

Entrepreneurial Learners & Leaders: Their Important Role in Successful 21st Century Integrated Pest Management Organizations



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Inadvertently, Roy dooms the entire earth to annihilation when, in an attempt to be friendly, he seizes their leader by the head and shakes vigorously.

Why Entrepreneurship?



- **Economic Driver**
- **Globalization**
 - Rapid Change
 - Competition
- **Knowledge Economy**
 - Innovation Economy
 - **Next Wave: Entrepreneurial Economy**
- **“Entrepreneurial”**

Interesting Facts:

- **America's small businesses**
 - Represent 99.7% of the 23.7 million businesses
 - Employ 50% of the private workforce
 - Principal source of new jobs
- **E-Commerce Revenue in 2003**
 - Increased 23.3% from 2002
 - Business to Consumers: \$106 Billion
- **77% increase in women-owned businesses from 1983-2005 (6% increase in male-owned businesses)**
 - In 1997: Owned 5.4 million businesses, generated \$819 Billion in revenues and employed 7 Million people

Characteristics of Entrepreneurs

- Committed & Determined
- Opportunity Obsessed
- Calculated Risk-takers
- Creative & Innovative
- Self-Reliant
- Lifelong Learners
- Achievement Oriented
- Hard Working
- Non-Conformists
- Strong Leaders
- Self-Confident
- Resourceful
- Independent



Entrepreneurial Individuals



- Innovative & Creative
- Opportunity-obsessed
 - Calculated Risk Takers
- Driven
- Have the ability to drive & keep up with change
- Vital to successful organizations
 - Change
 - Global Competition
- Intrapreneurship (Pinchot, 1985)
- Can exist in many different domains
- **Invest in and Leverage Their Human and Social Capital**

Entrepreneurial Learners?



- An innovative person who pursues educational opportunities irrespective of existing resources, such as time, money, personal support and/or technology
(Reimers-Hild, 2005)
- Entrepreneurial learners take control of their destiny
- They possess a high need for achievement and take risks in order to achieve their goals.
 - Entrepreneurial “learnership” is important because it is ultimately up to the individual learner to achieve success.

What is an Entrepreneurial Leader?



- **An Entrepreneurial Leader**
 - Constantly Leads Successful Change
 - **The Importance of Vision**
 - Develops Leaders at Every Level
 - Supports and Cultivates an Entrepreneurial Atmosphere
 - Establishes a Leadership Culture throughout Organizations and Communities that Empowers Individuals
 - Rejuvenate and Cultivate Innovation & Creativity
 - Create a Global Mindset in Individuals and Organizations that Embraces Change and Values Diversity
 - Continuously Leverages Human and Social Capital at the Individual and Organizational Levels



The Important Roles of: Human Capital & Social Capital

“The foundation of an organization is not money or capital or technology-it’s knowledge and education (human capital). By 2005, knowledge workers will be the single largest group in the labor force.”

-Peter F. Drucker

Human Capital



- **Knowledge, Skills & Abilities**
- **Education and Literacy are Keys to Success!**
 - Helps an Individual get their Foot in the Door
 - Increase Earning Potential
 - Contributes to Career Advancement
 - Enhances Quality of Life

The Value of Human Capital

Level of Education	Median Weekly Earnings (2004)	Monthly Earnings (4 weeks)	Yearly Earnings (52 weeks)
Less than a high school diploma	\$401	\$1,604	\$20,852
Bachelor's Degree and Higher	\$986	\$3,944	\$51,272
Difference	+\$585	+\$2,340	+\$30,420

40 Year Difference

\$1,216,800

Social Capital



- The “Who You Know” Factor
 - Networks
 - Opportunities
 - Trust

NOT having Social Capital can be Detimental

Fostering Entrepreneurial Spirit



- Continuously Develop Human and Social Capital
- Organizational Support
- Administrative Support
- “Chance to Fail”
 - Emerging Business Opportunities (EBO’s)
 - IBM
 - Skunk Works
 - Lockheed Martin

Fostering Entrepreneurial Spirit



- **Create & Control an Organization's Destiny**
 - Entrepreneurial Leadership
 - Look for Opportunities
 - Establish a Vision
 - Set Goals & Benchmarks
 - Have an Open Mind
 - Try New Things
- **Encourage Lifelong Learning (Human Capital)**
 - Entrepreneurial Learners
- **Develop Partnerships (Social Capital)**
 - Networking, Networking, Networking

Final Thoughts...



- **Entrepreneurial Individuals & Leaders**
 - Key to Successful 21st Century Integrated Pest Management Organizations
 - Benefits to Employees, Employers & Organizations
- **More Research is Needed**
 - Understand what it means to be “Entrepreneurial”
 - Encourage & Develop Entrepreneurial Spirit
 - Develop Entrepreneurial Leaders

Global Research Study

- Identify, create and customize professional development opportunities
 - ✓ Content
 - ✓ Delivery

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