

Joint development, piloting and validation of entrepreneurial mindset and key skills curricula and training materials for third countries



Entrepreneurial Mindset and Key Skills for All

ENTRECOMP CURRICULUM

3.1 TAKING THE INITIATIVE

TASK ID AND TITLE 2.2: JOINT DEVELOPMENT OF THE CURRICULA AND TRAINING MATERIALS FOR ENTRECOMP

PARTNER RESPONSIBLE FOR THIS ACTIVITY: MMC MEDITERRANEAN MANAGEMENT CENTER



PROJECT MAIN DETAILS

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TRAINING CURRICULUM FOR COMPETENCE: TAKING THE INITIATIVE

Aim of the workshop

This workshop aims at empowering learners with the essential qualities of an entrepreneurial mindset to help them gain a deep understanding of the qualities needed to take the initiative. This will be achieved by understanding the process of goal setting, getting familiar with the design thinking and Kotter's 8-step change management models, and by mastering the process of innovation quantification and orchestration. The learners will enhance skills in setting ambitious yet achievable goals, distinguishing between innovation and ideation, and applying change management and creative problem-solving, ideation techniques using SCAMPER. Finally, they will become competent in taking ownership of initiatives, integrating goal-setting, problem-solving, change management, and ideation to foster a proactive and accountable approach in personal and professional realms.

Learning outcomes

After the end of the workshop, the participants will be in a position to:

In terms of knowledge:

List the essential qualities that define someone with an entrepreneurial mindset.

Name the 5 elements of the design thinking model.

Explain each of the eight steps in Kotter's change management model.

Define the purpose and methodology of quantification and orchestration in the context of innovation processes.

In terms of skills:

Apply the goal-setting theory to independently establish personal and professional goals.

Distinguish between innovation and ideation as key elements of initiative taking and examine how they interrelate.

Utilize the SCAMPER technique to generate creative solutions on various topics.

In terms of competences:

Take initiative by integrating an “extreme ownership” mindset, focusing on the importance of assuming responsibility and taking accountability for your actions. Integrate goal setting, problem-solving, change management, and ideation techniques in your efforts of initiation.

Training methodology

- Synchronous Online Learning
- Self-Directed Learning

Prerequisites

- Beginner level
- Specific skills required
- Previous workshops required

If the workshop requires specific skills or participation in previous workshops, please explain:

N/A

SYNCHRONOUS ONLINE LEARNING

Workshop duration

5 hours.

Training techniques

- Lecture (compulsory)
- Individual Exercise



- Group Exercise
- Role play
- Experiential Workshop
- Group Discussion
- Brainstorming
- Case Study
- Questions and Answers (multiple-choice and open-ended questions)
- Other (Please indicate): _____

Necessary equipment and materials

Equipment:

- ✓ Laptop/PC

Materials:

- ✓ PowerPoint presentation
- ✓ Paper sheets
- ✓ Pens

Workshop program breakdown

No.	Theme/Content	Workload in minutes	
1	Introduction to Taking the Initiative	15 minutes	
	Structure		Training Technique/Code of Methodological Tool
	<ul style="list-style-type: none"> • EntreComp: Embracing an “Initiative Taking” Mindset • What is Taking the Initiative? 		Lecture: Introduction to Taking the Initiative/PPT3.1_1
2	The Call to "Taking the Initiative"	120 minutes	



	Structure	Training Technique/Code of Methodological Tool	
	<ul style="list-style-type: none"> • “Initiative Taking” Qualities <ul style="list-style-type: none"> - Entrepreneurial vs Employee –Mindset - “Initiative Taking” Mindset - “Initiative Taking” Qualities in Martin Luther King, Jr. • Key Actions to Foster Initiative Taking <ul style="list-style-type: none"> - Identifying and Setting Goals - An Example of Goal Setting - Design Thinking – A Problem-Solving Model - Kotter’s 8-Step Change management Model - A Complex Example of Kotter’s 8-step Change Management Model - Simplified Example of Kotter’s 8-step Change Management Model <ul style="list-style-type: none"> ○ Where Does True Initiative Lie? • Balancing the Opposite Abilities <ul style="list-style-type: none"> - The Entrepreneur: The “Visionary” Artist - The Manager: “The Pragmatist” - The Technician: “The Master of Execution” - The Power of Synergy: Entrepreneur, Manager, and Technician 	<p>Lecture: The Call to “Initiative Taking”/PPT3.1_1</p> <p>Individual exercise: Tackling a Goal with the Use of the Goal-setting Model/MT3.1_2</p> <p>Group exercise: Time for Change! (with the use of the Kotter’s 8-Step Change Management Model)/MT3.1_3</p>	
3	Idea Generation and Innovation		100 minutes
	Structure	Training Technique/Code of Methodological Tool	

	<ul style="list-style-type: none"> • The Power of Ideation <ul style="list-style-type: none"> - Why should we Ideate? - Ideation Methods - SCAMPER • Innovation: Beyond Ideation <ul style="list-style-type: none"> - Core Principles of Innovation - Applying Innovation: Practical Examples - Quantification: The Value of Measuring Success - Orchestration: - The Other side of the Coin 	<p>Lecture: Idea Generation and Innovation/PPT3.1_1</p> <p>Group discussion: Inclusive Environments for Foreign Students in your Country using SCAMPER/MT3.1_4</p> <p>Group exercise: Innovate your world/MT3.1_5</p>	
4	Qualities of a Leader and Extreme Ownership		50 minutes
	Structure	Training Technique/Code of Methodological Tool	
	<ul style="list-style-type: none"> • Great Leaders Take Initiatives • Great Leaders Own their Mistakes <ul style="list-style-type: none"> - Extreme Ownership - Extreme Ownership's Link with Taking the Initiative • Steps to be a Better Leader • Balancing the Contradictive Opposites to Take the Initiative and Lead 	<p>Lecture: Qualities of a Leader and Extreme Ownership/PPT3.1_1</p> <p>Individual exercise: Balancing the Opposites/MT3.1_6</p>	
5	Revision		15 minutes
	Structure	Training Technique/Code of Methodological Tool	
	Revision Questions	Lecture: Revision/PPT3.1_1	

List of methodological tools

No.	Training Technique	Code of Methodological Tool
1	Lecture	PPT3.1_1
2	Individual Exercise	MT3.1_2
3	Group Exercise	MT3.1_3
4	Group Discussion	MT3.1_4

5	Group Exercise	MT3.1_5
6	Individual Exercise	MT3.1_6

SELF-DIRECTED LEARNING

Resources

No.	Resource Title	Attachment (if applicable)
1	The Entrepreneur Mindset: How to Unleash Your Potential (hubspot.com)	
2	Entrepreneurial Mindset - NFTE	
3	The Entrepreneurial Mindset: What Is It And How Do You Develop It? – Persona (personatalent.com)	
4	Initiative Skills in the Workplace Indeed.com	
5	Entrepreneurial Idea Generation: Understanding This Key Step in the Process - StartUp Mindset	
6	5 Essential Innovation Thinking Skills You Need to Succeed (ideascale.com)	
7	The process of developing a business plan - Dr David Bozward	
8	The Entrepreneurial Process - The Duke Entrepreneurship Manual	
9	What is Ideation? Definition, Process, Importance and Strategy Best Practices - IdeaScale	
10	What is ideation, the business idea generation process? - Dr David Bozward	
11		
12	Supporting Entrepreneurship and Innovation in Higher Education in The Netherlands READ online (oecd-ilibrary.org)	
13	Proactivity: Taking Charge of Success: The Proactive Entrepreneurial Mindset - FasterCapital	

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ENTRECOMP Curriculum 3.1

Task 2.2



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14	7 Ways to Create Value in Your Business (yourentrepreneurship.com)	
15	Value Creation Meaning, Model & Examples in Business Guide (digitalleadership.com)	
16	Types & Importance of Risk Taking in Entrepreneurship 2023 Nexford University	
17	Risk in Entrepreneurship: Everything You Need to Know (hubspot.com)	
18	6 Risks of Entrepreneurship and How to Manage Them Avidian Wealth Solutions	
19	What Is Risk Taking In Entrepreneurship? Countingup	
20	Facing uncertainty: An entrepreneurial view of the future? Journal of Management & Organization Cambridge Core	
21	The Resilient Entrepreneur: How to Become Stronger in the Face of Failure (foundr.com)	
22	Resilience, Adaptability, and Learning: Keys to Entrepreneurial Success (aaronhall.com)	
23	10 Characteristics of Successful Entrepreneurs HBS Online	
24	How to Set Strategic Planning Goals HBS Online	
25	Strategic Planning: The Ultimate Guide To Preparing, Creating, & Deploying Your Strategy ClearPoint Strategy	
26	Essential Guide to Strategic Planning Smartsheet	
27	The Strategic Planning Process in 4 Steps OnStrategy (onstrategyhq.com)	

