (CIPC
8:25 a.m. to 8:30 a.m.	Welcome Address
	Paul Samson, President, Centre for International Governance Innovation (CIGI)
	Konstantinos Georgaras, Chief Executive Officer, CIPO
8:30 a.m. to 8:40 a.m.	Opening Remarks
	Francis Bilodeau , Associate Deputy Minister, Innovation, Science and Economic Development Canada (ISED)
8:40 a.m. to 9:40 a.m.	Session I: Keynote Presentation
	Krystal Tsosie , Assistant Professor, Arizona State University, School of Life Sciences & Co-Founde Native BioData Consortium
	Moderator:
	Konstantinos Georgaras, Konstantinos Georgaras, Chief Executive Officer, CIPO
9:40 a.m. to 9:55 a.m.	Morning Break
9:55 a.m. to 11:10 a.m.	Session II: Diversity and inclusion in the IP and innovation ecosystem
	Presentation: Underrepresentation of Canadian Women in Clean Tech, Entrepreneurs and IP - Taking Action to Bridge the Gap
	Myra J. Tawfik , Don Rodzik Family Chair in Law & Entrepreneurship, Distinguished University Professor, Faculty of Law, University of Windsor and Senior Fellow at CIGI
	Heather L. Pratt, Executive Director, Research and Innovation, University of Windsor
	Julia Culpeper, Program Manager of Education & Strategy, Innovation Asset Collective
	Presentation : Trends of local female entrepreneurship, trademark filers, shareholders and board directors of trademark filing companies in Singapore
	Wee Pynn Lim, Economist, Intellectual Property Office of Singapore
	Presentation: Innovation in Diversified Cities: Evidence from Canada's Cities
	Manassé Drabo, Research Analyst, Statistics Canada
	Moderator:
	Maya Urbanowicz, Acting Director of IP Awareness and Education, CIPO

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11:10 a.m. to 12:00 p.m.

Session III: IP Use and Awareness

Presentation: From public research spend to innovation: the role of registered IP

Dr. Charlotte Guillard, Senior Economist, UK Intellectual Property Office

Charlotte Campbell, Economist, UK Intellectual Property Office

Presentation: The impact of the Brazilian IP Office's program on IP awareness in the use of the IP system by residents - Gender and Ethnicity Perspectives

Rafaela Di Sabato Guerrante, Coordinator of INPI Strategy Committee on Gender, Diversity and Inclusion & Senior IP researcher. Brazilian IP Office

Moderator:

Rich Corken, Deputy Director of Economics, Research and Evidence , UK Intellectual Property Office

12:00 p.m. to 1:00 p.m

Lunch

1:00 p.m. to 2:15 p.m.

Session IV: Firms and the Economics of IP

Presentation: True North Technologies - Identifying Canadian Technological Strengths Using Patent Network Science

Dr. Andrew W. Torrance, Paul E. Wilson Distinguished Professor of Law, University of Kansas/Visiting Scientist, MIT Sloan School of Management

Presentation: Canadian Trademarks Research Database

Rashid Nikzad, Treasury Board of Canada Secretariat

Presentation: Exploring the Roles of Health Institutions in Driving the Commercialization of Biomedical Research/Intellectual Property for Improved Healthcare Delivery: A Scoping Review Protocol

Heidi Walsh Sampson, Assistant Professor, Rowe School of Business, Dalhousie University

Morris Odeh, Doctoral candidate, Schulich School of Law, Dalhousie University

Moderator:

Horatio Morgan, Associate Professor, University of Waterloo

2:15 p.m. to 2:30 p.m.

Afternoon break



2:30 p.m. to 3:45 p.m. Session V: Emerging Technologies

Presentation: Intellectual Property in the Age of Data and Artificial Intelligence

Dan Ciuriak, Senior Fellow, Centre for International Governance Innovation

Presentation: What's at the core of AI? Exploring the characteristics of AI-related Core Technologies

Lea Samek, Economist, OECD

Presentation: Patent Analytics on Artificial Intelligence technologies

Dr. Catriona Bruce, Patent Analytics Hub, IP Australia

Moderator:

Alexandra Mogyoros, Assistant Professor, Lincoln Alexander School of Law at Toronto Metropolitan University

3:45 p.m. to 4:00 p.m.

Closing Remarks

Bob Fay, Managing Director of Digital Economy, CIGI

Konstantinos Georgaras, Chief Executive Officer, CIPO



Master of Ceremonies

Neena Kushwaha

Chair, Patent Appeal Board, Canadian Intellectual Property Office

Neena began her career in the Public Service after her completion of a PhD in Molecular Biology at the University of Ottawa's Neuroscience Research Institute. During her time at CIPO, Neena supported the knowledge and understanding of intellectual property (IP) by Canadian innovators and SMEs as the Director of Intellectual Property Awareness and Education. She also worked on regulatory issues regarding IP as a patent examiner, a section head and an acting director in the Biotechnology Division. As the Chief People Officer of Workforce Modernization in the Patent Branch, Neena developed strategic, people-centered initiatives around culture and engagement. In addition, she has experience in program design and delivery and in a previous role at ISED was involved in the development and implementation of the Strategic Science Fund, a Budget 2019 commitment to support third-party science and research organizations in Canada. Neena is also an active member of the ISED Women's Network supporting equity, inclusion and diversity initiatives in the workplace.



Opening Remarks

Francis Bilodeau

Associate Deputy Minister, Innovation, Science and Economic Development Canada

Francis Bilodeau was appointed Associate Deputy Minister of Innovation, Science and Economic Development Canada in January 2022.

Prior to his appointment, he held various executive positions across the public service, including chief information officer of the Government of Canada, assistant secretary of Digital Policy and Services at the Treasury Board of Canada Secretariat, and founding assistant deputy minister for the Privy Council Office's Results and Delivery Unit.

Francis has also held the position of executive director in the Treasury Board of Canada Secretariat's Government Operations Sector and worked in a number of senior roles at Infrastructure Canada, where he helped lead the development and implementation of multiple generations of federal infrastructure programming.

Francis holds a master's degree in business administration and a degree in mechanical engineering.



Welcome Address and Closing Remarks

Konstantinos Georgaras

Chief Executive Officer, Canadian Intellectual Property Office

Konstantinos Georgaras is the Chief Executive Officer at CIPO.

In this role, Mr. Georgaras provides strategic direction and leadership to CIPO and ensures the provision of world-class IP services by granting IP rights and providing IP awareness and information. He also represents CIPO and Canada's interests, both nationally and internationally.

Mr. Georgaras joined CIPO in 2010. As Director General of Corporate Strategies and Services, he was responsible for legislative, regulatory, administrative and operational policy related to the IP framework that CIPO administers. He also provided expert advice on broader IP policy analysis, policy development and framework modernization. He led the Canadian delegation on various bilateral and multilateral initiatives, such as strategic World Intellectual Property Organization committees, the Asia-Pacific

Economic Cooperation's IP committee and other fora, to develop and advance Canadian IP positions and interests internationally. Mr. Georgaras led an extensive program of professional economic research and analysis to identify and evaluate national and international trends and developments, policies, strategies, plans and initiatives to support Canada's IP policy. He also led the development of strategic partnerships, financial services and human resources.

Mr. Georgaras began his career in the public service in 1984 and has held strategic and executive positions within the departments of Innovation, Science and Economic Development Canada and Human Resources and Skills Development Canada and within the Science, Technology and Innovation Council. Mr. Georgaras has extensive experience spanning strategic, economic and legislative policy, with direct responsibilities for IP, innovation, insolvency and industrial and labour market policies.

Mr. Georgaras holds a Master of Arts in Public Administration from Carleton University and an Executive Certificate in Public Leadership from the John F. Kennedy School of Government at Harvard University.



Welcome Address

Paul Samson

President, Centre for International Governance Innovation

Paul Samson is president of CIGI and has more than 30 years of experience across a range of global policy issues, working with international partners from around the world. He is currently focused on the transformation of the global economy through digitization, scenarios for an evolving world order and institutional global governance challenges.

During 24 years with the Government of Canada, Paul's positions included director general of strategic policy at the former Canadian International Development Agency and assistant deputy minister-level roles with Global Affairs Canada and with International Trade and Finance, Finance Canada. At the Privy Council Office, he held several positions during the tenure of three different prime ministers. Previously, he worked at Natural Resources Canada and Environment Canada. His last position was as associate deputy minister with Agriculture and Agri-Food Canada.

Paul served as director for Canada, Egypt and Ethiopia at the Asian Infrastructure Investment Bank (2018–2019). He served as Canada's deputy for finance at the Asia-Pacific Economic Cooperation forum from 2015 to 2019 and frequently led Canadian delegations for meetings with multilateral development banks, the International Monetary Fund, the United Nations and the Global Environment Facility. He was cochair of the G20 Framework Working Group on the global economy from 2015 to 2019. During 2018–2019, Paul served as co-manager of the Canada-UK Policy Forum on the Modern Economy, which focused on the emerging digital economy. He also previously served on the Board of Directors of the Centre for International Governance Innovation.

Earlier in his career, he worked at several think tanks and universities in Geneva; Washington, DC; Oslo; and Boston. In Geneva, Paul worked with Mikhail Gorbachev at Green Cross International and in Washington he was a fellow within the U.S. Department of Energy's National Laboratory network. In Oslo, Paul was a fellow with the Peace Research Institute; in Boston, he was a research fellow at the Belfer Center for Science and International Affairs, Kennedy School of Government.

Paul completed a doctorate and an Master of Arts in international relations at the Graduate Institute, University of Geneva, and a Bachelor of Arts at the University of British Columbia. He completed post-doctoral studies in global environment assessment at Harvard University.



Keynote Speaker

Krystal Tsosie

Assistant Professor, Arizona State University, School of Life Sciences & Co Founder, Native BioData Consortium

Krystal Tsosie (Diné/Navajo Nation), PhD, Master of Public Health, Master of Arts, is an Indigenous geneticist bioethicist and Assistant Professor in the School of Life Sciences at Arizona State University. As an advocate for Indigenous genomic data sovereignty, she co-founded the first U.S. Indigenous-led biobank, a 501c3 nonprofit research institution called the Native BioData Consortium.

Her research can be encapsulated in two main foci: Indigenous population genetics and bioethics. In particular, she focuses on bioethical engagement of Indigenous communities in genomics and data science to build trust. Her interest is in integrating genomic and data approaches to assess Indigenous variation contributing to health inequities.

She began her research career at the laboratory bench, where she developed and patented a combined targeted ultrasound imaging and chemotherapeutic drug delivery device for treating early metastases in cancer. Upon seeing the disparities in emerging genomics technologies, she switched fields to genetic epidemiology, public health, and bioethics. Her first Master of Arts in Bioethics at Arizona State University focused on the cultural implications of genetics in Native American communities. She added biostatistical knowledge and computational programming in large genomics datasets during her second Master's in Public Health (genetic epidemiology) at Vanderbilt University. She has co-led an ongoing longitudinal genetics study and other community-based work with Tribal Nations in North and South Dakota.

Her research and educational endeavors have received increasing national and international media attention as scientists worldwide are understanding the importance of equitable, community-based engagement models and the importance of Indigenous genomic data sovereignty. Her work has been covered by popular media outlets including PBS NOVA, The Washington Post, NPR, New York Times, The Atlantic, Forbes, and Boston Globe. She currently serves on the Government Policy and Advocacy Committee for the American Society of Human Genetics and the National Academy of Medicine Announces Committee on Emerging Science, Technology, and Innovation. She is a current Global Chair in ENRICH (Equity for Indigenous Research and Innovation Coordinating Hub), which focuses on enhancing Indigenous rights to develop, control, and govern Indigenous data and supports participation in STEM and in digitally enabled futures.



Session II: Diversity and Inclusion in the IP and Innovation Ecosystem



Myra J. Tawfik

Don Rodzik Family Chair in Law & Entrepreneurship, Distinguished University Professor, Faculty of Law, University of Windsor and Senior Fellow at the Centre for International Governance Innovation

Myra Tawfik is the Don Rodzik Family Chair in Law and Entrepreneurship and Distinguished University Professor, Faculty of Law, University of Windsor. She is also a senior fellow at the Centre for International Governance Innovation (CIGI). She is an expert in IP law, especially copyright law and capacity-building in IP literacy for start-ups and entrepreneurs. Among her publications, she is the author of For the Encouragement of Learning: The Origins of Canadian Copyright Law (University of Toronto Press, 2023) and the co-author of The Intellectual Property Guide: IP Literacy and Strategy Basics for Supporting Innovation (Tawfik/Bawa, Brush Education, 2019). She was a member of the province of Ontario's expert panel on the commercialization of public sector IP and advises the province on IP education.



Heather L. Pratt

Executive Director, Research and Innovation, University of Windsor

With a broad range of public, private and post-secondary administration throughout her career, Heather provides leadership to support the ongoing expansion of the research and innovation enterprise at the University of Windsor. In her current role as Executive Director Research and Innovation, she is supporting the research activities, technology transfer, research partnership development, knowledge mobilization and commercialization efforts to move the University's research results to benefit society. Heather is also a founding Director of the University of Windsor's Entrepreneurship Practice and Innovation Centre (EPICentre), and continues to pursue research into entrepreneurship through her doctoral studies, with a focus on barriers to women and new venture creation.





Julia Culpeper
Senior Program Manager of Education & Strategy, Innovation Asset Collective

Julia Culpeper is the Senior Program Manager of Education & Strategy at the Innovation Asset Collective, leading a team of IP experts to build a business-centric IP curriculum for data-driven SMEs. A decade of experience in arts administration and project management has led Julia through a number of industries, including theatre, hospitality, and higher education. She specializes in distilling big ideas into action, and being overorganized.



Wee Pynn Lim
Economist, Intellectual Property Office of Singapore

Dr Wee Pynn LIM is an economist with the Intellectual Property of Singapore (IPOS) and works in the Strategic Planning and Policy Department. His experience spans various ministries in the public sector, including the Building and Construction Authority Singapore and the Ministry of Health Singapore. He was also previously a research fellow at the Duke-NUS Medical School.

At IPOS, he conducts IP data and economic studies, IP forecasting, and other data analytics / econometric modelling work. Dr LIM has a PhD in Economics from the Nanyang Technological University (NTU) Singapore and a Master's degree in Applied Economics from the National University of Singapore (NUS).





Manassé Drabo Research Analyst, Statistics Canada

Manassé Drabo has been working as a research analyst at Statistics Canada in the economic analysis division since 2022. He is a PhD student in Economics at the Université du Québec à Montréal since 2022, and is currently working on the determinants of socio-demographic change, focusing on the effect of local labor market changes on local populations, and on research on local innovation.

In addition to his academic activities, he has collaborated with several public authorities and private companies (West African Economic and Monetary Union, Innovation Québec, etc.) to evaluate some of their policies.

Manassé also holds a Master's degree in Economics from HEC Montreal and a Bachelor's degree in Economics from the University of Montreal. From 2017 to 2021, he worked as a lecturer at the Université du Québec à Montréal. From 2014 to 2015, he worked as a research assistant at HEC Montreal. In 2014, he worked as a research intern at Innovation Québec.



Session III: IP Use and Awareness



Charlotte Guillard
Senior Economist, UKIPO

Dr Charlotte Guillard is a senior economist at the UKIPO, where she leads on IP and innovation-related research and patent analysis. Charlotte has more than 10 years of research experience in the fields of innovation and economic dynamics. She holds a joint PhD in economics from the University of Strasbourg and the University of Maastricht. Whilst working at the Inter-American Development Bank, Charlotte contributed to several research projects on productivity and innovation, including the development of several innovation surveys and indicators. She then served as a research fellow at Imperial College and UCL-IIPP where she worked on efficient industrial policy for innovation and public value measurement in the space sector. She contributed to several consultancy works for international organizations including the European Commission and the European Space agency.



Charlotte Campbell
Economist, UKIPO

Charlotte Campbell joined the UKIPO as an economist in 2021, where she supports IP and innovation-related research and analysis. Whilst at the UKIPO, she has worked on the government consultation on standard essential patents, and carried out analysis related to IP finance, research grants, drivers of IP demand and forecasting. Charlotte holds an Master of Arts in economics from the University of Cambridge. Previously, Charlotte spent 2 years as an investment banking analyst at Bank of America. There, she provided corporate broking services to the IP commercialisation company, IP Group, and advised on the £3.4bn initial public offering of Oxford Nanopore Technologies, the UK's largest spinout IPO.





Rafaela Di Sabato Guerrante

Coordinator of INPI Strategy Committee on Gender, Diversity and Inclusion & Senior IP researcher, Brazilian IP Office

Rafaela Guerrante has been a researcher at the Brazilian IP Office (INPI - BR) for 21 years. She is graduated in chemical engineering from the Federal University of Rio de Janeiro, and has a master's and doctorate in IP Management and Innovation by the same institution. She is the author of the book entitled Transgenic: a strategic vision. At INPI - BR, she was a patent examiner on pharmaceutical and agrochemical technologies and coordinated the areas of Patent Analytics; International Affairs, and National Cooperation. Currently, she coordinates the Strategy Committee on Gender, Diversity and Inclusion at INPI-BR. Recently, she had a 2-year experience in Geneva, at the Brazilian Diplomatic Mission to the WTO, where she developed a project on AI, and at the World Intellectual Property (WIPO), where she participated in the preparation of a flagship report on Assistive Technologies. Rafaela participates in several women's networks. She is a mentor in IP and has just completed the Global Women in Management course, offered by the WomenLead Institute.



Session IV: Firms and the Economics of IP



Andrew W. Torrance

Paul E. Wilson Distinguished Professor of Law, University of Kansas/Visiting Scientist, MIT Sloan School of Management

Andrew W. Torrance is the Paul E. Wilson Distinguished Professor of Law and Associate Dean of Graduate and International Law at the University of Kansas School of Law. He received his PhD in Biology from Harvard University in 1997, Juris Doctor from Harvard Law School in 2000, and Bachelor of Science from Queen's University (Canada) in 1991. Torrance teaches and conducts research in patent law, IP, innovation, food and drug regulation, biotechnology law, biodiversity law, biolaw, and empirical, experimental, and big data approaches to the law. Specific research foci include open, user, and collaborative innovation, design, and legal issues surrounding genes, biotechnology, genetically modified organisms, synthetic biology, conservation biology, and deextinction.

Torrance practiced biotechnology patent law at Fish & Richardson PC, the world's largest IP law firm. He served as in-house patent counsel at Inverness Medical Innovations, a global biotechnology company with headquarters in Boston, and as the first in-house patent counsel at Stirling Medical Innovations, a cardiac diagnostics biotechnology company based in Scotland. Torrance founded the annual Biolaw Conference, and co-founded the leading annual patent conference, PatCon. He led the IP department at the Eli and Edythe Broad Institute of MIT and Harvard from August 2019 to December 2020.



Rashid Nikzad

Manager, Treasury Board of Canada Secretariat

Rashid Nikzad is a manager at the Data Science, Research and Development (DSRD) of the Treasury Board of Canada Secretariat (TBS), where he manages teams of researchers, data scientists, and evaluators to advance government's priorities on the evaluation of innovation support programs, Quality of Life Framework, and Policy on Results. Before joining TBS, he worked at different federal government departments including the Copyright Board of Canada, Statistics Canada, ISED, and National Research Council of Canada (NRC). Rashid holds a PhD in Economics and is a part-time professor at Carleton University. He has significant experience on topics such as the links between IP rights, innovation, and economic growth; evaluation of government's innovation support programs; and the relationship between good governance and economic development. His team is experimenting the use of artificial intelligence (AI), text mining, and other advanced modeling technics to assess the impact of government programs.





Heidi Walsh Sampson Assistant Professor, Rowe School of Business, Dalhousie University

Heidi Walsh Sampson is an Assistant Professor in the Faculty of Management at Dalhousie University where she teaches Business Law. Heidi is also an experienced corporate lawyer with extensive experience in commercialization of IP. She has represented both private and public sector entities in connection with the protection and licensing of IP. Heidi has practiced law for over 20 years and is called to bar in three Canadian jurisdictions. Heidi has been a Strategic Contracts Advisor for the National Research Council Canada and legal counsel to Office of Commercialization & Industry Engagement at Dalhousie University. Heidi is currently serving her second term as a Commissioner for the Nova Scotia Securities Commission.

Heidi is currently supervising a Mitacs research project titled The Role of Health Institutions in Driving Industry-Sponsored Research and Innovation in Healthcare in Canada. Her research interests also include the regulation of capital markets, corporate governance and enterprise risk management. She is especially interested in regulatory initiatives and market mechanisms to mandate good corporate governance and equity, diversion and inclusion in public companies. Heidi is also interested in the application of ERM tools to public sector entities.



Morris Odeh

Doctoral candidate, Schulich School of Law, Dalhousie University

Morris is a doctoral candidate in the Schulich School of Law at Dalhousie University. His doctoral research cut across international IP governance, patents, global health equity, and international economic law.

He obtained his Bachelor of Laws from Benue State University, Nigeria and completed his Master of Laws at the Schulich School of Law. He also holds IP certifications from the University of Windsor and the University of Pennsylvania. Prior to his graduate studies, Morris spent several years working as a legal practitioner at a top-tier commercial law firm in Nigeria, where he handled complex dispute resolution transactions for multinationals and local companies.



Session V: Emerging Technologies



Dan Ciuriak
Senior Fellow, Centre for International Governance Innovation





Lea Samek Economist, OECD

Lea Samek is an Economist at the OECD in the Science, Technology and Innovation Directorate. Her work encompasses a wide array of innovation and industry-policy related topics including knowledge-based capital, the link between innovation and productivity, resilience of global value chains, jobs and skills in the digital transformation and the diffusion of Al. She is also a Research Associate at the UK Economic Statistics Centre of Excellence (ESCoE). Prior to joining the OECD as a Young Professional, Lea worked as an Economist at the National Institute of Economic and Social Research (NIESR) and as a Visiting Lecturer at King's College London, researching human capital, productivity and their measurement in the context of the modern economy. She holds a PhD from King's College London.



Dr. Catriona Bruce
Senior Patent Analyst, IP Australia

Dr. Catriona Bruce leads IP Australia's Patent Analytics Hub, providing patent analytics to government and researchers. With a background in biotechnology and patent examination, and 14 years in the public service, Catriona enjoys finding new ways to use patent data to add value for customers.

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Closing Remarks

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Bob Fay

Managing Director of Digital Economy, Centre for International Governance Innovation

Robert (Bob) Fay is a highly accomplished and respected leader in the field of digital economy research. With more than 30 years of experience working in the public and private sectors, he has developed expertise in economics, policy analysis and strategic planning.

Currently, Bob serves as managing director of digital economy at the Centre for International Governance Innovation (CIGI), where he leads a network of researchers focused on the intersection of technology, trade, innovation and governance. In this position, he has played a key role in shaping the discourse around the digital economy and has contributed to numerous policy debates and research initiatives on topics such as data governance, digital innovation and the future of work.

Before joining CIGI, Bob held various leadership positions at the Bank of Canada (BoC), where he was responsible for the assessment of digital technologies for Canada's economy and international economic developments, and provided short-term forecasting, structural analysis and policy advice. He was also special assistant to BoC Governor Mark Carney and his chief of staff, playing a key role in delivering policy direction. Bob began his career as an economist at the Organisation for Economic Co-operation and Development, where he worked on labour market issues and country-specific analyses.

Bob holds a Master of Arts in economics from Queen's University and has published numerous research papers and policy briefs on a range of economic and policy topics.

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Acknowledgements

CIPO and CIGI would like to extend a special thanks to our Master of Ceremonies and moderators for facilitating the discussions as well as lending their expertise to each session.

We would also like to express our gratitude to the Research Selection Committee for carefully reviewing the proposals submitted for this conference. Their expertise and dedication to the IP research field is greatly appreciated. In alphabetical order:

Andrew A. Toole: PhD, Chief Economist, U.S. Patent and Trademark Office

Erin Campbell: Director of Patent Policy, Strategy and Innovation Policy Sector, ISED

Jeremy de Beer: Professor of Law, University of Ottawa; Director, Open African Innovation Research

Network

Joel Blit: Professor of Economics, University of Waterloo; Senior Fellow, CIGI

Michael Falk: Chief Economist, IP Australia

Nancy Gallini: Professor Emeritus at the Vancouver School of Economics, University of British Columbia

Sam Brand: Chief Analyst, Strategy Directorate, United Kingdom Intellectual Property Office