

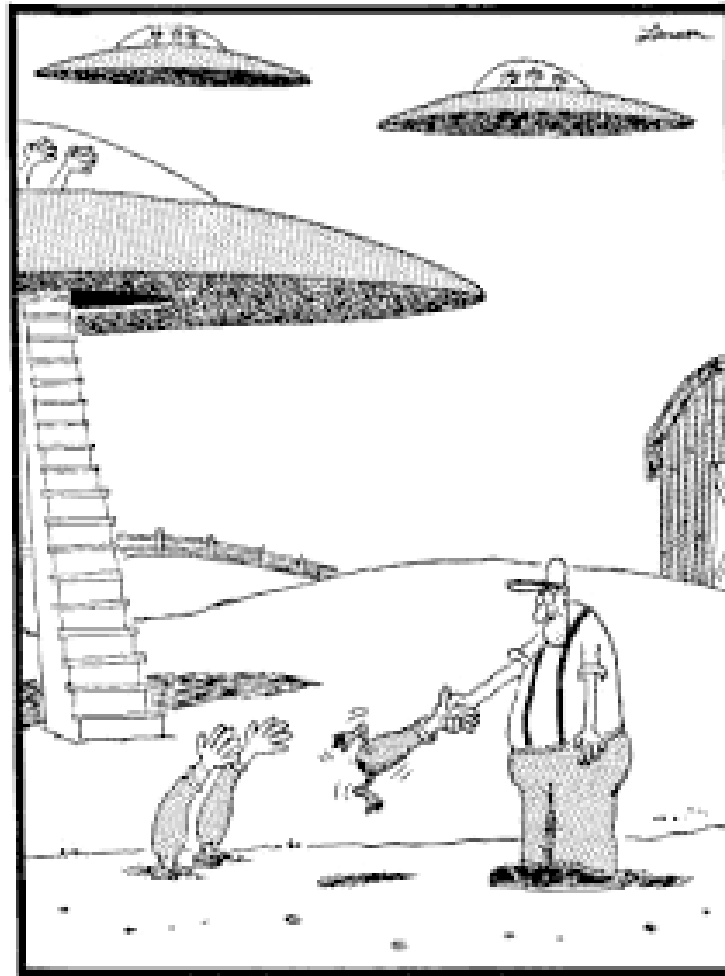
# **Entrepreneurial Learners & Leaders: Their Important Role in Successful 21<sup>st</sup> Century Integrated Pest Management Organizations**



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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:

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- **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 Detrimental**

# 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 21<sup>st</sup> 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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