

The autonomous
management school of the
University of Antwerp



SME INCLUSION IN EXECUTIVE MASTER (OF SCIENCE) DEGREES ON BUSINESS & INFORMATION TECHNOLOGY MANAGEMENT

E-LEADERSHIP COURSE DEMONSTRATIONS AT ANTWERP MANAGEMENT SCHOOL

MASTER OF SCIENCE IN IT GOVERNANCE AND ASSURANCE

MASTER OF SCIENCE IN ENTERPRISE IT ARCHITECTURE

MASTER OF SCIENCE IN IT MANAGEMENT

Steven De Haes, PhD

Steven.dehaes@uantwerpen.be

**FIFTH EXPERT WORKSHOP
E-LEADERSHIP FOR SMES
9 SEPTEMBER 2015**

ADDRESSING E-LEADERSHIP SME REQUIREMENTS THROUGH INTEGRATED APPROACH

Strategic Leadership

*Becoming expert
Expanding
comfort zone*

Business and IT Strategy & Leadership
Governance, Risk and Control
Governance and Management of Enterprise IT
Cybersecurity
Agile Enterprise Engineering and Architecture

*Applying,
growing, leading*

Personal development
Coaching
Individual Consulting assignment
Group consulting assignments

Digital Savvy

Business Savvy

LESSONS LEARNED

- Since 2010, we follow a strategy of “inclusion”, i.e. we want to expose SME leaders to challenges, theories and models, and experiences of both large size and small-medium organizations. Real innovations start when thinking out of the box.
- To facilitate SME inclusion:
 - to ensure applicability of the programs towards their own SME business context, we provide a **coaching journey** in the context of the masterproject, where participants have to solve a complex organizational challenges, in the own SME environment, grounded in science and rooted in their own practice (high ROI).
 - to accommodate for timing/resourcing:
 - SMEs can also **follow modules (+/- 10 days) separately** instead of full masters program, to allowing spreading in time
 - All meetings are organized in modular blocks of two days (Thursdays 14-22h; Fridays 9-17h), every three weeks, to allow efficient combination with work/family
 - Flemish SMEs can apply **for subsidy / funding** of 50% of entry fee (max. 2500 euro / yearly)

LESSONS LEARNED

- Every academic year, we launch of group of 20-25 participants, coming from small-sized to global companies. (SME +/- 20%)

- Some examples:

NIBC Bank (+/- 550 employees) → Banking

BioBest (+/- 350 Employees) → Humble Bees

Pantheon (+/- 90 employees) → Automation

- Very high satisfaction scores and loyal alumni base

- Testimonial

“When an enterprise is small, a lot of communication still takes place in an informal way and there is less necessity for formalization. **But when the enterprise starts to grow, the organization becomes more complex and informal exchange of information becomes more difficult.** Islands of information will arise and the unity and integration of the organization will be at stake. **Introducing enterprise architecture from the start would prepare the organization for the transformation process from being a small enterprise to becoming a mid-sized enterprise.** The Master in Enterprise IT Architecture, thought at AMS, will give managers the necessary skills to implement such a formal structure without jeopardizing the enterprise’s agility.” *Luc Buntinx, AX Project Leader @ Biobest Group (MEITA, 2014)*

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THANK YOU!
QUESTIONS?

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