



hugonote kollege

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School of Social Innovation
Leadership for Social Innovation and Entrepreneurship



Leadership for Social Innovation and Entrepreneurship aims to equip students with the competence required to engage with social innovation through social entrepreneurship through the use of innovative leadership approaches.

The objective is to start and profitably sustain social organisations and businesses. The individual competencies are linked to institutional dimensions to concurrently enhance the institutional capacity of social organisations businesses.

Warren Bennis said: "To an extent, **leadership is like beauty: It's hard to define, but you know it when you see it.**"

Professor Muhammad Yunus defined a social business: "Created and designed to address a social problem. A non-loss, non-dividend company."

Social entrepreneurship is an approach by individuals, groups, start-up companies or entrepreneurs, in which they develop, fund, and implement solutions to social, cultural, or environmental issues.

The following topics will be covered by **Prof Erwin Schwella**, Dean of the School of Social Innovation at Hugenote Kollege and **Dr Ryno Els**, lecturer at the School of Social Innovation at Hugenote Kollege:

Topic 1: Leadership for Social Innovation and Social Entrepreneurship

- Setting the scene
- The Schwella Leadership Model and Social Entrepreneurship
- Leadership challenges in South Africa
- Turning frogs into princes: Creativity and innovation for social entrepreneurship
- Business planning

Topic 2: Innovation for Social Innovation and Entrepreneurship

- The Civinovus Social Innovation Model
- Techniques and templates for social innovation and entrepreneurship
- Work session: from ideas to implementation: business ideas to businesses inclusive innovation for business pitches and business planning
- Connecting the dots: socially innovative social entrepreneurship
- Business planning

Topic 3: Entrepreneurship for Social Innovation and Entrepreneurship

- Overview of social business DIY toolkit
- Building social businesses

Topic 4: Leadership, Innovation and Entrepreneurship for Social Business

- Making the case Business ideas: competition pitches
- Business ideas: competition evaluation and award
- Harvesting the learning: the Schwella Action Learning Model and individual assessment
- Conclusions: Ethical considerations

After completion of the course the student will be able to:

1. Analyse and combine the complex contexts of innovative leadership for social entrepreneurship in social organisations and businesses;
 - a) Assess and evaluate the theoretical concepts of innovative leadership for social entrepreneurship in social organisations and businesses;
 - b) Compare global and local challenges related to strategic decision making for innovative leadership for social entrepreneurship in social organisations and social businesses;
 - c) Design and develop learning social innovation leadership through an understanding and application of leadership competencies for social entrepreneurship in social organisations and social businesses;
 - d) Select effective and ethical public institutional capacity appropriate and applicable to good leadership for social entrepreneurship in social organisations and social businesses;
 - e) Create organisational change plans to address wicked governance problems through innovative design thinking for social entrepreneurship in social organisations and social businesses;

2. Analyse social innovation leadership and management techniques for social entrepreneurship in social organisations and social businesses; and
3. Identify and critically construct a personal and professional own learning journey.

Admission Requirements

Requirement for admission is preferably an undergraduate degree or equivalent qualification. Applicants with a grade 12 school leaving certificate are also eligible for admission to executive short courses with appropriate leadership and management experience.

Distance Learning Delivery

In the distance learning delivery approach, the course is presented via the My Notes Student Portal of Hugenote Kollege in a programme that will require guided self-study from participants. The time required for this self-study delivery will be ± 40 hours and requires an in-depth engagement with all of the material supplied. The self-study on My Notes will be linked to three weekly four-hour Zoom-based teaching sessions. Attendance is compulsory.

Zoom sessions	Timeslot	Topics
1 st Week 1 st Session	14:30 – 18:30	Topic 1 and 2
2 nd Week 2 nd Session	14:30 – 18:30	Topic 3
3 rd Week 3 rd Session	14:30 – 18:30	Topic 4

The prescribed compulsory assessments will require self-study and uploading of the assignments onto My Notes to be graded. The duration of the course adds up to ± 35 days and is delivered in the manner set out above and below.

Assessment methods

- Individual assignment (40%)
 - The participants have to write a solution to a problem in essay format of ± 10 pages. The topic of the problem is based on the content of the executive short course. The hand-in-date is at the end of the duration of the course which is normally three weeks after the 3rd Zoom session.
- One Individual open-book end-of-module examination (40%)
 - The end-of-module examination is scheduled a day during the week after the 3rd Zoom session. The open-book-examination day is scheduled on My Notes and is available from 08:01 until 23:59. The participants need to answer the open-ended-questions with all the information available to them. The purpose of the examination is to test insight and not rote learning.
- Individual leadership journey exercise (15%)
 - The participants have to start a personal journey exercise after the first Zoom session. This has to be loaded onto My Notes during the week after the 3rd Zoom session. The required documentation for this assessment is in the form of a journal or essay. What needs to be reflected upon are insights and applications of lessons learnt throughout the executive course.

- Class group presentation (5%).
 - The participants are given a challenge during the 1st Zoom session which they have to present during the 3rd Zoom session. The challenge is based on the content of the information covered during the 1st Zoom session. The purpose is for the participants to learn from each other.

References and study material

- Dubrin, A.J. 2016. Leadership: Research Findings, Practice, and Skills, International 8th Edition. Boston MA: Cengage Learning.
- Nesta. nd. Development Impact and You DIY: Practical Tools to Trigger and Support Social Innovation undated <https://diytoolkit.org/media/DIY-Toolkit-Full-Download-A4-Size.pdf> (accessed 28 April 2020).
- Sanlam. nd. The Business Plan Workbook <http://documents.sanlam.co.za/The%20Business%20Plan%20Book.pdf> (accessed 28 April 2020).
- Zagarzazu. D. 2016. The Social Business Canvas Model: <http://innodriven.com/the-b-canvas-designing-sustainable-business-models/> (accessed 28 April 2020).
- Various additional academic and professional sources and resources will be provided and updated continuously during and after the class sessions
- Sacssp.co.za. (2019). Conduct and Ethics | SACSSP. [online] Available at: <https://www.sacssp.co.za/conduct-and-ethics/>.

Various Additional academic journal articles will be provided and updated annually.