

# An Assessment Of Installation Of Businessincubators At Al Khawarizmi International College/ Al AIN In UAE

**Ayman, Liza, Beenish**

Al Khawarizmi International College, School of Business,  
Al Ain City, United Arab Emirates  
*Ayman.alarmoti@khawarizmi.com*

Al Khawarizmi International College, School of Business,  
Al Ain City, United Arab Emirates  
*liza@khawarizmi.com*

Skyline University College, School of Business,  
Dubai, United Arab Emirates  
*Beenishsaleem959@gmail.com*

**Abstract: Executive Summary** The purpose of this proposed sustainable business incubator is to foster the knowledge of individuals and make the learning experience as innovative as possible; something which quite different than the typical learning environment in the UAE and the Middle East. It can offer a paradigm that values informal and formal education as complementary and equally significant in the lifelong learning process, focusing on its capacity to model intrinsically motivated, joyful, open-ended learning that supports self-knowledge and positive social behavior. **Methodology** A considerable percentage of Al Khawarizmi International College students are from different professional backgrounds. Having interviewed these students we were able to establish some of the rationale for this project. These informal interviews have established the fact has been preliminary established that the major target groups for incubators are small businesses and creative industries. Also through literature research and visits to existing incubators we collected more information about best incubators' practices, building characteristics and funding strategies. Other observations have also included the working and learning opportunities learners may have in the incubator. **Findings of the study:**Business incubators are the most successful tools to initiate entrepreneurial instincts among young and potential graduates. Business incubators are the outstanding instruments to start entrepreneurial process. And During the tenure of entire study for this research it was found that tangible factors like state of art technology, management of incubation process, training and development and so on have a significant effect on initiating and orchestrating business incubation. **Practical implications** :The suggested business incubator will have a provisions for learners who wish to start their own businesses within the incubator's premises by paying a subsidized fee for space within the incubator. This program is both a learning experience and an opportunity for new businesses to form. Other unique features of this incubator are its board of directors and the large amount of business resources it provides. The director that will run the business incubator has a business itself. **Originality** : The researchers propose this approach depending on their observations and interviews with students to develop the Business incubator which will provide assistance and support to the initial stages of business providing services ranging from technical know how to facilities. University Incubators provide a secure and confident support to the nascent entrepreneurs. University incubators create employment opportunities, products and services based on local needs and wants pool of entrepreneurial talent that boost the economies and add value to industry and government as whole.

**Key words:** business incubator, knowledge of individuals, tangible factors,,E-learning .

## **Introduction: -**

Education in the past few years has witnessed several transformations to change the learning experience from the typical class-based lessons to an interactive, non-traditional environment. Colleges and universities are no longer the only institutions that offer knowledge-based content. Interactive learning is unique, multi-faceted and inspires higher-order affective and cognitive development. The unique educational role offered in Sustainable Business Incubator (SBI) is still new to the MENA region "Middle East and Northern Africa". In the United Arab Emirates, the Emirate of Abu Dhabi has always been proactive in cultural and educational fields. With such cultural richness, yet there is a need for sustainable business incubator that encompasses knowledge from all different aspiring entrepreneurs. The presence of business incubator must be targeted to different audiences, from school students, to adults and families, disabled people, elderly and more. The challenge is to build an educational center that appeals to such wide interests, given the fact that the UAE is a multi-national country including people from different cultural, educational, and ethnic backgrounds.

Today, due to the vast political and social changes, as well as the economic inflations in many parts of the world, several formal educational institutions became unstable. Consequently, the need for alternative learning methods and environments has become inevitable. The proposed learning center can play a major role in empowering individuals and communities, and support their intellectual capabilities through Al Khawarizmi International College.

## **1)Theoretical foundation : -**

The sustainable business incubator will benchmark from different university concept to bring schools and cultural and educational institutions such as science centers and historic buildings, together in collaborative learning experiences, entrepreneurship training center. The project aims to develop learner-centered approaches in the "think tank" or "thinking out of the box" environment: learners use information they collect during authentic learning opportunities to design short interactive multimedia teaching presentations with collaborative authoring tools. The focus is on knowledge acquisition, transformation and communication. At the same

time the Needs Assessment identified 4 risks that could hinder the project:

- 1) The Business Incubator and its implications are uncertain and unpredictable in many ways. To manage the risk, the incubator management must continually track the progress of the Lab and re-evaluate the potential opportunities.
- 2) Faculty engagement with the incubator and its programs is not clear, and must be made a priority.
- 3) Sufficient funding must be obtained to not only build, but sustain the operations of the incubator over time. This is a common risk for incubators, and requires diligence in securing funding.
- 4) Lack of entrepreneurs willing to take the risk of starting up a business. This risk is also common for incubators,

and requires on-going and consistent efforts in cultivating and attracting entrepreneurs.

### 2) management plan.

The technology business incubator would provide new and emerging technology and compatible businesses with an environment that would support their start-up phase and increase their likelihood of success. The proposed incubator includes facility space, flexible leases, shared use of common office equipment, direct business assistance and guidance, mentoring, networking to capital, and other technical resources. A network of existing resources in the community would be developed to support incubator needs.

This facility development budget estimate reflects a scenario of a 500 square foot incubator located in the KIC building.

FACTOR	Estimated Unit Cost/Value	Total Costs
Facility size, total square feet		500
Construction cost for 500 square feet of office and common area space with tenant improvements. Includes site-prep, direct construction costs, soft costs, and contingency.	AED 150	AED 75,000
Construction cost for 500 square feet of lab space	AED 250	AED 125,000
<b>Total Estimated Facility Development Cost</b>		<b>AED 75250</b>

Capital Expenditure Budget. This capital expenditure budget estimates one-time expenses associated with start-up.

ITEM	ESTIMATED EXPENSE
<b>Administrative Equipment</b> Computers, fax, printer, software, etc.	<b>AED 3,000</b>
<b>Resource Center</b> Computer, printer, scanner, software, fax etc.	<b>2,000</b>
<b>Furniture/Furnishings</b> Desks, chairs, files cabinets, shelving, signage, conference tables, AV equipment, white boards, reception furnishing, etc.	<b>15,000</b>
<b>Break Room</b> Kitchen appliances, tables, chairs, etc.	<b>2,000</b>
<b>Telephone System</b> Equipment, switch, phones, install and configure, etc.	<b>5,000</b>
<b>Network Wiring</b>	<b>5,000</b>
<b>Network Equipment</b> Server, router and hub, install and configure, etc.	<b>4,000</b>
<b>Internet Access</b> Firewall, cabling, install and configure, etc.	<b>1,000</b>
<b>TOTAL Estimated Capital Expenditures</b>	<b>AED 37,000</b>

### 3) Research plan.

**Incubator Goal and Client Focus.** The incubator should be focused on helping the growth of a diverse array of businesses in Abu Dhabi – Al Ain. The incubator will focus on creative industries and small businesses for its client base. College students are eager to gain real world experience. The incubator can involve Al Khawarizmi International College students in a number of ways: It can establish a student business entrepreneurship program. This program should reserve special subsidized space for students to occupy at a low rate. It should be designed as a learning experience in

which students receive help in running their own real business. The incubator and its businesses can provide internship and project opportunities. The incubator can host student business plan competitions. It can rent out space to colleges for classroom use.

### Incubator Start-up

The incubator only needs a small staff when it starts, which usually consists of a director/president and a receptionist. Additional staff can be hired later on a full-time or part-time basis as the need arises for them. The incubator needs a

board of directors with a broad range of backgrounds, such as lawyers, accountants, and business professionals. It needs to be selective and accept companies that have a viable chance of success. The incubator should provide helpful services to its clients to differentiate itself from a typical office space. It should provide technology such as copiers and internet access, as well as connections to separate business assistance organizations for its clients. Most importantly, the incubator should provide its clients with some form of advisory board. Each client company should be assigned an advisory board made up of several experienced individuals from the board of director. This advisory board should meet on a regular basis to discuss the status of the company and set milestones for them to achieve. The incubator should also provide plenty of opportunities for its clients to interact and share experiences with each other. This could include hosting social dinners or regular peer-to-peer meetings.

#### 4) Business Incubator Concept

The fundamentals of entrepreneurship begin when an idea is born and efforts are made to mature that initiative into a successful business venture. Unfortunately, many entrepreneurs lack the business skills required to launch a new company into success. A business incubator can help these entrepreneurs in numerous ways, such as assisting them in the development of business proposals or by aiding these clients toward finding the capital required for an initial investment toward a new company. An incubator also typically offers rent space and provides shared equipment, staff, and space among its clients in a flexible environment. By working with the incubator and surrounding network, a client should ultimately graduate from the incubator and be prepared for the general requirements of operating a successful business on his or her own. Business incubators have the ability to bring creativity, resources, entrepreneurship and workforce together, and thus cause the economy in the surrounding area to flourish. While individual business incubators differ in many ways, they can be classified into five universal categories: building type and location, tenant composition (target market), rent, fee and graduation policies, and a range of support services (US Small Business Administration, 1986). Each business incubator can be classified under one of four different divisions: Business Innovation Centers, University Business Incubators, Independent Private Incubators, and Corporate Private Incubators Based on their organizational structures and funding, the first two divisions are public, while the latter two are private (Grimaldi & Grandi, 2003). Private incubators make profit in several ways; including charging service fees and taking a percentage of revenues from incubated companies. A liquidity event can be another source of income for the incubator which occurs when an incubated company is bought or goes public resulting in the business incubator selling its stake of the company (Knopp, 2007). Corporate Business Incubators are privately owned by large companies, which encourage and support new, independent businesses. The parent company will often control each new venture by holding a stake in the equity. On the other hand, Independent Private Incubators are led by an individual or by multiple individuals who risk their own money to accelerate the success of small companies or entrepreneurs. The investors allow the entrepreneurs to produce an idea for the company, mediating during the development phase if

necessary (Grimaldi R., Grandi A., 2003). Public incubators, such as Business Innovation Centers, offer traditional services such as office space, infrastructure, communication channels, and information about external financing opportunities. Similarly, University Business Incubators are typically public, especially known for their expertise with science and technology, as entrepreneurs work with universities. The developing ideas between these two parties can lead to new discoveries and patentable inventions (Marrifield, 1987). Business incubators offer many benefits for local economies, such as creating jobs and income, offering advice for entrepreneurs, causing industry clusters to grow, encouraging minority entrepreneurship and revitalizing local communities. Business incubators also offer financial guidance to their clients by assisting them in various capital management techniques. Some of these assistances include helping the clients apply for loans or connecting them to venture capitalists or angel investors, who are high-net-worth investors (Knopp, 2007).

#### 5) Strategic Value in Abu Dhabi

Incubators are typically located in urban industrial environments, in retail shopping outlets, industrial and science parks, small towns far removed from metropolitan areas, or near universities and colleges. About 53 percent of business incubators operate in urban areas, 28 percent operate in rural areas and about 19 percent operate in suburban areas (Knopp, 2007). The facilities of an incubator including both tangible and intangible are often based on previous manufacturing and industrial plants, which have been renovated to fit the needs of the business (US Small Business Administration, 1986). While many business incubators are situated in areas that contain business development opportunities, they commonly serve clients through the Internet-based technologies. According to the National Business Incubation Association, in 2006 more than half of the surveyed incubation programs had virtual clients that did not physically work inside the parenting building (Knopp, 2007). Whether a business is physically present or not, incubators must decide the variety of companies it will allow as tenants. Business incubators include mix market; technology incubators, manufacturing incubators, service incubators, and specialty incubators. Another way of categorizing business incubators is according to whether they are non-profit or for-profit organizations. In order to have a more effective impact on the supporting materials provided will be in English, Arabic, Chinese, Hindi, Russian and any other relevant languages as this will encourage incoming business prospects. In the United States, it is estimated that over 27,000 companies were started with the assistance of incubators, which ultimately created more than 100,000 full-time jobs. As a result, the total revenues from incubator-affiliated companies have risen to over \$17 billion (Knopp, 2007). One group the proposed incubator targets is students. Most students would rather not risk starting a business because of their lack of experience and money. One way of providing students with that experience is by allowing them the opportunity to startup a business without having to suffer the consequences of a failure. The suggested business incubator in this proposal will have a provisions for learners who wish to start their own businesses within the incubator's premises by paying a subsidized fee for space within the incubator. This program is both a learning experience and an opportunity for new businesses to form. Other unique

features of this incubator are its board of directors and the large amount of business resources it provides. The director that will run the business incubator has a business itself. Alternatively, the center also studied the students' perceptions of the city and how to remedy some of the businesses' issues. It found that students have an overall positive view of the city, and are eager to develop a better relationship with the city and its businesses. Transportation methods and gaining knowledge about the city's events and companies were the key obstacles mentioned. Since Abu Dhabi has created several programs and initiatives to help connect its students to the city, they found out that these are opportunities for them for business start-up. This incubator also offers shared facilities, such as the use of conference and training rooms, and other supporting facilities kitchen. The incubator will also provide tenants with the necessary training and soft skills that enable them with smooth transition period when moving outside the incubator. This will include promoting independence and encouragement to choose their own banks, marketing firms and accountants for their individual businesses. This incubator is going to be first university based business incubator in UAE where each idea will be novel and innovative. The ideas, concepts and innovations will be addressed in this incubator. The much needed awareness and grooming will be provided to the aspiring entrepreneurs. University Business incubators in particular helps to create opportunities and translates these opportunities into milestones of growth and development in the region. This university incubator will foster knowledge and learning for the aspirants in the fields of technology, crafts, creative works, hospitality, entertainment etc.

### 6) Mission & Objectives

**Mission** Al Khawarizmi International College, on the campus of Al Ain City, will foster entrepreneurship and serve start-up businesses in the KIC with mentoring, flexible space, access to a network of resources and other business services designed to accelerate their success, and create jobs and revenue for the region.

**Goals** · Cultivate entrepreneurship on the KIC campus and in the community. · Assist in the formation of new businesses, both technology business and nontechnology, in the community, and aid in their successful development. · Create good paying jobs in the community. · Position the college and the community to take advantage of the new business opportunities that may be generated by the Business Incubator. This will provide experiential learning opportunities and internships for students and faculty that will complement programs on campus. · Create jobs for graduating students and alumni. · Expand the opportunities for KIC to partner and engage with the community. Fit Within College and Community Strategies The mission and goals of the KIC are directly aligned with the vision of country's economic development goals of the community. Fostering entrepreneurship and new business formation create innovative learning opportunities that contribute to the education provided by BHSU, and create jobs in the community. The vision of KIC Business Incubator is to "be recognized as an innovative, high-quality college in the Abu Dhabi region, the state, the nation, and the world". Experiential learning and internships are an important component of education today. They not only enhance the educational experience, but also help students to get better

paying, skilled jobs after graduation. The incubator would create new opportunities that do not currently exist. It provides a place—right on campus—to get hands-on experience working with early stage businesses and entrepreneurs. At the same time, it provides a place where faculty can engage with entrepreneurs and bring this experience back to the classroom. The incubator would contribute to an innovative learning environment on the campus. Business Plan for the KIC Business Cluster Development.

### The Main objectives of this research have been identified as:

- To propose the idea of Business Incubators at university levels.
- To foster the sense of entrepreneurship right from beginning of college.
- To inculcate the feeling of being employer rather than looking for employment.
- To incorporate leadership, managerial and advisory skills in aspiring entrepreneurs through a continuous support and counselling of industry experts and academic professionals.
- To foster the idea of development and growth in the region by business creation, jobs creation, and fostering community's entrepreneurial climate.
- Provision of physical infrastructure and support systems pertinent to incubation activities
- Facilitating networking with professional resources, industry experts and Promote and foster the spirit of entrepreneurship.
- Carry out activities that facilitate knowledge creation, innovation and entrepreneurship activities

### 7) Resource Development and Technology Transfer

There are two principles that characterize effective business incubation:

- The incubator aspires to have a positive impact on its community's economic health by maximizing the success of emerging companies.
- The incubator itself is a dynamic model of a sustainable, efficient business operation.

Business Incubation programmes are the great source of technology transfer and resource development in the society: This initiative will encourage Young Emiratis towards entrepreneurship and a strategic path. The Incubators also provide a wide array of business creativity solutions and ideas, which is a great motivator and support. Business incubators create employment and skilled workers in the society which will address the unemployment problems. Incubators not only create jobs but revitalize neighborhoods, commercialize new technologies, thus making local and regional economies more stronger.

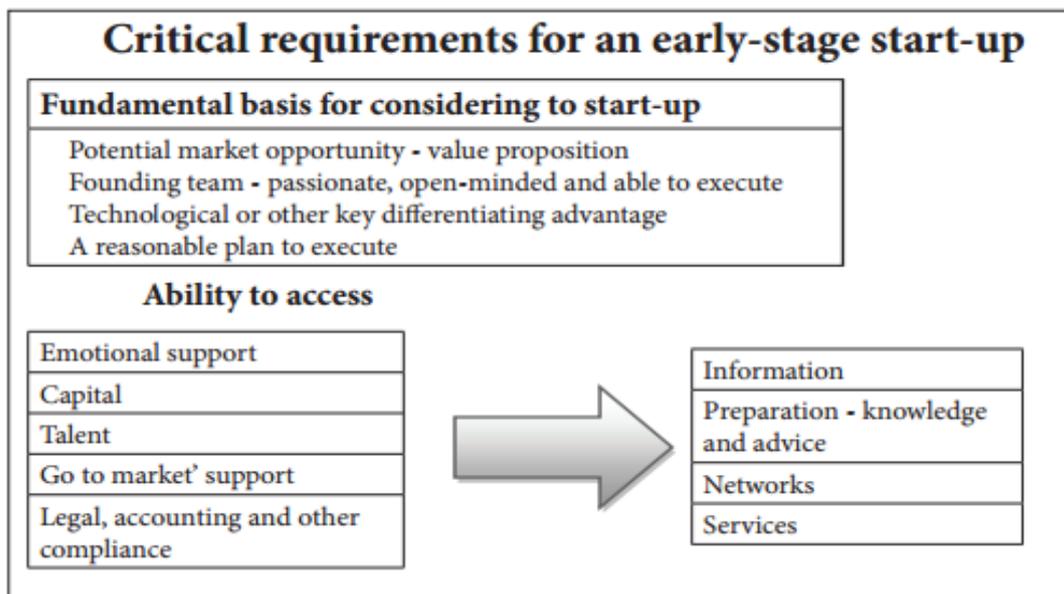
### 8) Strategic value and impact especially for Abu Dhabi:

The Abu Dhabi Economic Vision 2030 captures the Emirate's socio-economic transformation strategy, and represents the roadmap to achieving Abu Dhabi's aspirations for a secure, sustainable future. To cater and contribute to

vision 2030, Abu Dhabi, Business incubation is a successful idea to cultivate the entrepreneurial ecosystem in the region, thus establishing a sustainable future. New breed of entrepreneur can reshape the economic landscape of the region but for this the culture of conventional classroom education needs to be transformed in to the typical business incubation centres. The strategic importance of this proposal is very evident because of the fact that national economic growth and development is directly related to the entrepreneurial framework of a country. Research indicates that Small and Medium enterprises in most developing countries contribute to more than 90% of the business and more than 80% workforce of the country. Business incubators are specifically formulated to promote entrepreneurial culture, eventually resulting in enhanced economic growth, ensuring sustainable future. Pappas(2003) says, Incubation programs is one of the most dynamic programs aimed at developing and supporting new start-ups Incubators have a strong capability of offering a strong support to young entrepreneurs and helping them to survive in their infancy stages and maintaining a stable growth afterwards. Additionally business incubators provide hands on practice to the aspiring entrepreneurs on critical thinking, resource allocation. Strategy formulation and so on. Furthermore Business incubators provide new entrepreneurs with office services, easily accessible business equipment and expendable space and intangible support like monitoring and assistance. Governments and especially entrepreneurship

development institutes must recognise the importance of promoting entrepreneurial culture because entrepreneurship promotes economic growth and development, creation of employment opportunities, innovation, and of course sustainable and secure future. The research proposal aims to develop the Business incubator which will provide assistance and support to the initial stages of business providing services ranging from technical knowhow to facilities. University Incubators provide a secure and confident support to the nascent entrepreneurs. University incubators create employment opportunities, products and services based on local needs and wants pool of entrepreneurial talent that boost the economies and add value to industry and government as whole. National Business Incubation Association (NBIA) refers to business incubation as follows: “Business incubation is a business support process that accelerates the successful development of start-up and fledgling companies by providing entrepreneurs with an array of targeted resources and services. These services are usually developed or orchestrated by incubator management and offered both in the business incubator and through its network of contacts. A business incubator’s main goal is to produce successful firms that will leave the program financially viable and freestanding.”

**Description of metrics of success :**



The value proposition of an incubator, therefore, is derived from how successfully it can develop a robust and relevant support structure to fulfil these fundamental needs of a start-up.

**Fig. 1** Adapted from the National Entrepreneurship Network Guidelines for Metrics and Milestones for Successful Incubator Development Version 2.0, April 2013

<b>First Year</b>	
First Quarter	Feasibility Study and Development Framework for Incubators
Second Quarter	Field Visit and Pilot Study
Third Quarter	Get Started : Professional and Industry Experts Hired Network Development
<b>Second Year</b>	
First Quarter	Organizing conferences and specialized trainings Conducting research and compiling statistics on the incubation industry Producing publications that describe practical approaches to business incubation Consulting with governments and corporations on incubator development Tenants are expected to graduate from the incubator within a reasonable time frame to allow others to use the service. Add sponsors/secondary funders Resources for client companies Training and Development Sessions
Second Quarter	Hands-on management assistance, Access to financing, and Exposure to critical business or technical support services. Track measure. Benchmark Development support for client companies
Third Quarter	Program Implementation First Successful Graduation

#### **9)Host institution infrastructure.**

Founded in 1985, Al Khawarizmi International College (KIC) is the first private institution in the UAE to be accredited by the Ministry of Higher Education and Scientific Research. Since its inception in 1985, KIC has provided its students with a variety of opportunities that aim to further their education and help open doors for successful future employment. At KIC, our main focus is on teaching through practical application. Their aim is to produce graduates who are prepared to meet the demands of today's workforce. These programs provide our students with adequate theoretical and conceptual knowledge in their fields while equipping them with relevant practical skills and competencies in order for them to embark successfully on their careers. They offer a variety of programs to suit students from all walks of life, as well as convenient morning, evening and weekend courses to ensure that all students find suitable study timings. With such flexibility in scheduling, our students are free to remain employed while completing the program of their choice, gaining both professional and educational experience. All of the classrooms are equipped with state-of-the-art learning facilities to enhance each student's experience and ensure an optimal learning environment. They strive to guarantee accessibility for all applicants, therefore they have set affordable fees and convenient payment plans corresponding to their aim of providing education to as many students as possible

*Table 1. Depicts the Timeline and Stages of Development*

#### **8)Budget justification:**

	<b>Year 1</b>	<b>Year 2</b>	<b>Total</b>
Staff (researchers, technicians) (students if well justified)	30000 AED	30000 AED	60000AED
Equipment	10000AED	10000AED	20000AED
Consumables	3000AED	3000AED	6000AED
Travel & Subsistence	33000AED	33000AED	66000AED
External Contract	>20000AED	>20000AED	40000AED
Lab facilities and internet connection	4000 AED	4000 AED	8000AED
<b>Total Requested</b>	<b>100000AED</b>	<b>100000AED</b>	<b>200000AED</b>

### 10) Marketing Plan

Effective positioning will also involve the theme of cultivating entrepreneurship at KIC Business Incubator. Sending a message to students that the incubator is the place to launch businesses and get entrepreneurial experience will encourage their participation. Marketing the Business Incubator as a place to have business ideas evaluated and get the resources necessary to help to plan and start a business will be an essential message for faculty. For faculty, focusing on the incubator as part of the learning experience to be built into curricula will help to cultivate entrepreneurship. For the community, marketing the theme of the connection between the incubator and the college will attract businesses to participate. The target audience for client marketing should include the following groups: · Existing businesses—large and small, · Academic programs at KIC Business Incubator, including the Entrepreneurship Program, · KIC alumni association, · Local business organizations, including chambers of commerce, · Job training and business counseling organizations, non-governmental organization.

### Preparation for the booklets and lecture notes are in local language so that learners can read the materials in their own language.

- (1) The commercialization services would be provided, as needed, to each company and may include:
- (2) Market analysis - Size, demographics, maturity, number of players, etc.
- (3) Market surveys - Revenue expectation, adoption rates, customer reactions, etc.
- (4) Assessment of Intellectual Property status - Suitable protection, patent possibilities, legal documents, etc.
- (5) Review of operations structure - Employee agreements, consulting agreements, incorporation status, Board of Directors, investor agreements, etc.
- (6) Business planning - Cash flow, profit & loss statement, business plan development, sales and marketing strategies, employment plans, etc.
- (7) Web design - Site design, site content planning assistance, content management recommendations, assistance in understanding hosting arrangements, etc.
- (8) Investor/financing assistance - Financing options, 30 minute pitch presentation rehearsals, due diligence preparation, executive summary preparation, term sheet review, etc.
- (9) Customer presentations - Presentation development, demonstration development, value proposition, development agreements, etc.
- (10) Design of marketing/sales collateral material - Message preparation guidance, graphic design recommendations, trade name assistance, copyright protection assistance, etc.

### 11) Screening and Selection Process.

In addition to the business plan or summary, each business must submit an application, participate in an interview with the Applicant Review Team, and meet the following criteria to be accepted into the KIC Business Incubator:

1. Be a for-profit firm producing products or services for the marketplace.
2. Be in the early stages of development as a business, which generally means within the first two years of business operations, not yet profitable and still growing.

However, exceptions for Business Cluster Development changing focus, "turn-around companies", and companies that are going through substantial restructuring or launching of new business projects.

3. Show the ability to pay rent while they are developing a positive cash flow.
4. Present a management team, though usually incomplete, that the Applicant Review Team believes can handle the technical aspects of the business or understand how to obtain needed technical assistance.
5. Identify a product, technology or service that, through the KIC Business Incubator assistance, can be developed into a successful business. The KIC Business Incubator clearly needs to understand the ways in which it can "add value" to the start-up businesses.
6. Have the potential to generate economic benefits by creating new jobs, producing work for vendors or contract agencies in the community or developing a product, technology or service deemed to have a potential impact in the marketplace.
7. Not be in direct competition with another start-up already participating in the incubator. If such a conflict appears likely, the applicant would meet with the relevant existing client company. The viewpoint of the existing client and KIC Business Incubator management will be a primary factor in determining the eligibility of the new start-up. After the application is complete, and if the interview provides satisfactory information to enable the Director to endorse the applicant, the Director should forward the application, with a recommendation for acceptance into the KIC Business Incubator, to all the Advisory Board members for their review and comments. If acceptable to Advisory Board members, the business should be admitted as a client into the KIC Business Incubator. The entire process should take about 2 weeks to complete, provided that the information is provided by the applicant on a timely basis.

**12) Facility and Design** It is highly recommended while housing the incubator in a 8,000 to 10,000 SF facility designed to accommodate approximately 6 to 12 businesses. This size would also provide space for conference rooms, a small break room, server room, storage, and staff offices.

- A) It would allow flexibility for expansion as companies grow. It is expected that the incubator would include office and some lab space. Yet, the type of lab space is uncertain since it may be utilized by business start-ups associated with the KIC Business Incubator, and, as discussed earlier, the outcomes from the proposed KIC Business Incubator, and therefore the uses, are unclear at this time. The design for the KIC Business Incubator should include:
- a. One large conference room large enough to serve as a Board Room
  - b. One small conference rooms of approximately 250 square feet
  - c. One kitchen with a small area to accommodate table and chairs
  - d. One server/network room · High-speed Internet connectivity ·
  - e. One central reception lobby
  - f. One copy/fax room

- g. Adequate storage
- h. Hard wall offices in a variety of sizes from approximately 125 to 600 square feet
- i. Lab spaces of approximately 300 square feet
- j. Cubicle space for pre-incubation
- k. Security – 24/7 access, lockable offices, lockable drawers for cubicle space Since incubators are working with early stage companies that will expand during their participation, they must provide flexibility: smaller spaces for client companies to move

### 13) Methodology :-

A considerable percentage of Al Khawarizmi International College students are from different professional backgrounds. Having interviewed these students we were able to establish some of the rationale for this project. These informal interviews have established the fact has been preliminary established that the major target groups for incubators are small businesses and creative industries. Also through literature research and visits to existing incubators we collected more information about best incubators' practices, building characteristics and funding strategies. Other observations have also included the working and learning opportunities learners may have in the incubator. Methodology of Research would help to investigate the different issues regarding the incubators. Research strategies such as interview and case studies are the available strategies for conducting a research study (Aragón *et al.* 2014, 14). For this type of study researchers has selected interview method for data collection. It focuses on clear objectives, research questions, different sources of data collection to justify the aim and objectives of the incubators

### 14) Findings of the study:

- Business incubators are the most successful tools to initiate entrepreneurial instincts among young and potential graduates
- Business incubators are the outstanding instruments to start entrepreneurial process.
- During the tenure of entire study for this research it was found that tangible factors like state of art technology, management of incubation process, training and development and so on have a significant effect on initiating and orchestrating business incubation.
- Business incubation shapes the entrepreneurial skills and competencies of the incubated community and simultaneously enhances social, financial and community growth of the entrepreneurs.
- The level of interaction involved through entire process of business incubation helps in learning and development through series of interactions with communities, stakeholders, academics and various industry professionals.
- Business incubation helps organizations to grow, innovate, create jobs, create fast track companies, leveraging managerial skills, creating a value for stake holders.
- Business incubation programs are breeding in universities to create and empower new generation of entrepreneurs with more enriched skills and tangible as well as intangible competencies.

### 15) Discussion :Programs for Entrepreneurial Assistance

- A. Coaching and Mentoring One-on-One Coaching Mentoring, or one-on-one coaching, is frequently cited by entrepreneurs as the most valuable resource provided by an incubator, and one that they could not receive elsewhere. A significant portion of the Director's time would be spent providing consulting advice on a one-on-one basis to each client company. The Director would provide both direct assistance and referrals to resources for entrepreneurs. Assistance may include revising business plans, creating product development plans, reviewing marketing material, understanding financing options and other assistance commensurate with the Directors' business background. Typically, coaching involves weekly meetings between the company CEO and the Director (or, at times, an Executive Associate).
- B. Pre-Incubation Program One of the goals of the KIC Business Incubator is to foster a culture of entrepreneurship on the campus and in the community. A Pre-Incubation Program is a way to channel the interest in entrepreneurship into a process for developing a business. For example, the KIC Business Incubator, at times, would be approached by inventors or entrepreneurs who are in the concept stage, and not ready for incubation. They may have a business idea but no plan. These individuals may be faculty or students, or people from the community. These individuals are too early to fully participate in the KIC Business Incubator, yet could benefit from the KIC's Business Incubator assistance. In Pre-Incubation Program, they can rent. An Executive Associate would be assigned to each of these companies to provide the necessary one-on one coaching to guide them through proof of concept and business plan. Student interns from KIC BBA Students could be assigned to work on market assessment, business planning and product development. In addition, the services of the KIC Business Incubator would be provided to pre-incubation clients. If an entrepreneur completes the Pre-Incubation Program successfully, and the Director determines that the inventor is ready and appropriate for the KIC resident program, he or she would be encouraged to apply to join the incubation program. Essentially, the Pre-Incubation Program can help to bridge entrepreneurs with good ideas into the incubation program.
- C. Resource Network. The KIC Business Incubator should establish a network of professionals with business expertise. The network expands the range of expertise—beyond that of the Director—that can be provided to the incubator clients. It reaches beyond the expertise of the small incubator staff and creates opportunities to tap into the business expertise in the community. The Resource Network would include the Advisory Board, partners, sponsors, and Executive Associates, in addition to professional service providers and experienced business managers. i.e. Lawyers that are knowledgeable in business formation and intellectual property, bankers, small business consultants, experienced
- D. Technology Commercialization As a mixed use incubator, the KIC Business Incubator would serve both technology and non-technology businesses. To ensure that the KIC business incubator can effectively serve

technology businesses, it must have a technology commercialization program available. A technology commercialization program is an organized program specifically designed to speed and scale commercialization of technology with the goal of market entry. The KIC business incubator will identify faculty from KIC and entrepreneurs from the community with promising technologies, assist with the development and testing of their products, and then help with market entry and penetration. While the research activity on the campus is limited currently, KIC business incubator intends to grow these capabilities. Such a program would assist KIC Business Incubator with enhancing its commercialization efforts. The program could be used to evaluate concepts and technologies developed at the college and determine their commercial viability.

### Author Profile



**Author 1** received the M.s. and P.hd. degrees in Electrical Engineering management from Amman Arab university in 2007 and 2012, respectively.. I'm now with Al Khawarizmi international college as Assistant professor in Business Administration .

### 16)Limitation of future research :

While constructing the framework of the present research study, the researchers has faced several limitations. Researchers is an academic faculty and hence could not have allotted sufficient time span to conduct the study. Because of this time limitation researchers could not produce the study in relevant manner, however the researchers did not prefer this.

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