

The intrapreneurship lens on the Vitae Researcher Development Framework was developed through a collaborative project with Vitae and eight UK higher education institutions (Durham University, University of Edinburgh, University of Manchester, Newcastle University, University of Strathclyde, University of Surrey, University of Warwick and Queen Mary, University of London).

Twenty five intrapreneurial capabilities were identified and grouped into the following five areas:

- A. Personal effectiveness and motivation
- B. Creating ideas and opportunities
- C. Working with people
- D. Influencing change
- E. Relating to context

The intrapreneurial capabilities were then mapped to the Researcher Development Framework².

For further information on the development of the 25 intrapreneurial capabilities, visit www.vitae.ac.uk/intrapreneurship

Training and development materials relating to this lens are available at www.vitae.ac.uk/rdfenses

Intrapreneurial researcher quotes

“An intrapreneur must have energy, vision and determination, especially when pioneering something new”

Professor John Counsell, University of Strathclyde

“I think that successful academics are the ones who are able to know what is feasible in a context; what kinds of ideas are palatable... to be able to know when it's worth taking a risk...to know which strings to pull in order to bring through an innovation”.

(Research Fellow)

“The opportunity to bid for, organise and execute a successful research seminar series has been one of the most meaningful and satisfying training experiences I have had as a postgraduate”

Joseph Sterrett, Cardiff University

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For further information about the range of Vitae activities go to www.vitae.ac.uk or contact website@vitae.ac.uk

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²Discovering innovation and intrapreneurship in researcher development: development session 2011 www.vitae.ac.uk/intrapreneurship

³www.vitae.ac.uk/rds

⁴www.vitae.ac.uk/conditionsofuse



Researcher Development Framework

Intrapreneurship lens on the Researcher Development Framework

Overview

The Vitae Researcher Development Framework (RDF) underpins a major new approach to developing world-class researchers. The framework has been developed by and for researchers working in higher education as an aid to planning, promoting and enhancing professional and career development. It articulates the knowledge, behaviours and attributes of successful researchers and encourages all researchers to realise their potential.

This is one of a series of lenses on the Researcher Development Framework.

For further information about the Researcher Development Framework visit www.vitae.ac.uk/rdf

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The intrapreneurship lens on the Vitae Researcher Development Framework has been developed to focus on the knowledge, behaviours and attributes that you develop as a researcher and how these can be acquired through or used in intrapreneurial activities.

‘As the global research environment becomes more competitive, acknowledging and understanding the skills, traits and capabilities of researchers who drive and create internal change within universities is becoming more important. These are also important skills for employment in organisations outside higher education’¹. The Researcher Development Framework demonstrates to researchers and higher education institutions how intrapreneurial potential can be unlocked.

Defining intrapreneurship

Within this lens, intrapreneurship is defined as ‘taking direct responsibility for innovation and creativity in order to transform a dream or idea into a ‘profitable’ venture within the organisational environment. It often occurs against a backdrop of enterprise, which is a broader set of skills and attitudes that can enable a culture of innovation, creativity, risk taking and opportunism, and which enables entrepreneurship, intrapreneurship and knowledge transfer.’

“The role of a principal investigator or research group leader, for example, involves the ‘business’ of academia (managing teams, gathering resources and so on) as well as the research itself; successful academics are very intrapreneurial.”¹



¹‘Enterprise at work – exploring intrapreneurship in researcher development’ Vitae 2008

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