



Course Number:	55849		
Credit:	4		
Name:	Internship in Organizational Development		
Lecturer:	Name:	Dr. Shai Harel	Mr. Michael Mizrahi
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Course/Module description:

The main goal of the internship course is to provide students with practical work experience related to their studies, creating links between theory and practice.

Interns will spend two days a week in an organization that offers a stimulating and meaningful work environment. In the organization, interns will conduct tasks related to their studies, such as research, marketing, financial analyses and strategic planning. An organizational contact person will provide the students with relevant tasks, supervision and guidance, in English. Interns will meet at the university every on a need to basis either in class or in person with the lecturers.

The purpose of the course is to create a support system for the students, and to enable them to learn from their internship experiences. During class, students will discuss theories related to their projects and present dilemmas and insights that arise from their practical work. Classes will aim to bridge between theoretical concepts and actual work experiences, and help each student promote his/her project successfully.

Course/Module aims:

1. Integrate practical work experience with theoretical models
2. Development of a systemic and multidisciplinary approach
3. Dealing with real problems in management and understanding them through systematic thinking
4. Writing and analyzing dilemmas from the world of work from an academic point of view
5. Improve presentations skills

Teaching arrangement and method of instruction:

Lectures, presentations, assignment

Requirements:

80% Attendance in class & personal meetings Regular

attendance in the internship location

Submission of the final report Grade:

Assignments	%
Evaluation by the place of internship	50%
Final report	30%
Presentation in class of the final report	10%
<u>Lecturers' personal evaluations</u>	<u>10%</u>
<u>Total</u>	<u>100%</u>

Course outlines:

- Entering a new organizational environment
- Writing a business report
- Team work
- Personal and organizational Change processes
- Constructive conflict management in organization
- Startups, entrepreneurial finance and VC investors

The Structure and content of the lectures may change during the semester Remarks:

Important Note - If there is a problem with the internship, if you think or feel that the assignments you get does not meet your expectations, it is your duty to notify the course lecturers as soon as possible.

Bibliography:

On a need to basis

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JVP



Founded in 1993 under the famed Yozma program by Dr. Erel Margalit, JVP has created and invested in over 150 companies in Israel, the US and Europe. JVP's investment strategy is spearheaded by a deep expertise in identifying opportunities from inception and growing them into global industry leaders. Through our theme-driven focus and strong network of strategic partners, we seek to stay ahead of the latest market trends and address the most relevant market needs. The unique Margalit Startup City model and its dedicated team ensure we effectively deliver this added value directly to each of our current and prospective portfolio companies.

With over \$1.4 billion raised across 8 funds, and a rich network of strategic and business partners spanning the world, JVP has led some of the largest and most noteworthy exits out of Israel. With 36 exits, 12 initial public offerings on NASDAQ and a long roster of industry sales, JVP has been repeatedly recognized for industry awards including consistent performing VC by Preqin, most active VC funds' award by IVC and fund of the year for 2016 by Geektime. Located in the historic British Mandate MINT building in the heart of Jerusalem, Margalit Startup City Jerusalem is a unique hub of innovation that has become a magnet for innovation and luminaries from all over the world. Margalit Startup City in Jerusalem, in the cyber epicenter in Be'er Sheva, and in New York City at the International NYC Cyber Center, JVP creates the majority of its own deal flow from seed by seeking groundbreaking new innovations.

Renowned for its hands-on approach in supporting and mentoring its companies, JVP welcomes global strategic and investment partners through all phases of the maturity cycle, with a view to creating disruptive technologies and solutions.

Intern – JVP's Marketing Database coordinator

Location: Jerusalem, Israel

Jerusalem Venture Partners (JVP) is an internationally renowned venture capital fund based in Israel. Established in 1993 by Dr. Erel Margalit, JVP has raised to date \$1.4 billion across 9 funds, and has been ranked numerous times by Preqin as one of the top-ten consistently performing VC firms worldwide. With a view to building industry leaders, JVP invests in early through growth stage companies in the spaces of Cybersecurity, Big Data, Fintech, Enterprise Software, Storage, Mobile, Media and IoT. More information about JVP is available at www.jvpvc.com

Description

Responsible for assembling, cataloging, preserving and managing valuable collections of historical and current information.

Key duties of the job include:

- Evaluating, selecting, retrieving and arranging materials
- Answering inquiries
- Organizing public events such as talks and exhibitions
- Making the data accessible to a wide range of users
- Storing and preserving perishable documents
- Proper sorting and organizing of databases.
- Transforming or transferring data upon request.
- Translating materials into different languages (English & Hebrew)
- Assisting staff with data entry

What we offer

- A great opportunity to learn through the marketing angle about the history and process of building one of the most exciting organizations in the world that dramatically affects Israel's position as a startup nation.
- Understanding and learning of JVP's technological, business, social, and cultural initiatives since its inception in 1993 to the present.
- An opportunity to be part of JVP's dynamic marketing team and to get to know the creative initiatives the team is leading in Israel and around the world.
- Great networking opportunities within the Israeli Tech ecosystem

Requirements

- Enthusiasm, motivation, self-reliance
- You can work in an independent and goal-oriented manner, with an entrepreneurial mindset
- You are team oriented and ambitious
- You have a love for technology and innovation
- You speak English fluently

<https://www.jvpvc.com/>

Labs02

Labs/02

Labs/02 is Jerusalem's seed-stage incubator, centered at the heart of the city's innovation scene. The incubator's core mission is to advance cutting-edge technology that will shape the future in innovative areas including AI, deep learning, autonomous transportation, and smart cities. Labs/02 invests in outstanding and highly motivated founders, and leads them with a hands-on, mentorship-driven approach. The incubator's program is designed with a boot camp feel to help founders jumpstart their companies towards success.

<https://www.labs02.com/>

Cornerstone Venture Partners



Cornerstone Venture Partners is an early-stage venture capital firm focused on investing in B2B technology solutions in the US and Israel. We seek and invest in companies that solve clear business problems, demonstrate strong initial traction, and have a strategy that supports finding product-market fit as the technology and customer needs evolve. We prioritize supporting our portfolio companies as they develop their product, build their team, and scale to new markets.

We invest up to \$2M as initial investment and participate in follow-on opportunities to support our companies as they grow.

www.cornerstonevp.com

Fresh.fund



fresh.fund is the first university-focused VC in Israel. We invest in early-stage tech startups founded by exceptional students, academics, and recent grads. We also build in-house VC funds for forward-thinking universities and colleges who want to tap, accelerate and fund innovation on campus.

fresh.fund is looking for a highly capable and motivated individual with a positive can-do attitude.

The role is unique as it combines content creation, marketing, social media, research and administrative duties that support our strategy in a fast-paced startup environment.

Preferred Skills

- English and Hebrew proficiency (work, written and verbal).
- Excellent oral, written and presentation skills
- Excellent team player with experience working in a dynamic small team
- Experience in content creation.
- Knowledge of the VC space (preferred).
- Execution, execution, execution!
- A detail-oriented independent self-starter that is self-motivated, and organized
- Excellent interpersonal skills and high EQ
- Great multitasking skills
- Work experience in a startup/management consulting / VC industries (advantage).
- Experience in running social media campaigns, pages and groups. Writing and designing social media posts across platforms.
- Experience working with a CRM.
- Experience in website building (Wix).
- Experience in researching, analyzing and mapping information.
- Experience in graphic design.

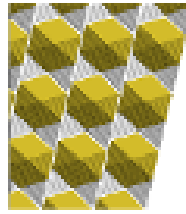
Scope: Two days a week, 8 hours.

Location: Two workdays in JLM. The intern will mainly be managed remotely.

The internship will begin in December.

<https://www.fresh.fund/>

Launch It Capital Ltd.



Launch it Capital is a private investment fund situated in Tel Aviv. The fund was established for the purpose of investing in hi-tech start-ups during their early stage phases (esp. pre-seed). At Launch It Capital we are looking for entrepreneurs with novel ideas and skills who aim to innovate and impact their respective markets.

<https://www.linkedin.com/company-beta/17973817>

iArgento



iArgento operates as a Multi-Family Office specializing in wealth management and investment banking with its main focus on alternative investment management platforms.

In the late 90s, as part of its investment banking activity, iArgento led the first and second rounds of financing of Mobileye, Volorin, and Ecotest.

In recent years, iArgento Growth Tech Fund has completed its financing rounds for Ayyeka Technologies, Wisesight Technologies, Chakratech, Scirroot, and Tuqqi. An economic mapping and analysis process is conducted for each new client.

The process, in full collaboration with the client, includes financial data collection, analysis, long-term flow planning, implementation, and monitoring.

<https://www.iargento.com/>

VLX Ventures



We invest in early-stage startups led by exceptional entrepreneurs. Our sweet spots are **data driven, biotechnology** and **pharma** companies, as well as **digital pharma**, utilizing notions from two or more of these domains.

Our seed investments (\$700K-\$1M) are performed via our technological incubator in Jerusalem. **We do follow-on investments.**

Our highly versatile and experienced team provides entrepreneurs with extensive mentoring and networking support. Our experience and know-how, combined with our financial backing and administrative assistance, give early-stage startups all the tools they need to grow and thrive.

VLX's major shareholder, CBG, has a holistic investment approach and is driven by deep analysis of worldwide trends and global dynamics. It has invested ~300m USD in Israel in several leading funds, incubators and companies and is continuing to develop its professional, strong eco- system. CBG's diversified portfolio includes areas such as Life Sciences, Digital Health, AI, Data Science & Computer Vision.

VLX VENTURES – MUCH MORE THAN JUST CAPITAL

<http://vlx.co.il/>

Pipelbiz



We are leading a consumer revolution and are launching the first crowdfunding real-estate investment arena - starting at only 5,000€

The platform provides a variety of investment opportunities - startups, businesses and real estate, so that everyone can find a suitable opportunity and even diversify their portfolio

Choose which companies you want to invest in

Read, research and search for the companies that interest you. You can read all the information about the company: what the company does, what it has achieved so far, why it raises capital and who is the leading team. You can also review all the displayed documents and investment details

The minimum investment varies from company to company and stands at only hundreds of INS. You can use the investment amount buttons shown on the campaign page or enter manually the amount of investment that suits you

<https://pipelbiz.com/>

Pico Partners



We are the go-to partner for entrepreneurs who seek our experience, perspective, and mentorship. We have a *tailored, founder-friendly approach* and offer our portfolio companies a strong support system.

As seasoned *launch-enablers*, we thrive in helping early-stage startups grow into significant businesses. We work to provide mentorship across key milestones leading to launch – from fine tuning product to developing go-to-market processes to building teams. We offer founders our diverse *expertise, collaborative ecosystem, and market access* to help transform nascent ideas into success stories.

The PICO team brings a diverse set of professional backgrounds and expertise. We are former founders and executives who experienced the meteoric growth of startup to multi-billion-dollar enterprise. Our domain expertise spans enterprise, automotive retail, e-commerce, finance, security, healthcare IT, telecommunications, and more.

We leverage our know-how to help entrepreneurs build great companies. During the ideation phase, we deploy our strategic knowledge to help founders identify market-shifting opportunities and refine initial ideas. From there, we impart our launch expertise to help founders bring products to market. We don't just invest in opportunities – we help founders create and build on them.

PICO's ecosystem includes a global business network of experienced entrepreneurs and executives who work hand-in-hand with our founders to ensure success. Our network provides domain expertise, business model and strategy development, and valuable customer connections as founders validate their value proposition and gain traction in the market.

Guided by our mission to cultivate entrepreneurship, we've established deep roots in Israel's startup community. PICO Spaces, our co-working spaces in Tel Aviv and Jerusalem, are core to our identity as community builders. Our portfolio companies and other early-stage founders share these spaces with the PICO team to access our counsel and tap into the energy of these ecosystem hubs.

As one of the few early-stage VCs in Israel with a team in New York, we provide a unique gateway for our portfolio companies' entry into the U.S. market. The team activates their network for due diligence on ideas and recruiting key hires.

Our business network across the U.S., Europe, and Asia is a huge value-add for early-stage companies that quickly need to reach new customers and partners.

<https://www.pico.partners/>

Bird



BIRD is an acronym for Israel-U.S. Binational Industrial Research and Development. The BIRD Foundation's mission is to stimulate, promote and support industrial R&D of mutual benefit to the U.S. and Israel.

The BIRD Foundation was established by the U.S. and Israeli governments in 1977 to generate mutually beneficial cooperation between U.S. and Israeli companies, including start-ups and established organizations. BIRD provides both matchmaking support between U.S. and Israeli companies, as well as funding covering up to 50 percent of project development costs, up to \$1M per project. BIRD takes no equity in the companies.

BIRD's scope extends to Agriculture, Communications, Construction Technologies, Electronics, Electro-optics, Life Sciences, Software, Homeland Security, Renewable and Alternative Energy and other technology sectors.

BIRD supports approximately 20 projects annually. The cumulative sales of products developed through BIRD projects have exceeded \$10 billion.

Since its inception in 1977, BIRD has approved 1000 projects with leading companies in the U.S., for example: ADM, American Red Cross, Applied Materials, Avaya, Bayer Pharmaceutical, Becton Dickinson, Bio-Rad Laboratories, Eastman Kodak, General Dynamics, General Electric, Guidant, IBM, J&J, KLA- Tencor, Molex, Motorola, Procter & Gamble, SanDisk, Spansion, Telcordia, Texas Instruments, Tyco and many others. See <http://projectsdb.birdf.com> for a complete database of BIRD projects.

How does the BIRD Foundation Operate?

Any pair of companies, one Israeli and one U.S.-based, may apply jointly so long as they can demonstrate the combined capabilities and infrastructure to define, develop, manufacture, sell and support an innovative product based on industrial R&D.

The key criterion is that each corporate entity shall have the ability to carry out its part of the joint development and commercialization. Their willingness to share in the financial risk of product development as well as in the financial gain of commercialization, are also key factors in BIRD's evaluation.

The BIRD Foundation offers conditional grants for joint development projects on a risk-sharing basis. The Foundation funds up to 50% of each company's R&D expenses associated with the joint project, up to \$1M per project. Repayments are due if commercial revenues are generated as a direct result of the project.

<https://www.birdf.com/>

Sarona Partners



Investing, accelerating and developing Israeli high-tech companies to global expansion and promoting the Israeli high-tech ecosystem worldwide

Established in 2016, Sarona Partners is a fast-growing international ecosystem aimed to help technology startup companies achieve global scale. The ecosystem consists of 'preseed' to 'A Stage' Venture Funds, a 5-location chain of Co-working Spaces, Business Scale- up Program (365x), Multiple Vertical Accelerators (SigmaLabs, GreenUp City), and Israel's leading Tech-media platform, Geektime.

SARONA PROGRAMS

Consisting of three unique initiatives (SigmaLabs, 365x, and GreenUp City), these programs range from three to six months and aim to accelerate and scale Israeli high-tech startups. Our programs are backed by global leaders with cumulative reach to hundreds of thousands of resellers and millions of businesses.

<https://sarona-partners.com/>

Ayalon Highways



Intern for the Innovation and Systems Development Team in the Technology Division

Job Description:

The Innovation and System Development team is in charge of the examination and application of innovative technologies from the world of transportation, with an emphasis on software, in Israel. We regularly research innovative ideas from around the world in order to import them into the country. This team lives and breathes entrepreneurship and innovation, and seeks to add to it a soul player who is driven by the desire to help solve the problem of congestion of roads from different safe points.

The role includes conducting market research, analyzing competitors, surveying technologies and solutions that exist in Israel and around the world, in the worlds of transportation, payments, innovation, and more.

Requirements:

- A student from the international program, master's degree
- Business Administration student - an advantage
- Technological background - an advantage
- English - required
- Additional languages - an advantage
- Previous experience in conducting research and / or market research
- Ability to review and summarize technological articles

<https://www.ayalonhw.co.il/technology/>

Highroad



Highroad is an innovation platform, designed to invest and support the technological disruption of daily lives. We help great entrepreneurs set and achieve the right business goals to get them where they need to be.

To do that, we have fused business, entrepreneurial, and technological experience, together with vast and diverse industry expertise. Each company we are partnering with gets our full, hands-on support to plan, optimize, and execute their journey to success.

Highroad invests in early-stage disruptive tech companies with exceptional founders and runs its Launchpad program – a unique value-based acceleration program for early-stage startups. The approach is a hands-on approach, with lots of close contact with the portfolio companies in various aspect, while constantly exploring different opportunities.

What we are looking for

We are looking for people who would like to do a hands-on work with founders and companies, business partners as well as actual investment-related work – reporting, analysis, tracking, value creation, deal-flow management, due diligence, business relations and other types of activities.

We are a very small and close team, so you get a chance to really see the big picture.

The actual job is very flexible, so it really depends on your attitude, goals and interests. That said, there are some **basic requirements**:

- High-level English (oral and written)
- Open-minded with a proactive approach
- Eager to learn, initiate and execute
- Curious and looking to expand your horizons

<https://highroad.center/>

OurCrowd is a global venture investing platform that empowers institutions and individuals to invest and engage in emerging companies. The most active venture investor in Israel, OurCrowd vets and selects companies, invests its capital, and provides its global network with unparalleled access to co-invest and contribute connections, talent and deal flow. OurCrowd builds value for its portfolio companies throughout their lifecycles, providing mentorship, recruiting industry advisors, navigating follow-on rounds and creating growth opportunities through its network of multinational partnerships.

With \$1.2 billion of committed funding, and investments in 200 portfolio companies and 19 venture funds, OurCrowd offers access to its membership of 37,000 individual accredited and institutional investors, family offices, and venture capital partners from over 183 countries to invest alongside, at the same terms. OurCrowd's portfolio is diversified across sectors and stages, ranging from seed and series A through late stage and pre-IPO firms. Since its founding in 2013, OurCrowd portfolio companies have been acquired by some of the most prestigious brands in the world, including Uber, Canon, Oracle, Nike, and Intel.

Over the last 6 years OurCrowd has grown to be a large international team with over 180 employees based out of Jerusalem, Herzliya, Hong Kong, London, Madrid, New York, San Diego, Singapore, Tel Aviv, Toronto, and Sydney.

Positions:

OurCrowd is offering 3 intern positions on the following teams:

1. Business Development
2. Investments
3. Portfolio Management

Business Development Internship

The OurCrowd business development team works closely with our 150+ portfolio companies to find strategic partnerships and potential clients as well as assist the company in taking their business to the next level. The main goal of the team is to help the companies succeed thus helping OurCrowd's investments succeed.

The team works closely with varied multinational partners (for example: GE, Intel, UBS, Honda R&D, 3M etc) and local strategic industry experts to build strong global relationships for OurCrowd and its portfolio companies.

Primary responsibilities and deliverables:

1. Learning about venture capital, business development and the medical industry in Israel and worldwide
2. Building a workflow to track and gauge BD initiatives and efforts for OurCrowd's medical portfolio, including (but not limited to): data entry, working with our CRM, and using spreadsheets and visualisation tools

3. Involvement in preparations for the 2019 OurCrowd Global Investor Summit (week of Feb. 13, 2020)
4. Assisting, writing, and otherwise preparing marketing materials and industry reports to be used with different types of audiences
5. Meeting with and researching the needs of the medical portfolio companies, including their business strategies, active geographies, and target markets
6. Supporting the Business Development team in their efforts to assist and accompany the portfolio companies in their journey to scale and grow

Investments Internship

The OurCrowd investments team is responsible for sourcing, vetting and performing all due diligence on potential investments.

Primary responsibilities and deliverables:

1. Analysis of potential investments.
2. Market research, competitive landscape, reviewing financials.
3. Meeting with CEO's of potential investment companies.
4. Researching potential investment targets

Portfolio Management Internship

The OurCrowd portfolio management team oversees our portfolio companies and assists them in a variety of ways. They deal with follow on rounds, board placement, reporting, financial overviews of company performance, and exits for the portfolio companies. Additionally, they add value to the portfolio companies by adding HR, attracting talent, introducing the companies to financial investors, advising during complex transactions, offering light investment banking services, and dealing with portfolio governance.

Primary responsibilities and deliverables:

1. Creating analytics based on past deals to understand OurCrowd's position in the startup, identify future opportunities and connections, both for OurCrowd and its portfolio.
2. Gathering, managing and analyzing portfolio companies' financial information.
3. Researching the networks of partners and co-investors to identify and optimize followon investments opportunities for our portfolio companies.
4. Compiling, verifying accuracy and sorting information related to investments in our portfolio companies.
5. Optimizing the processes for managing OurCrowd's extensive investment portfolio.
6. Sharing results and best practices with the department's management team.

<https://www.ourcrowd.com/>