

MGMT 212/810: Social Entrepreneurship (1.0 cu)

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This syllabus is a game plan subject to moderate change, it is not a contract

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Materials

- **Textbook** “The Social Entrepreneur’s Playbook” by MacMillan and Thompson
- **Bulk pack**

Course Description and Philosophy

Please note this is NOT a course in not-for-profit or NGO management.

This **is** a course on creating a business to attack a social problem and thereby accomplish both social impact and financial sustainability. For this course, social entrepreneurship is defined as entrepreneurship used to profitably confront social problems. This definition therefore views social entrepreneurship as a distinct alternative to public sector initiatives. The basic thesis is that many social problems, if looked at through an entrepreneurial lens, create opportunity for someone to launch a venture that generates profits by alleviating that social problem. This sets in motion a virtuous cycle – the entrepreneur is incented to generate more profits and in so doing, the more the profits made, the more the problem is alleviated. **Even if it is not possible to eventually create a profit-making enterprise, the process of striving to do so can lead to a resource-leaner not-for-profit entity.**

Creating a profitable social entrepreneurship venture is by no means a simple challenge. It involves deeply understanding how to prioritize a multi-mission entity, how to analyze and engage traditional agencies, how to formulate political strategies to develop influence and social assets in target beneficiary markets, how to forge negotiating strategies for securing resources, how to capture publicity for the enterprise, and generally how to minimize resource requirements.

Note: MGMT 806: *Formation and Implementation of Entrepreneurial Ventures* and MGMT 810 apply a common theoretical framework to businesses with differing value propositions; therefore, students should **not** plan their course of study to include both of these courses. There is considerable overlap.

COURSE COMPONENTS

The course comprises four major components: 1) A social Venture business plan, 2) A readings report, 3) Several NationBoosting Presentations, 4) Class participation.

1. Social Venture Business Plan (SVBP) (55% of grade)

In this course we will begin to demonstrate the validity of the societal entrepreneurship thesis. Student groups will conceive of possible social wealth generating ventures and then develop a plan to seed the formation of a business as a formal experiment. Our hope is that a meaningful fraction of these plans will result in the actual launch of a social entrepreneurship enterprise.

The development of business plans for societal entrepreneurship ventures poses a significant challenge. Unlike an entrepreneurial project, where the prime purpose is the creation of a rent-generating enterprise, in this course we will be looking at dual pursuit of social wealth alleviation and rent generation accompanied by the development of a dual objective business plan.

Thus a major component of the course is for teams of students to develop a Social Venture Business Plan **in PowerPoint format**. Individual students' grades will be determined by the score their team receives, adjusted by a peer review rating of their contribution, as described below.

"Live Case Study" Methodology

In addition to some traditional cases this course will employ what we call a "live case" methodology. The projects on which the student groups are working will be used as live cases to demonstrate the principles to be applied in social entrepreneurship venture situations. We shall undertake active discussion of the projects which the students are developing. A student team will present operational or strategic challenges that he or she is facing in their social entrepreneurship venture. Then class members will be expected to participate in the live case studies by making suggestions and presenting possible solutions to the speaker's challenges.

2. Readings Report: Project Team report (10% of grade)

In addition, a considerable component of the course will involve your reading and internalizing theoretical materials germane to social entrepreneurship venturing. You will be asked to submit a

readings report which summarizes the key insights you obtained from the readings and the degree to which they applied to your projects. **This is a project team report.**

Readings report description

Main report. Your five page report should describe how the bulk pack (**not textbook**) readings applied to your societal venturing project. The structure is simple: Pick the five readings that you think were the most useful for a decision your team made about your venture. The reading does not have to support your decision, but please explain what concepts and conclusions were useful to you and how you incorporated the learnings into your venture.

Appendix: List all readings (including your five most useful) and rate each reading's usefulness along the spectrum: no value, some value, useful, very useful.

Recommended additions and deletions. After the appendix also include recommendations of any readings your team is aware of that did not appear in the required readings list, but you feel should be included. Also indicate any readings from this course that you had in **other** courses, and which courses these were.

This report will then be used to enhance the readings the next time the course is offered.

3. Nation-Boosting Presentations (15% your grade)

Your team will be asked to make **three** presentations of proposals to make a Nation Boosting intervention to attend to and ameliorate a distressed social situation, at a national level, using tools you have learned in the course. Your team will present the results of work you have done in class presentations which will be scored by the rest of the class – call this “crowd-grading”. This is part of the course is going to push you to the edge of your creativity, so this course is not for the faint of heart or feeble of spirit! The details of each presentation will be explained in the course of the program.

4. Class participation (20% of grade)

You have good experience and sharp intellects. There is much we can learn from these, so we expect you will demonstrate these endowments by active contribution to the class discussion

Prerequisites

MGMT230 or MGMT801 are strongly recommended prerequisites. It is expected that much of the materials covered in MGMT 230 or MGMT 801 will have already been mastered or will be mastered early in this course.

The assigned readings in the course are heavy at the beginning of the course. As you get into the course your time will be spent preparing your SWBP, so reading load will be reduced. For each session the required readings must have been studied in advance.

From time to time, mid-course changes in presentations or materials may be made to accommodate schedule changes of visiting speakers.

Bulk Pack

The bulk pack contains Required Readings. Mastery of the required readings should be demonstrated in the final business plan presented at the end of the program. The supplemental materials are provided for those students who are determined to pursue a career focused on social entrepreneurship and want more insight and depth of understanding of the challenges they will face.

Venture Teams

Extensive group work outside of class is an essential part of this course. Course participants are to form social venture teams of **at least five students** whose talents, skills and knowledge are preferably complementary. If students are not in project teams by the project team formation deadline they will be assigned to a team. Student project teams should sit together in the class since we shall be doing some in-class workshops on the team projects.

Your Team's Assessment of Your Contribution to the Team Effort

You will be asked to use the team member evaluation form (attached at the end of the syllabus) to rate the contribution of each of the team members by assigning a percentage effort score to that member. These scores will be used to calculate the weight that will be applied to the individual's teamwork

Allocate EACH member except yourself up to 100 points. **So, if you think all members contributed equally, each would get 100 points from you.** If a team member did not contribute as much as others, that low contributor team member should get less than 100 points. So someone who you think only put in half the effort of others would get 50 points. The scores will be consolidated as in the example below.

| PERCENTAGE GIVEN TO → | | Given TO Person A | Given TO Person B | Given TO Person C |
|--------------------------|-------------|----------------------|----------------------|----------------------|
| PERCENTAGE GIVEN BY → | BY Person A | NA | 100 | 65 |
| | BY Person B | 85 | NA | 55 |
| | BY Person C | 75 | 100 | NA |
| AVERAGE | | 80 | 100 | 60 |

In second row of the example above A felt B had contributed a great deal so B's effort was scored 100 by A, whereas A felt C had not contributed much and so a score of only 65 was given by A to C. As you work through the table you will see that this team was (unusually) dysfunctional – only B was deemed to have made a 100 percent contribution by the other two team members

GRAND AVERAGE $(80 + 100 + 60)/3 = 80$

The Member Weighting will then be calculated as follows:

| | Person A | Person B | Person C |
|--|----------|----------|----------|
| Weighting = Avg./Grand Avg. = Adjustment | 80/80 | 100/80 | 60/80 |
| Adjustment | 1 | 1.25 | .75 |
| So if the team report score was 70 points then: Person A would get $1.00 \times 70 = 70$ Person B would get $1.25 \times 70 = 88$ Person C would get $0.75 \times 70 = 53$ | | | |

To repeat, the following weights determine the final course grade:

- **55%** of your grade will be based directly on the grade given to the team for the SWBP, **adjusted by the group weighting system described above**
- **15%** of your grade will be based on your Nation Boosting presentations, **adjusted by the group weighting system described above**
- **10%** of your grade will be based on the readings report **adjusted by the group weighting system described above**
- **20%** of your grade is based on individual class participation

Some ground rules: If you elect to take this class you are assumed to agree to the following conditions:

1. **If you are an MBA**, you recognize that the course is graded to the curve for MBA's.
2. You recognize that a significant percentage of your grade will be dependent on project team work, and will therefore abide by the weighting score developed from your peer project team members' ratings of your contribution.
3. No cell phones. No texting/use of Smartphones, etc.

Confidentiality

The University is a community for the exchange of ideas and knowledge; policy discourages confidentiality arrangements. In those instances where confidentiality does not interfere with class learning, the instructor will honor requests for confidentiality of student projects on a case-by-case basis. Students will be expected to respect the intellectual property of others.

DETAILED SYLLABUS: This is a preliminary reading schedule, subject to modest change. The numbers in the column headed “Readings” are the numbers of the articles in the readings list below. Required Textbook Chapter readings are labeled **CHy** for Chapter y.

| DATE | TOPIC | MATERIALS DUE | READINGS |
|------|---|---|-----------------------------------|
| 1/13 | Introduction | PlayPumps | |
| 1/20 | Course Overview: SE Plan Content | | 1, 2, 3, CHix , CH1 |
| 1/25 | Problem Specification, Performance Criteria & Segmentation | | 4, 5, CH2 |
| 1/27 | Class Presentations: Personal Experience/s | | 6, 7, 19, CH3 |
| 2/1 | Project Proposals | Maximum Five Minute Presentation Of Social Venture Idea | 8, CH4 |
| 2/3 | Briefing: Workshops & Nation-booster Introduction; Beneficiary Experience Table | Team Formation Complete <i>If you are not in a team of at least five by now you will be assigned to one</i> | 9, 10 |
| 2/8 | Most Competitive Alternative & Capability Tables | Team Project: Problem Specification | 13, CH5 |
| 2/10 | Deliverables Tables | Team Project: Segments & Seed Segment | 12 |
| 2/15 | Guest Speaker: Yonibenyehuda – Ripyl | | |
| 2/17 | Operations Realities: Cost & Asset Tables | Team Project: Experience & Deliverables Tables | CH6 |
| 2/22 | Workshop: Cost & Asset Tables | Team Project: MCA & Capability Tables | |
| 2/24 | Nation-booster Presentations 1 (6 Mins/Grp, + 2 Mins Q&A) | Nation-booster 1: Harsh Life Hassles Presentation | |
| 2/29 | To Be Announced | | |
| 3/2 | Stakeholder Impact Table & Stakeholder Mapping | Team Project: Cost & Asset Tables | 14, CH7 |
| 3/14 | Guest Speaker: Ian MacMillan Sociopolitical Strategy | Team Project: Stakeholder Impact Table & Stakeholder Mapping | CH8 |
| 3/16 | Guest Speaker: Alicia Polak | | 15, 16, 17 |
| 3/21 | DDP, Frame & Scope | | 11, CH9 |
| 3/23 | Workshop: Framing & Scoping | Team Project: Sociopolitical Strategy | |
| 3/28 | Nation-booster Presentations 2 | Nation-booster 2: Netware Presentation | CH10 |
| 3/30 | Guest Speaker: Spencer Penn - Sweetbites | Team Project: Concept Statement | |
| 4/4 | Assumption / Checkpoint Table | Team Project: Frame & Scope | CH11 |
| 4/6 | Checkpoint Assumption Workshop | | |
| 4/11 | Nation-booster Presentations 3 | Nation-booster 3: Fallow Talent Presentation | CH12 |
| 4/13 | Launch / Downsizing | Team Project: Checkpoint / Assumption Table | |
| 4/18 | Guest Speaker: Gene Wade | | CH13 |
| 4/20 | Scale Up | Team Project: “Light Footprint” Strategy | 18, CH14 |
| 4/25 | Final Presentations | | |
| 4/27 | Final Presentations | | |
| 5/2 | Final Projects Due | Business Plan And Readings Report Due At Noon | |

Preliminary Reading List (to be complemented by further readings as course unfolds)

1. Dees and Backman, "Social Enterprise: Private Initiatives for the Common Good," Harvard Business School note #9-395-116.
2. Rangan, Karim, and Sandberg, "Do Better At Doing Good," HBR 96308
3. Dees, "Enterprising Nonprofits," HBR 98105
4. The Not-So-Great Professor: Jeffrey Sachs' Incredible Failure to Eradicate Poverty in Africa
5. Easterly, William, "The Ideology of Development", Foreign Policy.
6. Bajaj, V "Microlenders, Honored with Nobel, are Struggling" New York Times, January 5, 2011.
7. Brooks, David, "Smart Power Setback", New York Times, June 21, 2011.
8. Brown and Watt: "Design Thinking for Social Innovation"
9. C.K. Prahalad, Allen Hammond "Serving the World's Poor, Profitably" September 2002 Issue Reprint # R0209C
10. Karamchandani, Ashish, Kubzansky, Mike, and Lalwani, Nishant, "Is the Bottom of the Pyramid Really for you"? Harvard Business Review.
11. R. Gunther McGrath and Ian C. MacMillan "Discovery-driven planning," Harvard Business Review, Volume 73, No. 4, July-August 1995. pp. 44-54.
12. PATH case
13. Acumen case
14. MacMillan, I.C. "The politics of new venture management," HBR Nov./Dec., 1983.
15. Letts, Ryan, & Grossman, "Virtuous Capital," HBR 97207
16. Dees & Dolby, "Sources of Financing for New Nonprofit Ventures," HBS 391-097
17. Foroohar, Rana, "Where the money is".
18. Why Some Countries Go Bust
19. Blog NY Times: Tara Parker-Pope, "Design Thinking for a Better You", Jan 4, 2016

TEAM MEMBER EVALUATION FORM
(to be submitted on the last day of class)

You may send via email

Team Name:

Your Name:

Team Member's Name
(Please print)

% Effort

(Min 0%, Max 100%)

DO NOT RATE YOURSELF

NOTE: Allocate EACH member up to 100 points. **So if all members contributed equally each gets 100 points.** If particular team members did not contribute as much as others each low contributing team member will get less than 100 points.