

# Competencies for Sustainable Entrepreneurship

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# Evolved over time

- Lans, T., Blok, V., & Wesselink, R. (2014). Learning Apart Together: Towards an Integrated Competence Framework for Sustainable Entrepreneurship in Higher Education. *Journal of Cleaner Production*, 62, 37-47.
- Ploum, L., Blok, V., Lans, T., & Omta, O. (2018). Toward a validated competence framework for sustainable entrepreneurship. *Organization & environment*, 31(2), 113-132.
- Nowadays: GreenComp as counterpart to EntreComp (2022); but not integrated!!



*"I realise sustainable entrepreneurship means that I have to be able to deal with uncertainty, that I can make future prognoses, and that I am able to make, and when necessary change, plans for the future"*

*"I understand that sustainable entrepreneurship is surrounded with lack of clarity. I know what trustworthy sources are and realise that facts and figures need translation to my own practice and values. The decisions I make or the initiatives I take are based on these insights and values"*

*"I realise sustainable entrepreneurial issues also requires taking action and initiative. More specifically it involves arranging tasks, mobilising people and other resources, inspiring and motivating others and an evaluation of my project"*

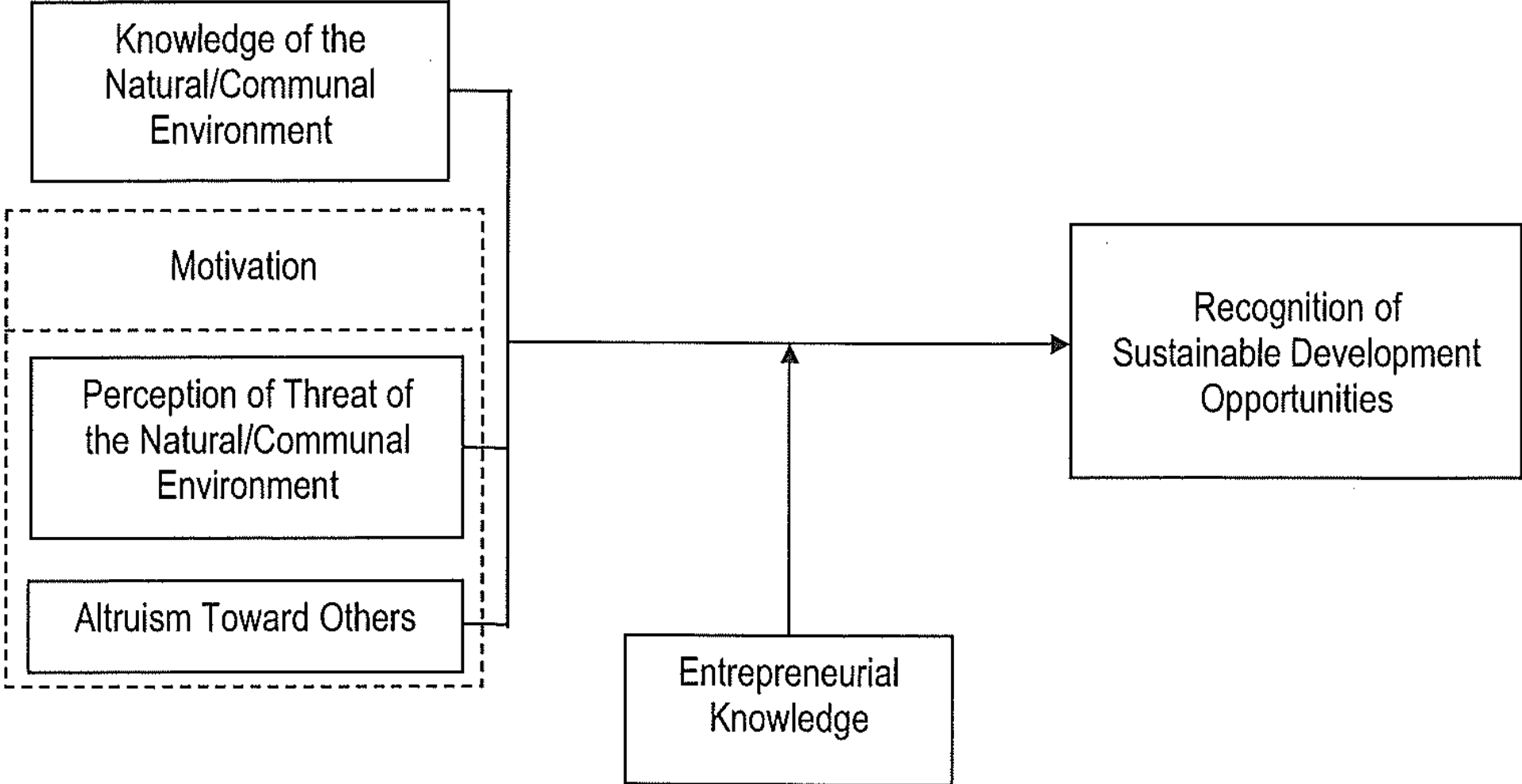
*"Before I start working on a sustainable entrepreneurship issue I first identify the system(s) it may concern by examining the linkages and interactions between the elements that compose the system"*

*"I realise that sustainable entrepreneurship issues require more disciplines (e.g. maths, biology, science, social science) to solve the problem or minimize the impact of the problem. I cannot solve challenges such as energy saving, waste management, labour conditions or reducing carbon footprints on my own"*

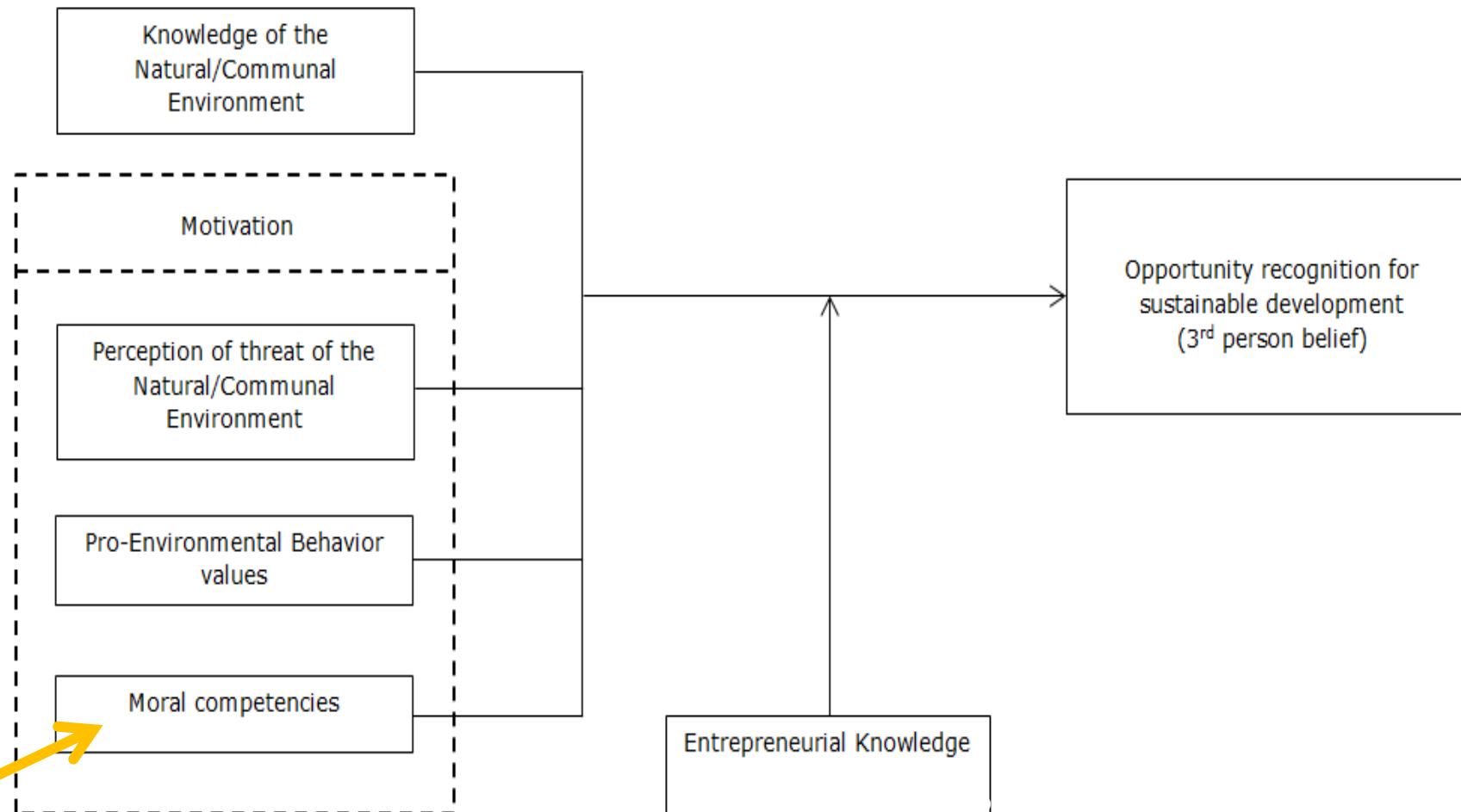
*"I see that working as a sustainable entrepreneur is in most cases not something you do alone, it demands working with people who have different backgrounds which requires being able to communicate to these different people"*



# A Model of Recognition of Sustainable Development Opportunities

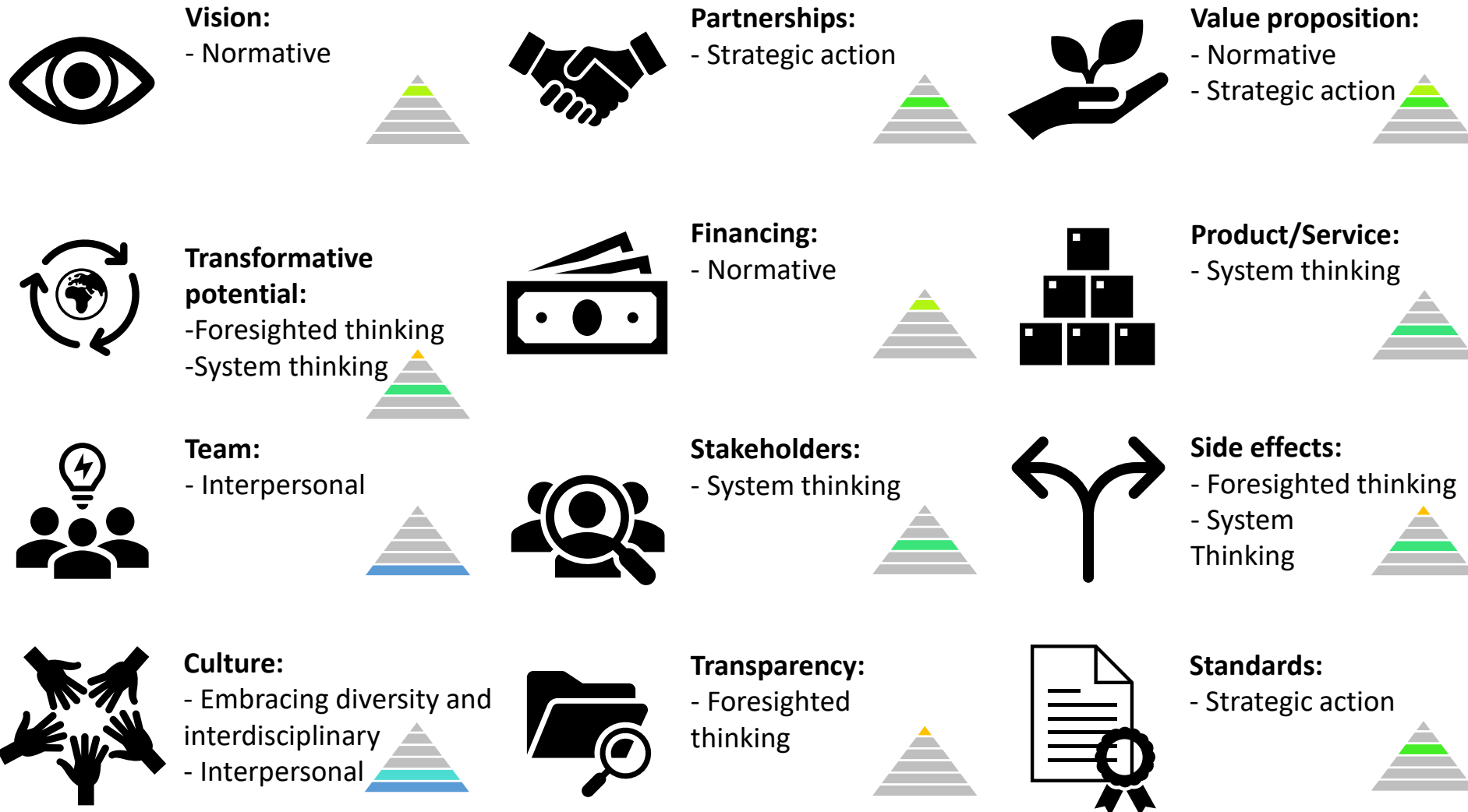


# Revised model of opportunity recognition for sustainable development



Ploum et al. (2018). Exploring the relation between individual moral antecedents and entrepreneurial opportunity recognition for sustainable development. *Journal of Cleaner Production*, 172, 1582-1591

# Sustainable businesses development and use of competencies (most recent work 2023)



# Competence scan for individual reflection

- Sustainable Entrepreneurship Scan (SES) developed
- Guiding instructions for reflection
- 5 times per year a coach meeting



Forms Sustainable Entrepreneurship Scan - 2nd round BMO - Opgeslagen

Vragen Antwoorden 36 Preview Stijl Antwoorden verzamelen

## Sustainable Entrepreneurship Scan - 2nd round BMO

**What to expect?**

On the next pages you will find a list of 6 competencies and related performance criteria. All these competencies focus on sustainable leadership: activities and processes to discover, evaluate and exploit opportunities in order to enhance sustainability. With sustainability (issues) we mean challenges, such as energy saving, waste management, labour conditions, maintaining biodiversity, carbon footprint reduction and social responsibility.

**How to fill in?**

The performance criteria can more or less be applied to yourself. Rate yourself according to your own opinion about your performance for a criterion at this moment by giving yourself a mark between 1 and 10 (1 = low and 10 = high) for every criterion. Relate the questions to your work within the study program, or other work experiences. It is perfectly fine if you cannot relate all items to actual performance already. It is important that you give yourself a honest mark for every performance criterion, remember that the results are anonymous because of the unique code. It could be that some of the criteria haven't been trained in your study program yet or didn't get the chance to be trained in any other situation in your life (e.g. internship, work at home, holiday job). Show this by giving a low score for these criteria.



# So what?

- Importance in light of sustainable venture development
- BUT, mostly for personal development
  
- How can you become that sustainable entrepreneur you want to become?