

Description for the general public

In the state of a permanent change and increased competition business ventures are more and more often undertaken not by individuals but by entrepreneurial teams. Entrepreneurial team is defined as a group of entrepreneurs who make a joint decision to start a new venture, act together during all stages of the entrepreneurial process: identify and opportunity, define the model of the venture, assess their need for various resources, acquire necessary resources, launch the venture, manage its development and share profits (Harper, 2003; Kamm, Shumannm Seeger and Nurick, 1990; Glinka and Gudkova, 2011).

The goal of the proposed research project is the development of a model of an effective entrepreneurial team. In the process of the model development the analysis of the perception of venture goals and mutual relationships between team members will be employed in order to identify team's mental models. The team mental model together with team members' competencies influence the strategy of the newly created organization and are one of the determinants of its success or failure. The effectuation theory will be adopted as the starting point of the proposed research project. This theory explains the process of operating and decision making of entrepreneurs that stems from their mental models and personal competencies. In accordance with the effectuation model undertaking a venture begins with given means and trustworthy business stakeholders, entrepreneur seeks to create new ends, it involves an act of designing, creating more options in the future and affordable loss acceptance.

The detailed objective of the project is the identification of mental models of entrepreneurial teams operating in Poland and the evaluation of their congruence with the effectuation versus the causation model of entrepreneurship. It will allow to verify whether effectuation-congruent entrepreneurial team mental models are relate with higher possibility of achieving business success.

Research results can help develop the knowledge and skills of currently operating and future entrepreneurs who create entrepreneurial teams. Additionally obtained research findings can be used to promote the establishment of entrepreneurial teams as well as the rules that facilitate their effective collaboration.