

4Cs for Sustainable Inclusive Business Incubation and Acceleration for Job, Employment and Wealth Opportunities Creation

| SUCCESS DRIVERS | Basic Principles | STRATEGIC ACTIONS | Landing Business Indicators |
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| Co- Creation | <ul style="list-style-type: none"> strategy formulation involves imagining a new value chain that benefits all players in the ecosystem. Access to deep and meaningful insight Co-creation can do more than just shape new products. Obtaining knowledge and ideas from everywhere Connectivity drives creativity Shared value proposition that benefits promoters, staff, customers and supplies | <ul style="list-style-type: none"> Prioritise your customers Joint rethinking Joint ecosystem mapping Joint business modelling and design process support Joint business tools and materials development Joint communication and outreach plan joint business launch and celebration | <ul style="list-style-type: none"> Teaming agreements with clear roles and responsibilities Business Contracts and MOUs Terms of reference for Working teams Inclusiveness business models and publications Joint business incubation and acceleration projects and programmes |
| Co-Finance | <ul style="list-style-type: none"> Includes all financial resources – which can be private or public – from third parties that originate from or flow through actors, partners and associates for project/program alongside the financing provided by external or intern promoters Co-financing plays a critical role in creating strong partnerships on the ground Participants /actors acknowledge roles played by national governments and the private sector in providing significant co-financing for incubators and Incubatees Building on available local resources, materials, tools, space and expertise as starting capital is critical at all stages | <ul style="list-style-type: none"> Joint financial products and services mapping Joint financing and support to incubators, accelerators and emerging Incubatees from incubation and acceleration ecosystem Build on existing local resources, tools and materials among actors and stakeholders Build and leverage on public and public sector models to enhance resource mobilisation Define the financing model and engagement tools development | <ul style="list-style-type: none"> Available financial products and services for incubators and accelerators Structured financial resources for start-ups and SMEs Financial and products map to leverage Formal and non-formal financing arrangements in place Enhances the effectiveness and sustainability of the programme Co-financing ratios have increased across all focal areas |

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| Co- Implementation | <ul style="list-style-type: none"> • The best efforts are targeted and specific • Effective implementation takes trust and transparency. • Co-implementation needs to be organized around a digital platform and community of practice • Efficient systems require motivation from participants and actors. • Companies should provide platforms that allow stakeholders to interact and share their experiences. | <ul style="list-style-type: none"> • Joint actors mapping and engagement • Joint business planning and support • Joint mentorship and coaching programmes development and support • Joint business performance reviews and feedback sharing • Shared roles and responsibilities • Defining incentives and benefits for actors, incubators, accelerators, associates and emerging Incubatees • Identify possible/ relevant actors and contributions • Profiled risks and develop mitigation plan • Develop actors and stakeholders' expectations management strategy • Joint implementation team building and orientation | <ul style="list-style-type: none"> • Increased number of sustainable enterprises and businesses • Increased number of products and services by incubators, accelerators and emerging Incubatees • Improved efficiency and effectiveness among partners, incubators, accelerators and Incubatees • Shared resources among actors and stakeholders • Sustainable business incubation and acceleration programmes |
| Co- learning | <ul style="list-style-type: none"> • People are inherently creative and want to shape their own experiences. • Stakeholders won't wholeheartedly participate in sharing information and best practices unless it produces value for them, too. • The best way to co-create value is to focus on the experiences of all stakeholders. • Stakeholders must be able to interact directly with one another | <ul style="list-style-type: none"> • Develop joint communication and knowledge management plan • Joint communication skills development and competency improvement support • Defining actors' information and knowledge management needs • Developing joint monitoring and evaluation tools, materials and plans • Defining wider stakeholders and actors' knowledge sharing platforms and systems • Develop learning, exchange studies and best practices tools and materials and Coaching • Profile mentors and associates with good stories, testimonies and inspiration • Reward and recognise knowledge sharing teams and associates in and outside incubation ecosystem | <ul style="list-style-type: none"> • Shared success business impact stories and testimonies • Documented best practices and lessons for upscaling • Inspired community of practices and incubation ecosystem builders • Wider Range of Knowledge and Skill Acquisition among actors • More students of life and open-minded actors • Improved relationship, leverage and partnership among actors |