

## Competency Pathways to Social Innovation Impact

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### Abstract

This study examines the link between social innovation impact and competency development at the individual, group, and organizational levels. As social innovation becomes increasingly vital for sustainable and inclusive development, understanding the capacities that support or limit its success is crucial. The research draws on interdisciplinary perspectives to explore how competencies – such as creativity, collaboration, adaptability, and systems thinking – contribute to the creation and implementation of socially innovative solutions.

Using a mixed-methods approach, the study incorporates data from social enterprises and NGOs, interviews with innovation leaders, and case studies of impactful initiatives. Findings show that individual competencies (e.g., leadership, empathy) are key in early stages; group competencies (e.g., trust, team learning) support collaboration; and organizational competencies (e.g., strategic flexibility, cross-sector networking) are essential for scaling and sustaining impact.

The research offers insights into how competence and development support social innovation across multiple levels. It provides practical recommendations for education, training, and policy to strengthen innovation ecosystems. Overall, the study underscores the importance of integrated competency strategies to unlock the full transformative potential of social innovation.

### Keywords

Social innovation, competency, capacity building, multilevel analysis.