**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 |
| **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** |
| **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** |
| **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 2. Hobcraft, P. (2016). Exploring the intrapreneurial way in large organizations. The HYPE Innovation Blog. Retrieved November 11, 2022, from <https://blog.hypeinnovation.com/exploring-the-intrapreneurial-way-in-large-organizations> 3. Kennedy, J. (2016). How to identify the intrapreneurs in your organization. Academy for Corporate Entrepreneurship (AfCE). Retrieved November 11, 2022, from <https://www.afce.co/how-to-identify-intrapreneurs/> 4. Teza, J. (n.d.). The 6 steps to becoming an intrapreneur. University of San Diego Online Degrees. Retrieved November 11, 2022, from <https://onlinedegrees.sandiego.edu/how-to-become-an-intrapreneur/> 5. Vogel, P., Kurak, M., & McTeague, L. (2018). Building an intrapreneurial organization. IMD business school for management and leadership courses. Retrieved November 11, 2022, from <https://www.imd.org/research-knowledge/articles/building-an-intrapreneurial-organization/> |
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