**Intrapreneurship in Microenterprise:**

**The GENIE Model & Innovative Pedagogies**

**Executive summary**

The aim of this report is to identify different concepts of intrapreneurship and to answer how an intrapreneurship culture can be established in companies. An academic literature review was conducted on the concept, aspects and characteristics of intrapreneurship, determinants of becoming an intrapreneur, employees with intrapreneurship, their behaviours, skills and intentions, the impact of environmental factors on intrapreneurship, and financial outcomes of intrapreneurship. The report addresses current policies, strategies, and programmes relevant to intrapreneurs. Our findings reveal many definitions of the concept, which has been researched from the perspectives of culture, leadership, individual capabilities, and impact on organisational performance. We find that intrapreneurs exhibit characteristics of both employees and entrepreneurs. In addition, intrapreneurship requires specific leadership styles and organisational structures. Our results show that the development of intrapreneurship varies considerably across EU member states, with some of the least entrepreneurial environments being pioneers of intrapreneurship. These developments do not seem to be the result of policy measures, as we did not find any active measures to promote this phenomenon. Of particular concern is the gap among SMEs. These companies lack internal resources and are the most in need of support, but we could not locate any scientific work or policy measures targeting this group. Nevertheless, several frameworks targeting entrepreneurship can serve as a starting point for identifying areas of intervention for intrapreneurship. To this end, we cross-assessed two leading European frameworks in our report. Based on these and our findings, we were able to generate a list of potential intervention areas for strengthening intrapreneurship capabilities, leadership style, and intrapreneurship culture in organisations.