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 seize 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

U.S. Small Business Administration:  www.sba.gov
& U.S. Department of Commerce:  www.census.gov
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

The following table illustrates the yearly earnings for different levels of education, based on data from the U.S. Department of Labor's U.S. Bureau of Labor Statistics in 2005.

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<tr>
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<tbody>
<tr>
<td>Less than a high school diploma</td>
<td>$401</td>
<td>$1,604</td>
<td>$20,852</td>
</tr>
<tr>
<td>Bachelor’s Degree and Higher</td>
<td>$986</td>
<td>$3,944</td>
<td>$51,272</td>
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<tr>
<td>Difference</td>
<td>+$585</td>
<td>+$2,340</td>
<td>+$30,420</td>
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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 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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