

Construction of Effective Entrepreneurship Mentor Team

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ABSTRACT: In recent years, with the country's series of support "mass entrepreneurship, universal creation", the release and introduction of the new policy, innovation and entrepreneurship in China has paced fast. The emergence of the creation space is not only a derivative of the incubator, but also a development platform which provides important practices. The development of the "innovation" has laid a solid foundation. When students have an idea for a start-up, need advice on execution or are seeking partners, they can start by approaching mentors or some of existing student entrepreneurs for advice. From the perspective of R&D, this paper analyzes the current status of and problems existing objectively, and explores some practical policy measures to improve the mentor team construction.

KEYWORDS: Vocational colleges; innovation and entrepreneurship; teaching staff; coaching.

1. Introduction

Since the beginning of 2014, Premier Li Keqiang has put forward the "innovation of the mass entrepreneurship" in the annual meeting of the World Economic Forum's New Champions and the "Government Work Report", making the spirit of innovation and entrepreneurship the focus of education for all. The General Office of the State Council, the Ministry of Education and the Beijing Municipal Government have also issued a series of policies to deepen innovation and entrepreneurship education, effectively promoting the development of innovation and entrepreneurship education in vocational colleges. Under such a background, how to improve the school's management service level and protect the application-oriented talents that are compatible with the future development of science and technology has become an important task and mission of colleges.

Entrepreneurship mentoring is the key to the success of innovation and entrepreneurship education. It has an important impact on the educational function of higher vocational colleges. This is also an important measure to improve the education management level of higher vocational colleges in the new era. Beijing Information Technology College has a team of 30 people in innovation and entrepreneurship. Due to internal and external environmental factors, the effectiveness of the team is not good, and the role of education is not high. At present, there is an urgent need to comprehensively improve the team management level. The research team defines the connotation and influencing factors of team effectiveness, and applies the expectation theory, synergy theory and team theory. Suggestions for improving the effectiveness of the innovative entrepreneurial coaching team are put forward. Internally, by improving the internal factors of the team and enhancing the synergy of various factors, the effectiveness of the team can be improved and the corresponding system assurance can be implemented. It is hoped that through the research of this paper, the efficiency of the innovation and entrepreneurial coaching team of vocational and technical colleges can be effectively improved, and the team management is more scientific and standardized.

2. Reconsidering the team

Higher vocational and technical colleges belong to the higher vocational category, mainly implementing higher level vocational education, the students include ordinary high school graduates and those with the same qualifications as high school. The school system is the main body of China's higher vocational education and an important part of China's higher education. The school also needs to have a needle according to the requirements of the professional position. Higher vocational colleges have the following characteristics: they have a strong function of serving the local economy; they are close to the local economic development. The improvement of the management level and the improvement of the teaching level in higher vocational colleges are all related to the local economy. The exhibition is inextricably linked. Team effectiveness is the research theme, and the team effectiveness in the team management of the school is studied and analyzed. Innovation and Entrepreneur Mentor Team is made up by a group of members who fight for common goals and performance goals with complementary skills, shared beliefs and values, willingness. Members work together by mutual cooperation. The performance of the team is greater than the total performance of each member. According to the General Office of the State Council, the requirements of teachers, colleges and universities should promote the innovation and entrepreneurship education closely combined with teaching, research and practice. As a formal group engaged in innovation, entrepreneurship research, teaching, practice, serving society, and cultural heritage, it has the following characteristics:

2.1 Professionalism of the mission

The team is engaged in the research, teaching, practice and cultural

communication of innovation and entrepreneurship. There are professional and technical requirements for team member capabilities.

2.2 Publicity of the background

The team of innovative entrepreneurial instructors is a new measure for the implementation of the “double innovation” policy in colleges and universities. It is to promote the reform of education and teaching to better implement the "double innovation" policy.

2.3 Publicity of the goal.

Different from the entrepreneurial team of the company, the innovative entrepreneurial mentor team mentioned in this article is to implement the policy objectives of innovation and entrepreneurship education. The vision is to cultivate talents and export “products”. It is a talent.

2.4 Publicity of the carrier

The formation of the team of innovative entrepreneurial instructors is initiated by the public higher vocational colleges, in order to promote innovation and entrepreneurship education. In a sense, it is equivalent to some public sector. A dedicated team with team attributes is built to achieve a policy goal.

3. Team effectiveness

Team effectiveness refers to the positive effects in the organization. The efficiency and effectiveness demonstrated in practice, reflects the correctness and objectives of the specific work choices undertaken. Efficacy is an important measure of work outcomes. It has the distinction of self-efficacy and team effectiveness. The team and its members believe that their team can be successful and confident and motivated by the team members. A team with successful experience can improve success in the future. The team and its members generate team effectiveness and take advantage of this performance of faith and ability. Inspired by the enthusiasm of team members in the process of implementing research, teaching, and practical activities related to innovation and entrepreneurship, entrepreneurial tutors have high demand for innovation ability, high efficiency and positive working attitude, confidence in the team and satisfaction. The effectiveness of the team of innovative entrepreneurial instructors includes: the overall innovation ability of the members, work efficiency and full intention, work attitude and job confidence. The functional commitment of teaching, practical guidance and cultural heritage, and the subsequent consideration of improving the feasibility of performance, help the team leader to realize team goals, team specifications, team tasks, team atmosphere for team effectiveness.

4. Enlightenment of advanced teams

4.1 Foreign advanced experience

The entrepreneurial management of the United States has formed an entrepreneurial ecosystem through long-term development. The cooperation between specialized innovation and entrepreneurship education management institutions and institutions ensures that the development of innovation and entrepreneurship education in American universities promotes the normal operation of innovation and entrepreneurship management. In 1985, the United States proposed the "Plitz-Baisen" project, which called for the public participation of university teachers and business personnel in entrepreneurship education. In 2011, the Isenberg team proposed the Bersen Entrepreneurship Ecosystem project, which consists of six elements: policy, finance, culture, market, human capital, and support system, and worked through various working groups to form a replicable and scalable team management model. It has stepped out of the walls of colleges and universities and has become a collaborative activity of the government, universities, industry, and enterprises. The external system often has the characteristics of each state's development and is closely related to the actual political, economic, cultural and local environment. American entrepreneurial tutor team building closely combines the internal and external systems to provide entrepreneurial services at every stage. The innovation and entrepreneurship in the United States is not only limited to education, but also the "entrepreneurial ecosystem" linked in various fields. The American entrepreneurial mentor team is not only in colleges and universities, but its leadership status is divided into two levels. At the macro level, in 2011, Obama proposed the Entrepreneurship USA program, the founding American partner was established in the White House, and its team brought together the elites of American entrepreneurs, venture capitalists, angel investors, companies, universities, and foundations. The team vision is to support the US high-speed. New business growth. At the micro level, members of the US Innovative and Entrepreneurship Instructor team can independently decide on training plans and assessments, and the team management model has weak leadership and strong autonomy of team members. Overall, the team presented the characteristics of low organizational support and high competitive pressure.

The American Innovation and Entrepreneurship Research Park is based on school-enterprise cooperation and commercialization, and has produced positive social and economic results. For example, in 2015, the University of Philadelphia Science and Technology Center created 42,000 jobs, which contributed to \$9.4 billion in GDP. The data was 19,000 and 2.7 billion at the University of Arizona. The University of Wisconsin-Madison promoted 311 start-ups for local economic development. A contribution of \$825 million. Stanford University's Innovation and Entrepreneurship Education develops a development model based on competency, focusing on teachers' teaching and entrepreneurial experiences. During the education and teaching period, teachers are encouraged to practice in the company or start a company to engage in development and management.

4.2 Domestic advanced experience

From domestic experience, it can be concluded that the team of entrepreneurial instructors mostly consists of full-time teachers and part-time teachers, of which part-time teachers are mostly experts from enterprises or management fields. The division of labor between the full-time and part-time teachers is slightly different. For example, full-time teachers are engaged in the research and teaching of the school. Because of its profound theoretical foundation, it can lay a solid foundation for entrepreneurial education. Part-time teachers are mainly responsible for guiding practice and project creation because its rich social experience and entrepreneurial experience can provide a first-line practice supplement for entrepreneurship education. At the same time, the establishment of a systematic all-round communication mechanism is also a key issue for the construction of the tutor team. At present, the main practice at home and abroad is to promote the team members to learn and think from each other through thematic exchanges, and to promote the development of entrepreneurship education. For example, Zhongshan Vocational College, located in the economic zone of the Pearl River Delta, started entrepreneurship education earlier in China. It combines the teachers, existing resources, and the status quo of innovation and entrepreneurship education to manage the team of entrepreneurial instructors. It made the design promotion system from the top, and then strengthened the management of teachers; the exploration of the system guarantee of education quality is worthy of reference. Institute should focus on the real problems faced by the team and the top-level buildings.

From a dialectical point of view, contradictions are universal and at the same time special, and practice is the sole criterion for testing truth. Combining the experience of the United States and Britain, establishing a systematic entrepreneurial education ecosystem is the direction. Due to the continuous increase of state support and the abundant top talents, it is possible to use the power of the whole society earlier, including building a full-time, high-tech team. However, China's innovation and entrepreneurship education is currently at the initial stage of development. The conditions for establishing full-disciplinary and full-time tutors in colleges and universities across the country are not yet available, so we cannot assume that we should copy the advanced experience of foreign countries, but we need to dialectically treat, absorb and develop.

5. New mechanisms to stimulate resources

Mechanisms are the important factors to improve quality and level. In the implementation of the "double innovation" policy, Beijing Information Technology College has formed a full-time office of the leading group, comprehensively implemented the spirit and requirements of the national and provincial innovation and entrepreneurship education documents, researched and deployed the reform measures for innovation and entrepreneurship education. The system and the construction of the teaching staff, coordinating the resources of innovation and entrepreneurship education, evaluating the effectiveness of innovation and

entrepreneurship education, and deciding other important issues of innovation and entrepreneurship education. The office is responsible for day-to-day work, system development and management practices. The expectation theory holds that employees' satisfaction is based on the confidence in their own ability, the organization of whether the organization is fair and equitable, and whether the organization has value. The synergy theory emphasizes the synergy effect of the factors affecting team effectiveness. Therefore, the countermeasures for team effectiveness improvement should focus on the interaction within the team, as well as external support measures. Team effectiveness theory believes that the interaction between the various elements within the team, team atmosphere, team leadership, etc. will affect team effectiveness, achieving good interaction helps the team's overall management optimization. The environment and ongoing collaboration contribute to the long-term effectiveness of team effectiveness. Based on the theory, field research and experience, this paper believes that the improvement of the effectiveness of the team of innovation and entrepreneurship in Beijing mainly solves the problem of insufficient ability of innovation and entrepreneurship instructors, poor team effectiveness, and poor team effectiveness. The problem, as well as the implementation of specific measures, must be formulated with corresponding safeguards.

5.1 Concrete measures

According to the research and analysis, the internal coordination mechanism for improving the effectiveness of the team includes the “internal synergy mechanism for building team effectiveness” and “optimizing the management mode of innovation and entrepreneurship in College. Specific measures will promote innovative thinking, enrich the knowledge base of the mentor team, and enhance the ability to guide innovation and entrepreneurship training to provide richer and more timely resources. Choosing a good entrepreneurial instructor considers systematic, scientific, and long-term training of existing team members. Relying on the existing resources of the government and enterprises, the teachers have the opportunity to strengthen their own practices. Innovation and entrepreneurship do not separate. This also puts a new proposition on the teaching of the entrepreneurial tutor team - to cultivate a sense of innovation. On the one hand, the sense of innovation is directly proportional to team effectiveness and team management in the team management of the mentor. Therefore, improving teachers' sense of innovation and activating the vitality of innovation are necessary measures for team management. On the other hand, entrepreneurial projects require innovative thinking of entrepreneurs. At present, China's entrepreneurial projects are changing, and the pace of entrepreneurial case change is far less than the replacement of real-world entrepreneurial projects. Only innovative thinking can make innovation and entrepreneurship management and education truly serve economic growth.

5.2 Specific work

The smooth progress of a specific work is inseparable from the guarantee of the system. The same is true for the improvement of the effectiveness of the team of innovation and entrepreneurship in College. The management system is nothing more than the management of "people", the management of team process and the management of team culture. The most fundamental source of these is policy and management system. Therefore, the first is to further promote the policy guarantee of the "double innovation" policy and the National Vocational Education Reform Implementation Plan. The construction of the teaching team and the management of the mentor mainly focus on the ability to improve and the practice of entrepreneurship. Competence is the basis for performance, but on the basis of sufficient capacity building, based on the timeliness and high variability of specific policies, the next specific policy can further consider the effectiveness of the team of innovative entrepreneurs in the management of the teaching staff, and then promote healthy and harmonious development. After the policy guarantee is in place, the policy awareness of managers and team needs further strengthening. The second is to further improve the management system of authorities. The formulation of the management method for entrepreneurial instructors includes incentives for innovative entrepreneurial tutors, and entrepreneurial methods for leaving the company without pay. According to the survey, the current team of entrepreneurial instructors in Beijing has an unsystematic innovation and entrepreneurship education practice system, and the tutor team management funds need to be further strengthened and implemented, and lack of high-quality incubation bases. Incentive system for the establishment of a team of entrepreneurial instructors in terms of job title promotion, project research, outbound visits, and project tilt. On the other hand, it will further enrich the team of innovative entrepreneurial instructors, clarify the responsibilities and positioning of the team of entrepreneurial instructors, build a hierarchically-classed entrepreneurial mentor service model, strengthen platform construction through new technologies, and build an innovative and entrepreneurial synergy mechanism. Therefore, the vocational college needs to further refine and improve the rules and regulations of innovation and entrepreneurship education, formulate rules and regulations to ensure the operation of the team of innovative and entrepreneurial instructors, and improve the relevant regulations, and further strengthen the team building and management of entrepreneurial tutors. The effect of complementary advantages forms a multi-party synergy situation, and the results of entrepreneurship education are used to help local economic development, forming a strong and strong guarantee system.

Connected with effective coaching, entrepreneurial tutor resources create incubators within the community with efficient configuration and integration of entrepreneurial needs. The work practice of entrepreneurial tutor is the only way to reflect the value of entrepreneurial tutors. The division is to serve a number of entrepreneurs with similar or related entrepreneurial fields. Invasive entrepreneurs who choose their profession based on their professional advantages gather together from the beginning. It is conducive to the spark of innovative ideas between entrepreneurs, gathering and creating new energy to achieve collaborative

entrepreneurship with counseling between entrepreneurial tutors and entrepreneurs. The choice of the coaching relationship should be based on the actual situation by two-way selection or by innovation.

6. Summary

Entrepreneurship education is not a day's work. The guarantee system of entrepreneurial tutor team effectiveness needs to be organized, hierarchical, and internal and external. This is not only a concrete manifestation of synergy, but also a realistic demand for team building. The security system is not just a matter of a certain school, but a matter of all participants in the entire environment of innovation and entrepreneurship education. Therefore, building a legal system, fund guarantee and supervision and protection system based on "increasing consciousness" is the way to scientifically manage the team. The organization that strengthens the team of innovative and entrepreneurial instructors is committed to the attention and support of school leaders. At the same time, the improvement of team management awareness is also an important factor to promote team effectiveness. In addition, the importance of leadership is closely linked to the smooth management of team management. School leaders should pay more attention to it, promote the coordination of government and enterprises in a deeper level, and incite the close cooperation between school resources and local resources.

The tutors' efforts are the vital part of improving the attraction and infectivity of college entrepreneurship educations. Therefore, we must strengthen and improve the new ways and new methods of mentoring and coaching. The holistic entrepreneurship mentoring and coaching focuses on the creation of social and economic value by developing core capabilities of idea generation, opportunity recognition, resource acquisition, and entrepreneurial management. The college is committed to fostering student entrepreneurship and entrepreneurial thought leadership. Through its unique results-driven approach to entrepreneurship education, the college offers supports programs to nurture student-run businesses and provides a research environment where entrepreneurial thinking flourishes. Entrepreneurship education benefits students to think outside the box and nurtures unconventional talents and skills. After literature analysis, field research and analysis, this paper draws an effective countermeasure to improve the synergy of team effectiveness. The specific measures, based on the idea of "building a long-term mechanism to improve team effectiveness", propose the establishment of a matching system guarantee. There are many influencing factors of team effectiveness. Due to the length of the article, most of the paper proposes countermeasures to improve team effectiveness from some internal and external factors. Team management is a dynamic, long-term, and complex work. The same is true of the public sector.

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