



PERSONAL LEADERSHIP AND ENTREPRENEURSHIP

September 2020 – December 2020

Cohort 6
Semester 3

Faculty of Engineering, Design and Computing



Content

Introduction	3
1 Aims of the Honours Programme	3
2 Programme structure and content	5
2.1 Programme structure – two years	5
2.2 Programme content – overview of two years	5
2.3 Detailed content and structure of Semester 3 (see appendix 1 – Programme Schedule).....	6
2.4 Internationalization and dealing with different cultures	7
2.5 Coaching	11
2.6 Study load (hours)	13
2.7 Assessment	13
3 Teaching and Learning Strategies	14
4 Regulations.....	15
5 Contact person and Honours team	16
Appendices.....	17
Appendix 1: Programme Schedule- Honours Cohort 5 semester 3	18

Introduction

CONGRATULATIONS!!!

You have reached the final semester of the Honours Programme. You have now completed the first and second semesters. These semesters focused on:

Skills and knowledge – personal leadership; leadership; entrepreneurship, business skills; product innovation – knowledge and experience of user-oriented product analysis and evaluation, bio-inspired product (re) design and innovation, pitching your (re) design; intercultural leadership

Personal Development – in-depth insight into yourself; exploring how you lead your life and how you influence others; professional attitude; teamwork; flexibility; creativity; Insights Discovery – discovering your personal psychological preferences; further development in how you relate to others

During this final semester the main theme is local entrepreneurship and internationalization, please see section 2.4 for details. Besides, there will be Masterclasses covering Debating.

Coaching forms an essential part of the Honours Programme. The first two semesters have focused on personal development and community coaching. This semester will focus on individual coaching and the theme for coaching is PROFESSIONAL – exploring your professional perspective and Honours profile (see section 2.5 for more details).

The semester will close with a Graduation Ceremony.

Wishing you lots of excellence during this, last semester of Honours!

*“Come, seek, for search is the foundation of fortune:
every success depends upon focusing the heart.”*

Rumi

1 Aims of the Honours Programme

The student needs to demonstrate the following skills and behaviour and to apply knowledge (related to Leadership and Entrepreneurship) to receive the Honours Certificate at the end of the two years:

Applied knowledge and insight

The student can apply knowledge, insight and a solution-focused approach to develop new concepts and models (using a pragmatic knowledge base) using research to support these. Alternatively, the student can discover new applications for current knowledge. The student can apply and integrate current knowledge (professional subject, entrepreneurship, leadership, self-insight) and can succeed in new unknown situations. The student has developed the necessary competences to be able to successfully defend his/her point of view and solve any issues in an integrated manner.

Judgment (opinion)

The student is able to gather relevant information to form an opinion, taking into account any social, cultural, technological, economical, legal and ethical aspects. S/He does not need to have all the information to be able to come up with an argued opinion. The student is a mastered conceptual and “critical” thinker. S/He is able to identify the essential facts and can look at things from different points of view (perspectives).

Communication and interpersonal skills

The student is able to clearly and logically communicate ideas, conclusions, information and motives both written and verbally. S/He is able to do this in a public setting with both specialists and non- specialists present.

The student actively contributes to the team, incorporating different team roles when required. S/He is able to inspire and support others and shows empathy.

Professional attitude

The student is able to identify gaps in knowledge and skills and is able to work on these individually and pro-actively. The student is able to reflect on their professionalism and is able to adjust accordingly.

2 Programme structure and content

2.1 Programme structure – two years

The Honours Programme – Personal Leadership and Entrepreneurship in the Faculty of Engineering, Design and Computing (EDC) is a programme designed for excellent and talented students who are looking to be further challenged beyond their regular Bachelor degree. Its content is designed around the following five pillars:

- ✓ Excellence – commitment, high demands and striving for the best
- ✓ Community – cooperation with like-minded people, networking and encouragement
- ✓ Personal Development – intrinsic motivation, ambitious, self-direction and reflection
- ✓ Innovation – intellectual curiosity, enquiring, risk-taking, focus on creative solutions
- ✓ Internationalization – cooperation with international people, openness for different thinking, the pace of life, way of living

The duration of the Honours Programme is two years. It starts the second half of the second year (of the regular Bachelor programme) and finishes before the students start the graduation phase (second half of the fourth year). The programme equates to a total study load of 18 European Credits (ECs) this equates to 6 ECs per semester.

2.2 Programme content – overview of two years

The programme is divided up into two learning tracks:

- ✓ skills and knowledge, and
- ✓ personal development

and is divided into three semesters. Each semester focuses on an area of study as follows:

Semester 1 – personal leadership, leadership and entrepreneurship

Semester 2 – product innovation - entrepreneurship and intercultural leadership

Semester 3 – internationalization – local solutions for local problems, think locally, act globally

Semester 3 is delivered through Masterclasses on Wednesdays. The following subjects will be covered:

Think local, act global

Local solutions for local problems

Fundraising

Cultural awareness

Debating

Personality type

In addition to the Masterclasses, coaching forms an integral part of the Honours Programme. This coaching takes place at both individual and community levels. The focus of the coaching sessions are as follows:

Semester 1 – ME - explore self and your ambitions

Semester 2 – WE – how the student relates to others

Semester 3 – PROFESSIONAL – explore your professional perspective and Honours profile

2.3 Detailed content and structure of Semester 3 (see appendix 1 – Programme Schedule)

Semester 3 starts with a Kick-off followed by the first Masterclass.

During this semester the Masterclasses are planned on a Wednesday afternoon, starting at 14.00 and finishing at 17.00 at both the Inholland locations in Alkmaar, Haarlem and Delft and online. Please refer to the Programme Schedule (appendix 1) for details on the location and room for the Masterclasses. The individual coaching sessions are organized between you and your allocated coach at a mutually convenient day, time and location during the weeks allocated for individual coaching (see appendix 1).

2.4 Internationalization and dealing with different cultures

“The will to win, the desire to succeed, the urge to reach your full potential... these are the keys that will unlock the door to personal excellence.”

Confucius

Introduction

In a world that becomes more and more connected and having distances that are fading, internationalization is becoming of key importance for proper functioning in your professional career. To experience what it means to cooperate with people from a different culture, education and life pace, several challenges need to be overcome to make a project successful. To experience what this implies in reality, you will work on a project that will enable a local community in Tanzania to develop themselves further and live a better life.

Worldwide, many people still don't have access to clean water or sanitary systems. Since people have always lived like this, they don't always see this as a problem. However, people that live under these circumstances do have their problems and challenges that they would like to solve. One example is that many people still have to walk several kilometres to get the water they can drink without getting sick. A whole day per week is used to have a drinking water supply to last a week. Children also have to help with this as the adults alone cannot carry enough water. This prevents children from going to school to get an education. Analphabetism therefore still exists although people would like to change this to achieve a better life standard, the basic needs prevent them from doing so.

In this semester, you will work on several aspects that will enable local people to get clean water in a way that is beneficial for the local community. This will include thinking of an optimal solution for obtaining clean water, as well as finding financial resources and educating local people to learn them on how to maintain and repair their clean water source by themselves. Ownership of the project by the local population is the key to making this project a success.

“Give a bowl of rice to a man and you will feed him for a day. Teach him how to grow his rice and you will save his life.” – Confucius

Learning outcomes

The aims (learning outcomes) of this specialization route are:

- Develop an understanding and awareness of the role that you can play in an international setting
- Understand the critical role of the local population to aid in the success of a project
- Understand the impact on a local community of your solution
- Learn about the complexities of an international project
- Learn the routes that can be followed to gain funding for your project
- Provide insight and awareness of your leadership style (Insights)
- Identify and develop what you would like to take a lead on (coaching)

Curriculum

Kick-off - Masterclass

- Topics include (but aren't limited to):
 - Kick-off, welcome to the last semester
 - Introduction internationalization.
 - Water project Tanzania

Presenting in English for different cultures - Masterclass

- Topics include (but aren't limited to):
 - How to present your idea to a specific audience (sponsors, locals, etc)
 - Cultural awareness

Community organization and development - Masterclass

- Topics include (but aren't limited to):
 - Analysing local communities
 - Impact of technology on the community
 - Ownership of the project by locals
 - Roles of the villagers

Progress - Masterclass

- Topics include (but aren't limited to):
 - Students present progress and results so far from the water project
 - Discussion on the effectiveness of proposed ideas
 - Ways to proceed

MBTI - Masterclass

- Topics include (but aren't limited to):
 - Finding out how personalities can be subdivided into categories using colours
 - Finding out your colour
 - Discover how to benefit from this knowledge about yourself in real life

Progress - Masterclass

- Topics include (but aren't limited to):
 - Students present progress and results so far from the water project
 - Discussion on the effectiveness of proposed ideas
 - Ways to proceed

Fundraising - Masterclass

- Topics include (but aren't limited to):
 - The Ikwambe foundation
 - Finding funding sources
 - Make the story (why should your idea/project be funded)
 - Convince funders / investors
 - Effective use of funds

Debating - Masterclass

- Debating
 - Discuss in an open and respectful way
 - How to convince (affect, influence, challenge) others
 - Techniques, tactics, 'tricks' and tips
 - A debate within the communication spectrum
 - A debate in the 21st century (dead or decisive?)

Leadership - Masterclass

- Final assessment
 - Students present the results of the water project
 - Discussion on how the project should proceed

Teaching and learning methods

Experiential learning including talks, discussion, self-reflection/exploration, guided small group processes, cases

Assessment of the water project

The assessment and result of semester 3 water project is a report which shows how you have acquired the learning outcomes stated above. Also, you will give a presentation to a jury that will judge if your project is good enough to pass.

Your report can take any form you like (you can be creative 😊). You must include the following three points:

1. How the local people can be helped in realizing a clean water source
2. What the impact is on the local community and the social interactions when placing a clean water source
3. How funds can be raised
4. Next steps that need to be taken to make the water project a success

The final assessment will consist of:

1. The above-described report
2. A presentation on your findings for a jury consisting of the coaches, Miss Mutakyahwa, and an external committed person.

The deadline for submitting your report to the Honours Coordinator is Friday 4th December 2020 by 17.00. Please note that this will be discussed during your final presentation.

2.5 Coaching

Increasingly, organizations are shifting the responsibility for personal and professional development back to the individual. The insight and ability to manage your own personal and professional development and growth is seen as a key strength.

To prepare for the above, coaching in the Honours Programme, both individual and community (group), forms an essential part of your development, both personally and professionally. Within this framework each semester has a coaching theme:

Semester 1 - ME – exploring self, your ambitions, your talents and teamwork

Semester 2 - WE – how you relate to others within a wider context beyond your community

The focus of the third semester will be individual coaching. The theme, which will be explored, is PROFESSIONAL – explore your professional perspective and Honours profile.

There will be two individual coaching sessions during this semester. The first coaching session has been timetabled to take place on Wednesday 16th September 2020 or, if more convenient, within that week. If the latter is not the case then please arrange a suitable day, time and location with your coach. In preparation for this session, please read your Insights Discovery Profile to identify your personal and professional preferences and your strengths and development points. This will be used as the basis for your development goal(s) for this semester. The second coaching session will take place in the week of Wednesday, 13th of November. You will need to arrange a suitable day, time and location with your coach during this week, as mentioned in the Programme Schedule (see appendix 1). During this coaching session, you will discuss your Professional Profile of Excellence.

Learning outcomes coaching sessions

The learning outcomes for the third semester – professional orientation are:

The student is able to:

- identify their strengths and development points
- deal with different cultural settings
- develop solutions that do contribute to a local situation
- oversee the impact of their solution to social aspects of a local community
- use feedback constructively
- orientate on their professional perspective – including referring to at least three of the resources listed

Assessment coaching

The assessment and result of semester 3 is a Professional Profile of Excellence which shows how you have acquired the learning outcomes stated above.

Your Professional Profile can take any form you like (you can be creative 😊). You must include the following two points:

1. Reflection on what Honours has brought you as an Honours student.
2. Awareness of your talents and potential for development.

The deadline for submitting your Professional Profile of Excellence to your coach is Friday 27th November 2020 by 17.00. Please note that this will be discussed during your final coaching session.

Resources

- MBTI Profile
- Prospects – www.prospects.ac.uk
- Work value test – www.123test.com
- John Lees – www.johnleescareers.com
- Dick Bolles – www.jobhuntersbible.com

2.6 Study load (hours)

The student will receive 18 European Credits (ECs) for completion of the two year Honours Programme, which consists of three semesters. This means that each semester is worth 6 EC's. Semester 3 is divided up as follows:

- ✓ 112 hours Internationalization – local solutions for local problems
- ✓ 28 hours contact time during Masterclasses and self-study
- ✓ 28 hours coaching and Professional Profile of Excellence

2.7 Assessment

Please see sections 2.4 and 2.5 for details of the assessment requirements.

3 Teaching and Learning Strategies

Teaching and Learning within the Honours Programme is rooted in action and the reflection on it. It is a dynamic interplay between the aspirations of the students, the Honours programme's stated learning outcomes, the actual issues around which lecturing is designed and the lecturers, coaches and guest speakers who are responsible for creating the framework. This approach is built on the following:

- ✓ Student-driven (initiative by students) and active
- ✓ Exploring boundaries and stretching them
- ✓ Students challenging themselves, each other and lecturers
- ✓ Giving room to student's own ideas
- ✓ Understanding and applying (no recall)
- ✓ Being authentic
- ✓ Creative and open format
- ✓ Enquiring mindset

The key principles underlying the teaching and learning strategies are:

- ✓ Playful - create an inspiring, creative, constructive and safe learning environment
- ✓ Reality-based - working with real problems, real people and real needs
- ✓ Risk-taking - creating opportunities through challenging our own fears and daring to stand out and be different
- ✓ Balanced - strive for a dynamic interplay between content and form, the individual and the community, the local and the global, practical and theory, multiple intelligences (head, heart and body)
- ✓ Compassionate (socially aware) - passionate to alleviate the suffering of other people

4 Regulations

All scheduled Masterclasses (see appendix 1 for the Programme Schedule) are compulsory. Please note the following: the student is allowed to miss 2 scheduled sessions, in one semester:

- ✓ 2 Masterclasses

Any missed Masterclasses will be recorded on the Honours Certificate as *not completed*. **When a student misses more than 2 scheduled classes he has to leave the programme.** Each Masterclass will work with an attendance list. The student is responsible for signing the attendance list.

NOTE: it is not possible to resit Masterclasses.

You have to be present and on time. Delays are no justification for being absent. Of course, there can be circumstances which prevent you from being present. The Honours Board will evaluate the validity of your absence. You need to hand in written evidence (doctor, NS). If you cannot come to one of the Masterclasses you need to inform us, as soon as possible (and no later than Tuesday before a Masterclass) by sending an email to Ceesjeroen.Bes@inholland.nl with a “cc” to the Honours email address HonoursEDC@inholland.nl

5 Contact person and Honours team

Cees-Jeroen Bes, Honours Programme Director, is the first contact person for all questions regarding the programme. Please send an email with your question(s) to Ceesjeroen.Bes@inholland.nl with a cc to the Honours email account: HonoursEDC@inholland.nl. His telephone number is: 06 1527 9552

The Honours team is responsible for the Honours programme as a whole:

Inge Wisselink	Inge.Wisselink@inholland.nl
Fred Wollerich	Fred.Wollerich@inholland.nl
Simon Palser	Simon.Palser@inholland.nl
Lynette Remba	Lynette.Remba@inholland.nl
Elizabeth Berghuijs	Elizabeth.Berghuijs@inholland.nl
Cees-Jeroen Bes	Ceesjeroen.Bes@inholland.nl

In addition to the Honours team, guest speakers will be invited to give Masterclasses.

Appendices

Appendix 1: Programme Schedule- Honours Cohort 6 semester 3

Date	Calendar week	Time	Location	Content
Wednesday – 9 th September 2020	37	14.00-17.00	Online	Kick-off and Masterclass Tanzania water project Cees-Jeroen Bes, Feliciana Mutakyahwa & Coaches
Wednesday – 16 th September 2020	38	14.00-17.00	By appointment with the coach	Individual coaching
Wednesday – 23 rd September 2020	39	14.00-17.00	Haarlem – H0-24	Masterclass community organization and community development Wendy Molendijk
Wednesday – 30 th September 2020	40	14.00-17.00	Online	Masterclass fundraising Max, Pascalie, Thijs
Wednesday – 7 th October 2020	41	14.00-17.00	Online	Masterclass progress Feliciana Mutakyahwa, Cees-Jeroen Bes, coaches
Friday – 9 th October 2020	41	10.00-17.00	t.b.d	Masterclass MBTI Hans Stemkens, Cees-Jeroen Bes
Wednesday – 11 th November 2020	45	14.00-17.00	By appointment with the coach	Individual coaching
Wednesday – 18 th November 2020	46	14.00-17.00	Online	Masterclass progress Feliciana Mutakyahwa, Cees-Jeroen Bes, coaches
Wednesday – 25 th November 2020	47	14.00-17.00	Alkmaar – A1-31	Masterclass presenting in English in different cultures Lynette Remba
Wednesday – 2 nd December 2020	48	14.00-17.00	t.b.d	Masterclass - Debating Simon Palser
Wednesday – 9 th December 2020	49	14.00-17.00	t.b.d	Final Assessment – Leadership Cees-Jeroen Bes & coaches
Wednesday – 16 th December 2020	50	14.00-18.00	t.b.d	GRADUATION