**Training Fiche:**

 **Intrapreneurship hope, hype and reality: Discovering intrapreneurs within organization**

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| **Keywords****(meta tag)** | Intrapreneur, Intrapreneurship, Innovation, Change Management, Discovery |
| **Language** | English |
| **Objectives / Goals/ Learning outcomes** | This module will prepare you to know more about intrapreneurial skills and how to discover employees with intrapreneurial mindset.At the end of this module you will be able to:* Encourage employees for intrapreneurship
* Know more about intrapreneurial traits and benefits
* Recognize possible intrapreneurs within organization
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| **EQF level** | Level 4 |
| **Description** | This module includes information on how to identify intrapreneurs, their characteristics and traits as well as how to encourage them at work. It ends with |
| **Contents arranged in 3 levels** | 1. **Discovering intrapreneurs within organization**
	1. How to encourage intrapreneurship?
2. **Intrapreneurial traits**
	1. Part 1: Innovation + flexible
	2. Part 2: Intellectually curious + persistent
3. **Characteristics of intrapreneurs**
	1. Dynamic
	2. Developers of ideas
	3. Drivers of change
	4. Determined
	5. Dedicated
	6. Diligent
4. **Identifying intrapreneurs**
5. **Benefits of intrapreneurship**
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| **Glossary** **(5 terms)** | **Diligent**The characteristics in which a person shows persistent and hardworking effort in doing something. In this way, diligence may rather be regarded as a combination of both hard work and patience because being persistent requires patience. <https://www.linkedin.com/pulse/20140720222213-59817714-diligence-importance-of-diligence-in-your-personal-and-professional-life>**Disruptive**The term refers to a person/company with fewer resources being able to enter a market and displace the established system with out-ot-the-box ideas. <https://www.liveabout.com/how-business-disruption-creates-new-markets-4586564>**Dynamic**A term to show constant adaptation to respond to consumers' wants and needs. As such, entrepreneurs spot gaps in the market and develop new ideas for products and services. <https://www.bbc.co.uk/bitesize/guides/zm4krj6/revision/1> **Innovative**The term refers to an individual or organization undertakes to conceptualize brand new products, processes, and ideas, or to approach existing products, processes, and ideas in new ways. <https://online.hbs.edu/blog/post/importance-of-innovation-in-business> **Intrapreneurship**The term refers to a system that allows an employee to act like an entrepreneur within a company or other organization. Intrapreneurs are self-motivated, proactive, and action-oriented people who take the initiative to pursue an innovative product or service. <https://www.investopedia.com/terms/i/intrapreneurship.asp> |
| **Self-assessment test (5 multiple choice questions)** | 1. **An intrapreneur is not…**
	1. Innovative
	2. Intellectually curious
	3. **Stubborn**
2. **What is a common point for an entrepreneur and an intrapreneur?**
	1. **Thrives on innovative thinking**
	2. Have organizational support
	3. Dependent on own capital
3. **Which of those below are not a characteristic of an intrapreneur?**
	1. Diligent
	2. **Unorganized**
	3. Determined
4. **What needs to be apparent/necessary for an intrapreneur to thrive in his/her work?**
	1. **Encouraging corporate culture**
	2. Strict checks and controls
	3. Disinterested managers
5. **What should not be done to nourish intrapreneurship in an organization?**
	1. Create flexibility in organization
	2. Help employees use their creativity at work
	3. **Discouraging employees for speaking up**
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| **Related PPT** | GENIE\_PPT\_ Intrapreneurship hope hype reality.pptx |
| **Bibliography** | 1. Franks, K. (2020). Discovering & developing intrapreneurs. Moore. Retrieved November 11, 2022, from https://www.moore-global.com/intelligence/articles/discovering-developing-intrapreneurs
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