# CORPORATE INNOVATION AND ENTREPRENEURSHIP

# Table of Contents

## Patch 1

### Introduction

In this relevant case scenario, a contextual investigation of a school named Could do better school situated in the edges of a city for understudies of a local area. Furthermore, the educational institution is socially denied with low-income families correlated with the employment opportunities for its people. In order to improve the state of this school, the public authority and association chose to opt for a Headteacher so that it facilitates development in the field of architectural business ventures in school.

### Leadership

The authority of leadership assumes an indispensable part in administration of a business association significantly. Leadership prominently refers to the procedure of providing constant support and guidance of its workers in order to accomplish the objective of the business association (Ciulla, 2020). Moreover, it has been analysed for the relevant study of the situation that absence of such support has come about sub optimal execution of its workers in particular. In addition to this, a renowned pioneer must have the abilities of great relational behavioural aptitude that empowers to comprehend alternate points of view of the representatives in the organisation to make them work on his or her own perspectives and procedures by having a conversation (Grint, 2020). However, this is a lacking thing in the initiative of the past headteacher of the school for the case study causing an adverse consequence on the exhibition of the workers prompting less than ideal result as far as in general improvement of understudies. Accordingly, it is very effective to have a pioneer that can carry out a few inventive just as imaginative techniques that aids in upgrading execution of the representatives and they feel certain and esteemed in the association establishing a proper business environment for attempting to accomplish objectives of the association.

**Skills of Head teacher required to develop entrepreneurial architecture in school**

**Communicating with the staff**

Every leader should variably possess the skill of communication and must be able to comprehend the different viewpoints of the working employees in the business organisation (Kerr *et al.* 2020). With regard to the case study, the meetings facilitated in the educational institution were held twice in a week among the teacher and senior management team, but the teacher always felt they were not given value by the management as their viewpoints were never given any importance. In the same manner, it can be said that the communication skill intends to help the leader to convince its employees in order to understand and follow the strategies implemented by the leader initially (Karnieli-Miller *et al.* 2021). Moreover, the new head teacher should try to give ample amount of importance to the viewpoints of the teacher and likewise instills them with motivation to perform productively.

Communication skills are a fundamental quality that each pioneer should have to impart and comprehend the various perspectives of its representatives in the organisation.

While investigating the school, however, staff gatherings and meetings used to be held twice in seven days among the educator and senior supervisory group, yet the instructor consistently felt they were not given worth by the administration as their perspectives were never given any significance. This influenced their points of view adversely as well as their execution of performance in the organisation (Kerr *et al.* 2020). In this manner, the new Headteacher should attempt to offer significance to the perspectives of the instructor and rouse them to perform profitably.

**Creating flexibility in work**

With the advent of COVID-19 pandemic, an overall pandemic, the workforce in the world was pushing toward a more versatile and adaptable workplace. The infectious disease of novel coronavirus just accelerated the progression with the time being. Moreover, an appropriate arrangement would have been made in order to build up the adaptability in the smooth working of the business endeavour (Tran and Smith, 2020). Since the pandemic began, it has been expressed that the association works with its functioning exercises from home itself due to social distancing. In contrast to the Could do better school, the educators of the school had a good time

to proceed with the online classes. Additionally, they needed to visit school to go to the gatherings and meetings in order to support the working of the learning exercises notwithstanding the outbreak of COVID-19 pandemic.

The production of adaptability in Could do better school should be possible in different manners, for example, framing adaptability standards concerning the instructors and just as the understudies, the school should have an appropriate planning for the classes, certain unremarkable instances of vacillation of the web or a specialized glitch ought to be destroyed.

**Retention of talented staff**

A dignified pioneer or a leader intends in the retention of its capable staff in order to accomplish the objective of its association by using their abilities profitably. With regard to the case study, the new Head teacher is the pioneer and should attempt to carry out certain imaginative systems to keep its skilled workers from leaving the place of employment (Gunapala *et al.* 2020). Likewise, this incorporates a few workshops programs for new applicants that would uphold them to comprehend their work profile and significance of their commitment in the accomplishment of the association. Further, giving representative remuneration just as advantages go about as a promoter for the confidence of the workers

**Managing change effectively**

A leader can deal with any intricate circumstance or change proficiently in the organisation. The representative consistently seeks its chief for insight and assurances to manage such circumstances easily (Zhang *et al.* 2021). Inferable from COVID-19 circumstance, the school went through a few changes such as acquaintance of computerized advances with starting online classes for the understudies (Zhang *et al.* 2021). Consequently, the Head teacher should guarantee that this imaginative way should be accepted as an open door for its instructor to upgrade their advanced abilities. Moreover, the head teacher should examine with educators to utilise their abilities and experience to connect more understudies in online classes and make it fascinating for them in a few imaginative manners.

**Introducing Innovative strategies**

An advancement framework demonstrates the plan used by an association to help upliftment in development or organizations, generally by placing cash in inventive action with respect to work (Jena, 2020). In "Could improve school", an advancement approach is extremely pivotal for associations that need to obtain the headway of the opposition in each area of the school. The multiple innovative strategies implemented in the schools are cloud computing, 3D printing innovation techniques and teaching with cooperating in online learning.

## Influence of leadership in entrepreneurial business

Leadership is a pivotal part in organisation of an affiliation. It goes probably as a reflection to the strategy for comfort of its delegates for achieving the vision of the affiliation (Jena, 2020). It has been seen from the circumstance of the "Could improve school", that a shortfall of such help from an appropriate direction has come about not exactly ideal execution of its labourers. The pioneer should have a significant influence on people similarly as controlling them all through for achieving destinations of the relationship with a couple of innovative frameworks executed in the business organisation.

## Conclusion

In this manner, to finish up the Could improve school can carry out the methodologies of authority that can do a couple of creative similarly as inventive procedures that assistance in updating execution of the agents and they feel sure and regarded in the business association building up a reasonable environment for endeavouring to achieve destinations of the affiliation.

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**Patch 2**

**Introduction**

Business ventures are quite possibly the most arising vocation decisions throughout the previous few decades. A large portion of the understudies in the wake of finishing their schooling will in general build up their new plan of action correlated with entrepreneurship (Gasparin *et al.* 2021). In any case, because of the absence of appropriate preaching about pioneering and leadership in business the executives may neglect to set up their plan of action effectively (Hevner and Gregor, 2020). On account of Could Do Better School, managing the understudies inside an age range from 11 to 18 years, the understudies from a monetarily lacking background and socially denied networks. In addition to that, the understudies' normal accomplishment is a lot lower than the other public understudies. Accordingly, it is considerably more significant for the school position to show appropriate drive for the improvement of understudies from multiple points of view.

**Application of theory and models of creativity, innovation, entrepreneurship and change management**

According to the concept of Hevner and Gregor, (2020) for development of a business association independent of its structure and kind, innovativeness and advancements is required in creating procedures and strategies. If there should be an occurrence of the Could Do Better School, the previous head of the establishment has considered the prosperity of the students who are understudied and carried out certain systems for their turn of events. The previous head instructor of the school had predominantly centred on limiting the irregularity of showing the understudies by fostering some standard structure that were essential for the staff to follow. Moreover, the plans included movement-based learning, setting learning goals, assessing the past learning and incorporating them with present learning. In addition to that, the school authority had made it obligatory for the staff to go to two meetings consistently.

These conducted meetings were anticipated assessing the burden experienced by the two instructors and understudies during the showing interaction and their requirement for settling them. Referring to the article of Anjum *et al.* (2020) it is very effective for the hierarchical

leaders of the top-level management to discuss well with representatives to assemble a decent authoritative culture. In addition, the new head instructor took further drives for the prosperity and wellbeing of the understudies by setting up a community-oriented relationship with different schools and colleges. As opined by Chebbi *et al.* (2020), for effectively constructing an undertaking it is important for the pioneers to have communitarian associations with different associations in a similar field.

## Individual and organisational potential for creativity, innovation, entrepreneurship and change in practice

According to the concept of Ling *et al.* (2020), individual creativity indicates directly to the possibility of developments attempted by a solitary individual and on the contrary company creativity signifies the thoughts and advancements credited to a mass of individuals who work in a similar association. With regard to the case study, the head instructor of Could Do Better School can initiate a few exercises to improve individual educators just as authoritative inventiveness. It has been noticed that because of the Covid-19 pandemic the online classes have energized various understudies for their advancement anyway some of them did not show improvement. As the online classes instructors additionally learn developments in innovative and advanced fields.

In addition to that, in order to rehearse innovation in business one should know what changes should have been consolidated (Calza *et al.* 2020). Other than that, as the school is working to instruct understudies of denied networks, the educators should not be centred around showing the local area more than deduction compensation. However, it is needed for the new head teacher to build the wages of the educators to moderate the compensation gap among the city teachers and this one to keep instructors more engaged. Besides, including hierarchical advancements, inventiveness and changes will be useful to improve the general exhibition of Could Do Better School.

## Influence of culture in entrepreneurial businesses

Culture can be characterized in different manners anyway in straightforward terms culture can be characterized as a bunch of normal and assenting beliefs shared by a gathering of individuals or society. Anyway, in an innovative endeavour social factors like correspondence, manners and

authoritative chain of importance can impact pioneering organisations (Calza *et al.* 2020). In a school culture including social instructional courses will be advantageous to construct an enterprising architecture. In the current situation of online classes, as everybody is separated from everybody, the authority group of the school should urge the educators to keep up social conduct to guarantee to eliminate the tag of 'requiring improvement' from the school.

In this perspective having decent information on the significance of nonverbal correspondence among societies is a pivotal factor (Randerson *et al.* 2020). Accordingly, the educators should unmistakably convey their issues to the new head instructor so he can get a handle on the information about the necessary changes that should be attempted. In addition, the head educator should impact different instructors to give them their space of opportunity and cause them to feel esteemed. Subsequently upgrading hierarchical and administrative consolation to each educator to keep up the school culture will help the new head instructor to foster the pioneering architecture.

**Analysis**

Subsequent to bringing a profound endeavour into the instance of Could Do Better School and the innovative changes, it very well may be expressed that to improve the pioneering architecture, urging educators to rehearse culture into the working environment will upgrade the efficiency of instructors just as understudies. Authoritative change refers to the shift of one condition of issue to another (Shakeel *et al.* 2020). To draw in instructors and understudies for improvement of execution in the advanced foundation of online classes, giving preparation in regards to the advantages of social practices to both can end up being a fruitful innovative architecture adventure taken by the head educator of the school.

Additionally, after Covid circumstances, the school authority should draw in whatever number understudies as could be expected under the circumstances with distance learning and upgrade understudies' efficiency. Generally, they neglect to do as such, which may be unfriendly for the schooling of the understudies just as the ultimate result of the institutional exhibition. Although this would not improve the framework, help the institutional head to plan for improving the shortcomings.

## Conclusion and Recommendation

According to the concept of Canestrino *et al.* (2020), it is essential for the schools and colleges to foster enterprising society in the understudies at the beginning phase of their schooling. The new head instructor of Could Do Better School desires to fuse such exercises in understudies' learning just as in their foundation. The effective proposals can be followed by a further fuse of culture in the foundation.

Increment the guardians' contribution.

- Upgrading the virtues in the staff just as in the understudies.
- Understudies should engage with the staff that may work with their strengthening.
- Setting up some satisfactory order to be trailed by the instructors and the understudies.

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## Patch 3

## Introduction

Referring to the article of Rusliati *et al.* (2020), the author states that the presence of an efficient leader is significant in the business organisation. Moreover, it mentions that in the wake of understanding the concept of changes in leadership with regard to the management, a few imaginative just as inventive procedures like adaptability in work culture, offering significance to point of view of the representatives and more were carried out by the headteacher in the work culture of the educational association named Could do Better school. Furthermore, it is imperative to state that the board of the association is solely responsible to accomplish the objective of the association. The paper also intends to give execution of methodologies practiced in a business organisation.

## Management of the changes implemented in the organisation

It is foremost essential to manage the changes that are implemented in the organisation to get long-term beneficial results. Since the school was underperforming in several aspects, the government and the management of the school appointed a new Head teacher for improving the performance of the employees of the school ultimately helping to achieve the target of the organisation. The new Head teacher tried to understand the reason behind the underperformance of the organisation and its employees by communicating with the staff. After understanding the issue, several innovative as well as creative strategies such as flexibility in work culture, giving importance to perspective of the employees and more were implemented by the head teacher in the work culture of the organisation as well as management of the organisation to achieve the goal of the organisation. Moreover, with implementation of strategies, it is also essential to manage these changes by several innovative as well as creative ways such as:

### Preparing for change

As opined by Sumitani (2020), before implementing any sort of changes in management, it is essential to first prepare a plan for implementing changes in management. During preparing for change, the head teacher of the organisation should discuss and analyse the situation with the staff of the organisation that already had a feeling of ignorance of their viewpoints by the

previous head teacher. This would help the head teacher gain the trust among its staff by giving them value in the decision-making process. Moreover, as opined by Fiaz *et al.* (2017), this kind of democratic leadership style would help the headmaster to have several innovative as well as creative ideas to manage changes as this will have a positive effect on the staff to perform their role in the organisation productively.

**Managing change**

After preparation of the strategy, the next step required is the implementation of the same on the functioning of the organisation effectively to manage this change within the organisation (Sumitani, 2020). Several ways in which this change can be implemented by the head teacher in the work culture of the organisation for achieving long-term success are:

*Communicating the plan:* In order to be an effective leader, it is essential to communicate any strategy of plan with the staff of the organisation as this led to engage employees in successfully implementing changes for achieving long-term goals of the organisations (Stoyanova and Iliev, 2017). The new headmaster should discuss the final changes going to be made in the culture as well as operations of the organisation and try to take their advice as well. This will ultimately encourage them to work according to the changes made in management thus making the change management process smooth for the headmaster.

*Prepare guide for the sponsors of the organisation:* As opined by Napier *et al.* (2017), before implementing these changes it is essential to make the sponsors of the organisation understand the need of these changes. The new headmaster should convince the management and the government bodies the reason behind the underperformance of the school and the need of the changes in leadership style and work culture such as involving staff in decision making process, flexible work culture during online classes owing to COVID-19, retention of skilled employees by promotions, rewards and more.

*Plan for organising several training programs:* According to Obeidat *et al.* (2017), it is essential to train the employees according to the changes made in the organisation to gain positive results of these changes. During COVID-19 situation, the starting of online classes led the new head teacher to understand that only implementing digital technology for the purpose was not enough. It was essential to arrange training sessions for the teachers as well to cope up with the change so

that they can effectively use the digital technologies to teach students and make the class interesting for them.

*Overcoming any hurdle during managing the changes:* According to Aslam *et al.* (2018), with the help of knowledge sharing with the help of communication among the experienced and skilled staff, any hurdles can be overcome during implementation of changes. Similarly, in school, the head teacher with the help retention plan, valuing his staff can overcome barriers in the path of change management.

**Strengthening the change**

According to Sumitani (2020), after proper planning and implementation along with management of these changes, the leader should also ensure to strengthen the changes in the organisation to achieve long term success from it. Therefore, the headmaster should regularly try to look into several new methods and ways to improve these changes in the organisation to improve the performance of the organisation.

## Conclusion and Recommendation

In order to conclude, it can be said that it is essential to deal with the progressions that are executed in the educational association to get long haul advantageous outcomes. First and foremost, the school should activate the workshops as this will enhance the leadership working aptitudes. As the school was failing to meet expectations from numerous sectors, the public authority and the head of the administration of the school delegated another Headteacher for improving the exhibition of the representatives of the school at last assisting with accomplishing the objective of the association.

## Self-reflection

According to the idea of (EPM, 2021), Gibbs reflective cycle refers to the six stages of execution of personal experience. Hence for this reflection, Gibbs reflective cycle is used. Gibbs' reflective cycle has six stages named description, feeling, evaluation, analysis, conclusion and action plan.

**Figure 1: Gibbs' self-reflective cycle**

(Source: EPM, 2021)

*Description:* The Could Do Better School majorly deals with the students from socially and financially backward communities who lack opportunity and resources for building a successful career. The students are mostly between the age group from 11 to 18. However, even after significant growth of the students' performances, the growth was not enough for them to cope up with other national students. Additionally, in spite of having enough staff strength and talented teaching staff, the teachers were not able to put their best efforts. This was due to poor management and low wages.

*Feeling:* Owing to the need for improving management practices, the former head teacher implemented a number of practices that were somehow useful for the wellbeing of the staff, which in turn promoted the wellbeing of the students. Therefore, the former head teacher felt the

need to enhance the communication among the staff as well as between students and teachers. Hence, he started to conduct two meetings every week with teachers and students. Moreover, the iso improvised the teaching methods and included action-based teaching following a proper study plan where past learning was well integrated with the present learning. According to Idris *et al.* (2018), developing the skills of the employees and empowering the employees can increase the employee job satisfaction and improve their performance. Therefore, for enhancing the teaching skills, special training was also conducted among the teachers.

*Evaluation:* After the employment of the new head teacher, the evaluation of the situation and management practices were done. However, the evaluation showed that the teachers were quite satisfied with management and were ready to actively participate in the growth of the institution along with the students. However, he identified the further need for motivation in the students. Moreover, the need to build leadership quality among the teachers and the students were also evaluated by the new head teacher.

*Analysis:* After the evaluation of motivational needs among the students, the new head teacher has developed strategies for working in collaboration with the local primary schools from where the students are coming to their institute and the universities where they will go in future. Moreover, for enhancing the quality of learning, the parents' involvement with their child's education was also enhanced. However, while these practices were being implemented the global pandemic of covid-19 disease has forcibly changed the conventional education system to online education. There were many students who could not engage themselves in this new system.

*Conclusion:* hence, it was concluded that owing to the lack of resources many students could not get engaged with the new education system. However, this situation could be overcome by enhancing the engagement of the teachers, which could be achieved by increasing the employee satisfaction among the staff. An active participation from the teacher can influence the students and their parents to arrange the required resources for engaging the students with learning.

*Action plan:*

In the concerned case study, it has been analysed that the school named "Could do better" has been suffering from ample hindrances when it comes to the smooth functioning of the educational institution. However, in order to eradicate the prominent issues, it is imperative to execute a plan of action. The action plan will be an inclusion of conducting a variety of

workshops which will preach employee engagement with the students, involvement of parents is equally essential in the institution.

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