

# Social Business Accelerator

Report from the 6<sup>th</sup> Edition of the Program

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September 2017 – June 2018

**PSIK** P o l s k i e  
Stowarzyszenie  
Inwestorów  
Kapitałowych

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## Introduction

The Social Business Accelerator (SBA) Program is a pro bono initiative of the private equity and venture capital community in Poland. The SBA Program was launched in 2011 by the Polish Private Equity and Venture Capital Association (Polskie Stowarzyszenie Inwestorów Kapitałowych – PSIK) in collaboration with Ashoka, an international organization that promotes innovative social entrepreneurship. Since its 4<sup>th</sup> edition in 2014, the Program has been managed jointly by PSIK and the Valores Foundation, Poland’s first venture philanthropy fund.

The SBA Program is based on individual cooperation between experienced private equity investment professionals operating in Poland (PSIK mentors) and the leaders of social organizations that work to solve the most urgent social problems in Poland in areas such as child welfare, education, equal opportunities for people with disabilities and re-socialization of ex-convicts, as well as assisting refugees, homeless persons, the elderly and other socially excluded groups.

The SBA initiative responds to the need for greater managerial skills and business knowledge within social organizations that want to increase their social impact and scale of operations. Therefore, PSIK mentors – the most experienced people representing the private equity/venture capital community in Poland – offer their knowledge and time on a pro bono basis under the SBA Program and use their experience, professional skills and contacts to support the development of the social organizations participating in the Program.

So far, there have been six editions of the SBA Program:

- 1<sup>st</sup> edition: November 2011 – October 2012 (13 participating pairs)
- 2<sup>nd</sup> edition: June 2013 – June 2014 (13 pairs)
- 3<sup>rd</sup> edition: September 2014 – June 2015 (16 pairs)
- 4<sup>th</sup> edition: September 2015 – June 2016 (17 pairs)
- 5<sup>th</sup> edition: September 2016 – June 2017 (15 pairs)
- 6<sup>th</sup> edition: September 2017 – June 2018 (16 pairs)

Participants in the SBA Program from the social side are entrepreneurial leaders who strive to develop their social organizations and increase their positive societal impact. On the PSIK side, the Program engages partners, managing directors and investment directors of private equity and venture capital firms, each of whom has a minimum of 10 years’ experience in the private equity industry.<sup>1</sup> Cooperation with the social organization leaders and their teams proceeds similarly as in the case of private equity portfolio companies: close work with the organization’s leader and management team, but in this case on a pro bono basis and with the aim of helping the social organizations become financially stable, build organizational capacity and develop strategic priorities.

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<sup>1</sup> Private equity is a type of equity investment that provides a source of external financing for privately owned companies. Apart from the financial investment, within the framework of private equity financing a company may receive support from the investor in various areas such as strategic, operating, marketing, financial, legal, tax and organizational advice. A private equity investor, which is usually a fund that manages third-party capital, does not focus on maximizing short-term company profits and recovering the capital invested rapidly, but is interested in increasing the company’s value in the long term to achieve the desired profit when selling its shares in the future. The duration of a typical private equity investment ranges from five to seven years.

In each edition of the SBA Program, the PSIK mentors and the social leaders worked as one-on-one pairs for 10 to 12 months, focusing on strategic development and planning, management and succession issues, finances, cash flow planning, HR and organizational development. The mentors also provided support in developing business plans, new fundraising and marketing strategies as well as supporting outreach to potential funding sources for the organizations.

The 6<sup>th</sup> edition of the Program was complemented by two joint meetings of all the pairings, one in September 2017 and another in February 2018. These group sessions provided a valuable opportunity for all the Program participants to share their experiences, benchmark their progress with mentors and obtain educational benefits.

This edition, like the previous ones, was evaluated using an online questionnaire and also through personal interviews with PSIK mentors and social leaders. The participants rate the quality of the program very highly and are satisfied with their involvement. A 70% success rate was achieved in the first kick-off edition of the SBA Program and more than 90% was achieved in all subsequent programs, including the 6<sup>th</sup> edition (more details on the evaluation are provided on the following pages and in the previous reports on earlier editions).

The research shows that the SBA is a much-needed program that NGO leaders and PSIK mentors find to be a very good platform for improving the work of NGOs. It enables those non-governmental organizations that take part to significantly increase their efficiency and allows their leaders to learn from the mentors how to run their organizations in a more business-like way. NGO leaders appreciate the opportunity to look at their organizations from a high-level perspective and to learn strategic thinking.

The PSIK mentors are open to sharing their knowledge and expertise with NGO leaders and are ready to offer their time. Additionally, the mentors themselves benefit from the opportunity to become involved in charitable activities.

The highly positive result of the evaluation of all editions of the SBA Program overwhelmingly supports its continuation by the organizers. The 7<sup>th</sup> edition of the Program, in which 15 pairs will be taking part, is scheduled to launch in September 2018.

In this report summarizing the 6<sup>th</sup> edition of the SBA Program you will find a description of the outcome of cooperation between mentors from the private equity/venture capital industry and the social organizations that took part in the Program. We hope you will find it interesting.

September 2018

**Agnieszka Borek**  
SBA Program Coordinator,  
President of the Management Board of the  
Valores Foundation

**Robert Manz,**  
Managing Partner, Enterprise Investors,  
Co-Creator of the SBA Program,  
Head of the PSIK Philanthropy Committee,  
Member of the Valores Foundation Board

## 6<sup>th</sup> edition of the SBA Program in numbers

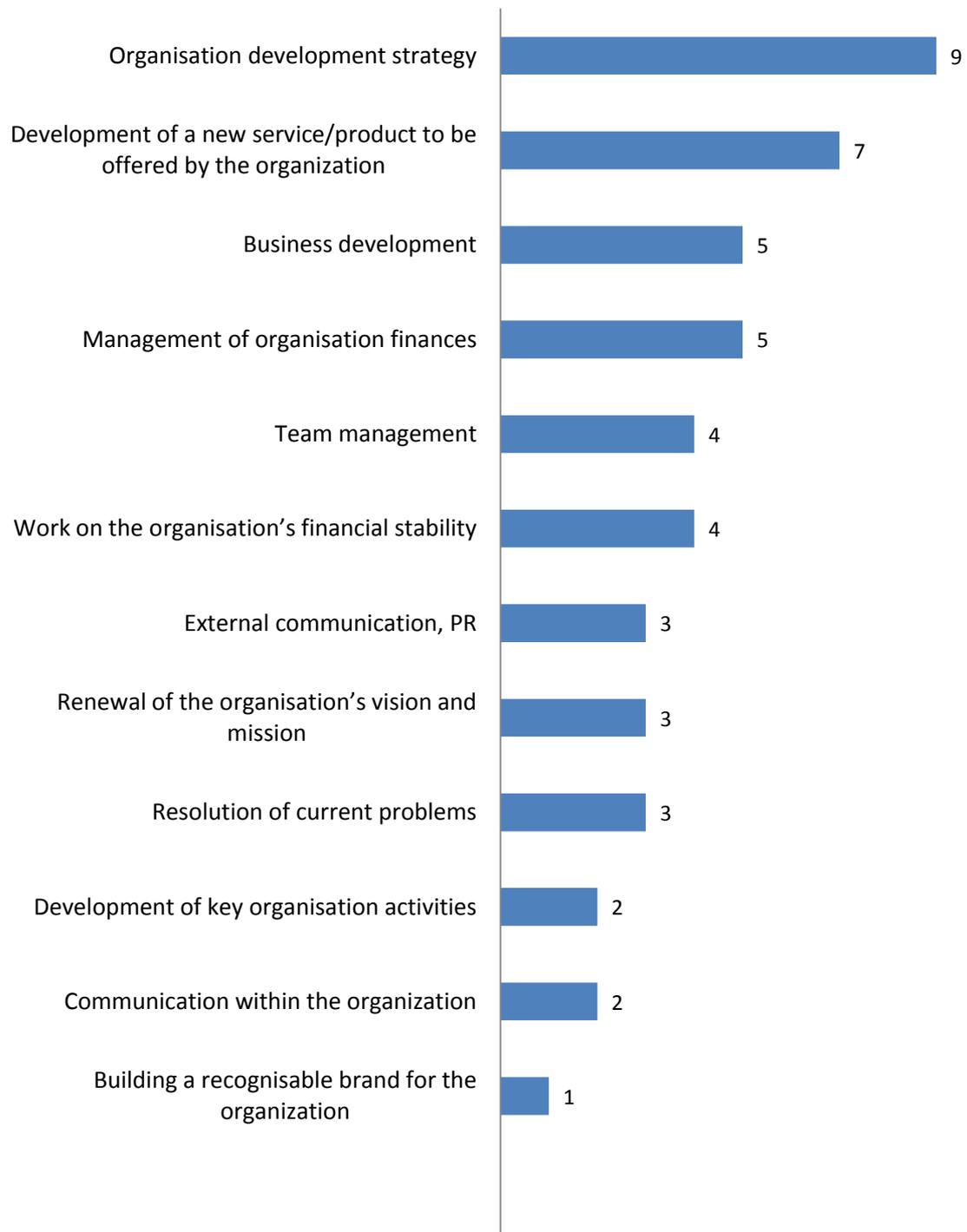
- 16 PSIK private equity mentors participated in the 6<sup>th</sup> edition of the SBA Program.<sup>2</sup>
- 16 leaders of social organizations were invited to the Program<sup>3</sup>.
- 12 of the pairings successfully completed the Program.
- During 10 months of work (from September 2017 to June 2018), around 60 meetings of social organization leaders and PSIK mentors took place.
- In total, PSIK professionals worked for around 150 hours with social leaders and their organizations.
- In the case of seven organizations, key persons other than the leader were also involved in working with the mentor.
- The majority of pairs (nine) focused their work on the organizations' development strategies. Other major areas included management of the organization's finances, business development, and development of a new service/product to be offered by the organization (see the graph on p. 6) .
- The mentors and social leaders highly rated the social organizations' progress in the following areas:
  - Fundraising strategy and activities
  - Development of new services/ products (see the graph on p. 7)

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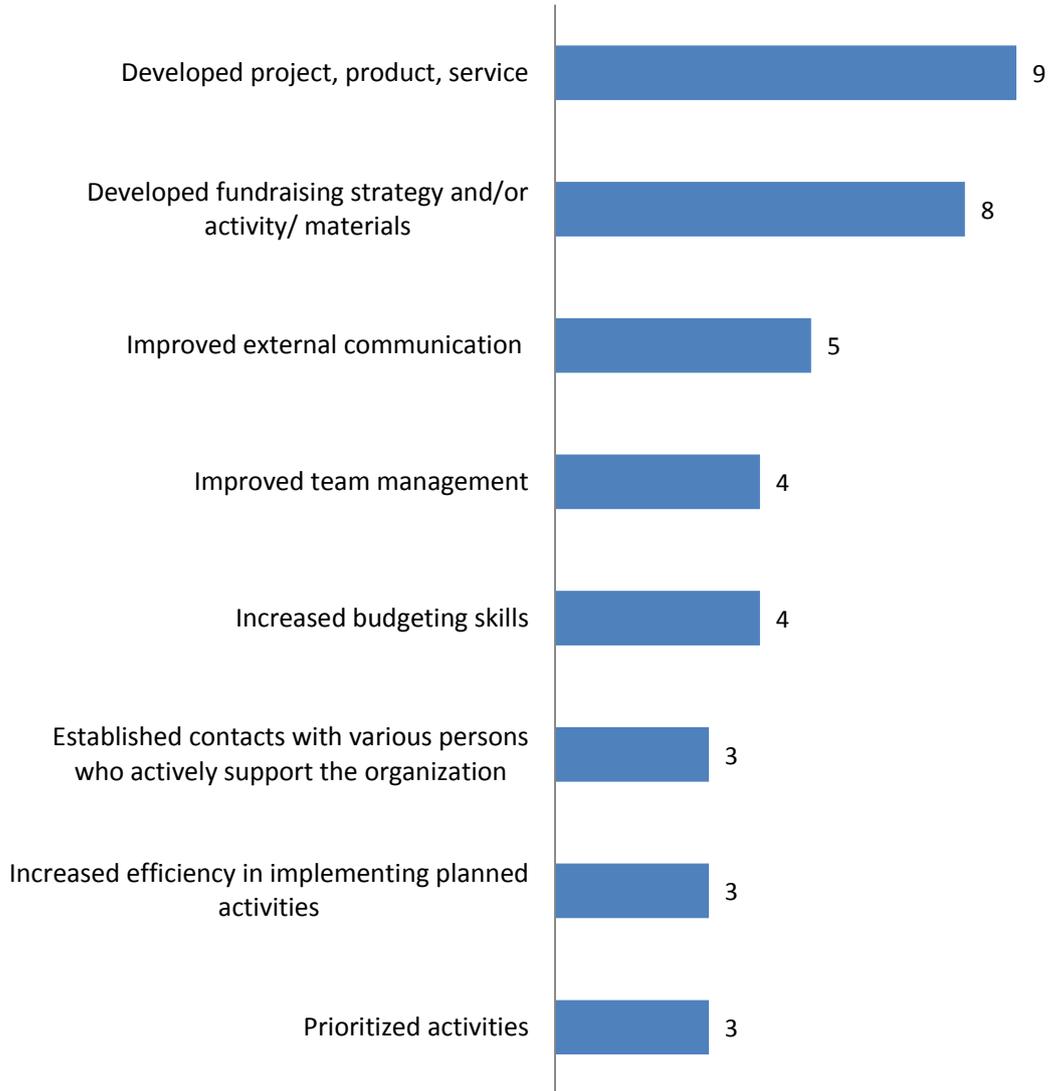
<sup>2</sup> 13 PSIK mentors took part in the survey

<sup>3</sup> Leaders of 14 social organizations took part in the survey

**Fields of cooperation and the number of pairings that worked in the indicated field**



**Bennefits for the SBA 6 organizations and the number of pairings  
that indicated the benefit**



## The social organizations participating in the SBA 6th edition



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PRZYSTAŃ**  
Zrozumieć MPD

SPOZA  
SPOZA



**tato.net**<sup>®</sup>  
ODKRYWAMY OJCOS'



NOMADA



Fundacja Sławek



FUNDACJA  
ŚWIATŁO



## Social organization leaders' opinions<sup>4</sup>

- All the leaders declared that participation in the Program significantly contributed to the development of their organizations.
- 11 out of 14 leaders surveyed maintained that SBA participation promoted their professional and personal development.
- According to 13 out of 14 leaders surveyed, the results achieved are sustainable for their organizations.
- Participation in the SBA Program proved to be a valuable or very valuable experience for all the participating social organizations' leaders.
- Eight out of 14 leaders surveyed declared that the Program met their expectations, and six stated that it exceeded them.

*“Meetings with our mentor were an opportunity, despite the burden of day-to-day work, to reflect on issues related to team management, building the organization's image and capabilities, and obtaining additional sources of financing. Talks with our mentor allowed us to see things from a different perspective, to identify the most important problems and to look for solutions that could address those problems and that we had not thought of before.”*

Agnieszka Czajak,  
Fundacja Gniazdo

*“Using tools chosen by the mentor, we have analysed our current and future financing as well as our past operations. This has increased our awareness of what could happen in the future, what problems we might face and how to plan ahead without making mistakes. We assessed our organization to make an informed decision about what we can give up and what we should work on at the moment. Meetings with a mentor have taught us to prioritize important activities for the organization in which we as management should be involved. We gave up many unnecessary activities, which brought us inner peace.”*

Krzysztof Łyżwiński  
Stowarzyszenie Budujemy Przysiań

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<sup>4</sup> The data presented here is based on responses given by the 14 out of 16 social leaders who filled in the questionnaire after completing the Program.

*“Contacts with our mentor allows us to verify our ideas and lets us look at various things from a different angle.”*

Tomasz Strzymiński,  
Fundacja Audideskrypcja

*“We are happy that we can participate in the SBA Program, and thanks to meetings with our mentor and his valuable questions, we see our actions and plans from a new perspective.”*

Urszula Krasnodębska-Maciula  
Stowarzyszenie Klon-Jawor



## PSIK private equity mentors' opinions<sup>5</sup>:

- 85% of mentors stated that the Program contributed to the development of the social organizations.
- 75% of mentors declared that it also promoted their own professional development, and all of them maintained that it influenced their own personal development.
- All the mentors would recommend participation in the SBA to other private equity professionals.
- Participation in the SBA Program proved a valuable or very valuable experience for all the mentors.

*“A very useful initiative.”*

Marek Borzestowski, Giza Polish Ventures

*“A big challenge for someone working in business to adapt to the activities of a small organization ‘with a mission’.”*

Rafał Bator, Enterprise Investors

*“A very valuable program that improves the efficiency of the social organization.”*

Piotr Misztal, Value4Capital

*The idea is very interesting, and I see great opportunities to apply PSIK members' business knowledge to helping NGOs, but the right engagement from both sides and empathy is crucial because these are meetings of two different worlds.*

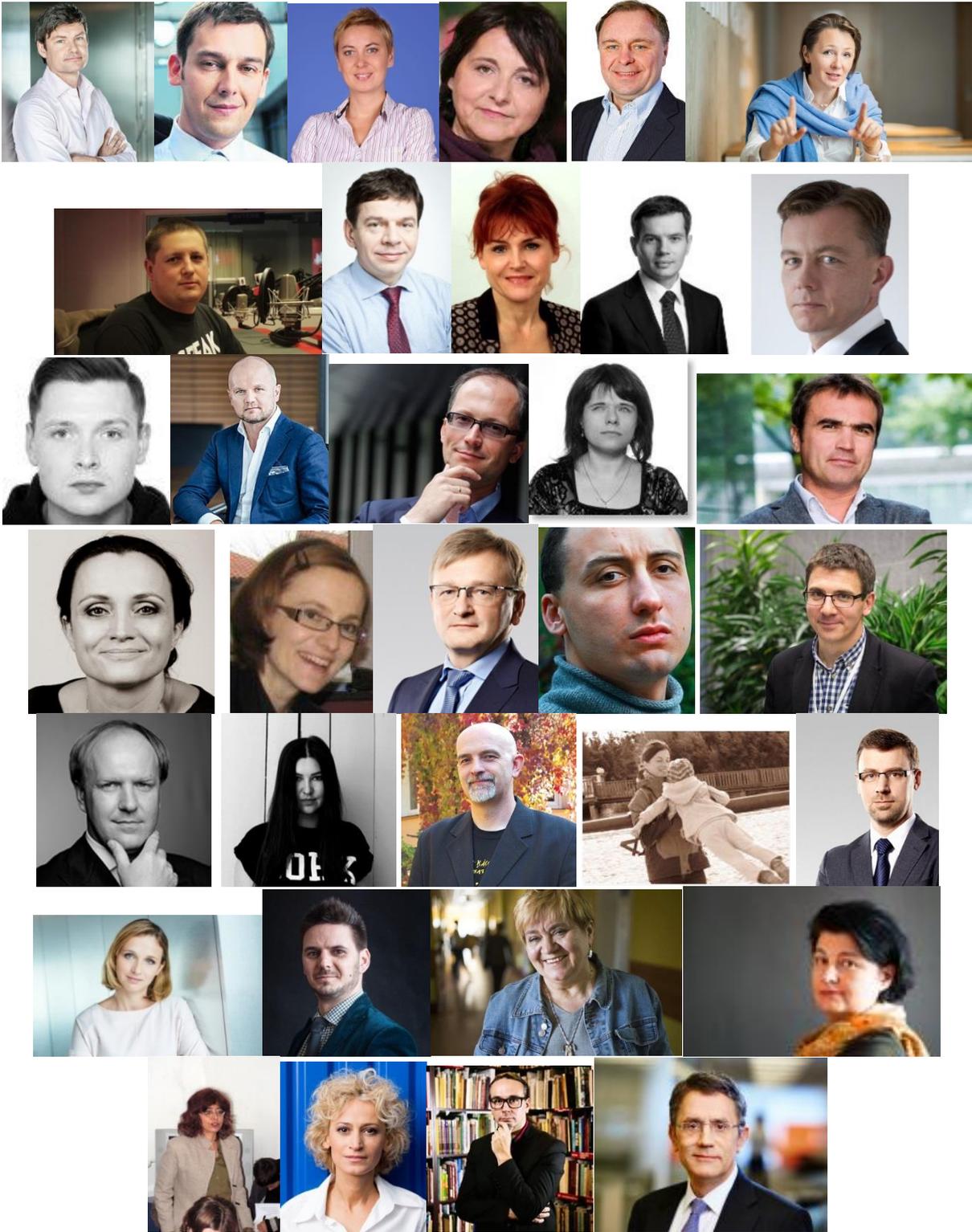
Magdalena Magnuszewska, Innova Capital



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<sup>5</sup> The data presented here is based on responses given by the 13 out of 16 PSIK mentors who filled in the questionnaire after completing the Program.

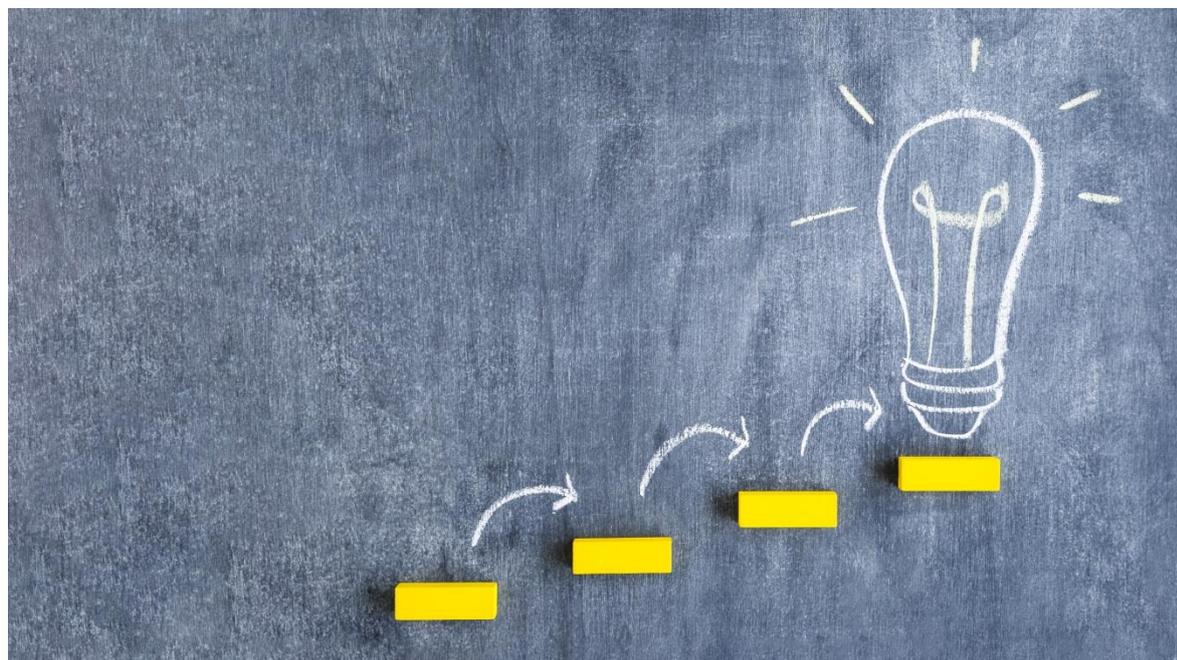
Participants of the 6<sup>th</sup> SBA edition



## Details about the participants of the 6<sup>th</sup> SBA edition

	Social Organization	Social Leader(s)	PSIK Mentor/Firm
1	<b>Fundacja Ocalenie:</b> offers support to migrants and refugees	<b>Piotr Bystrianin</b>	<b>Paweł Padusiński</b> Mid Europa Partners
2	<b>Kamilińska Misja Pomocy Społecznej:</b> helps homeless persons return to a normal life	<b>Adriana Porowska</b>	<b>Paweł Maj</b> bValue
3	<b>Stowarzyszenie Budujemy Przyszań:</b> supports children and young adults with cerebral palsy (aged from a few months to 24 years)	<b>Krzysztof Łyżwiński</b>	<b>George Swirski</b> Abris Capital
4	<b>Centrum Opus:</b> supports social activities throughout the Łódź region via micro-grants for social initiatives as well as advisory/training support for social organizations and local authorities	<b>Łukasz Waszak</b>	<b>Sylwester Janik</b> Cogito Capital Partners
5	<b>Fundacja Audiodeskrypcja:</b> makes culture and art accessible to the visually impaired	<b>Tomasz Strzyński,</b> <b>Barbara Szymańska</b>	<b>Marek Borzestowski</b> Giza Polish Ventures
6	<b>Fundacja im. Dr Piotra Janaszka Podaj Dalej:</b> helps people with disabilities change their lives and live independently	<b>Zuzanna Janaszek-</b> <b>Maciaszek,</b> <b>Olga Janaszek-Serafin,</b> <b>Karol Włodarczyk</b>	<b>Piotr Misztal</b> Value4Capital
7	<b>Fundacja La Strada:</b> campaigns against human trafficking and slavery	<b>Irena Dawid-Olczyk</b>	<b>Dariusz Prończuk</b> Enterprise Investors
8	<b>Fundacja Sławek:</b> helps people who are socially excluded, especially prisoners, ex-prisoners and their families	<b>Krzysztof Łagodziński</b>	<b>Tomasz Głowacki</b> Riverside
9	<b>Stowarzyszenie Spoza:</b> supports people with disabilities, the long-term unemployed, and those at risk of social exclusion	<b>Agnieszka Żarnecka</b>	<b>Kinga Stanisławska</b> Experior
10	<b>Stowarzyszenie Klon/Jawor:</b> runs a nationwide portal for social organizations, ngo.pl	<b>Urszula Krasnodębska-</b> <b>Maciuła</b>	<b>Rafał Bator</b> Enterprise Investors
11	<b>Fundacja Światło:</b> supports people in comas and cancer patients	<b>Janina Mirończuk</b>	<b>Bartek Trzebiński</b>

12	<b>Stowarzyszenie na Rzecz Wspierania Rodzin Nowe Perspektywy:</b> association supporting families in need	Monika Dudek	Monika Morali-Majkut
13	<b>Stowarzyszenie na Rzecz Integracji Społeczeństwa Wielokulturowego Nomada:</b> works with groups that have been excluded from society, such as immigrants, foreigners, and ethnic as well as religious minorities	Maciek Mandel	Leszek Muzyczyszyn Innova Capital
14	<b>Fundacja Gniazdo:</b> supports children from marginalized backgrounds and helps promote the healthy functioning of their families	Agnieszka Czajak	Magdalena Magnuszewska Innova Capital
15	<b>Dancing Międzypokoleniowy:</b> works to overcome stereotypes related to the perception of old age; combats age-related social exclusion and integrates generations	Paulina Brown	Krzysztof Krawczyk CVC Capital Partners
16	<b>Fundacja Cyryla i Metodego – Inicjatywa Tato.Net:</b> helps men develop a concept of responsible fatherhood	Wojciech Czeronko	Konrad Korobowicz Capital Partners



## PSIK mentors and social leaders from previous SBA editions

During the SBA 6<sup>th</sup> edition, six PSIK mentors from previous SBA editions continued to work as mentors to organizations that have moved from the SBA Program to the Valores Foundation portfolio:

PSIK Mentors	Organizations in the Valores Foundation portfolio
<b>Khai Tan</b> Bridgepoint	<b>Fundacja Integracja</b> integrates persons with disabilities into mainstream society and helps them achieve full social and economic status.
<b>Małgorzata Bobrowska-Jarząbek</b> Resource Partners	<b>Fundacja Szczęśliwe Dzieciństwo</b> designs and implements educational programs for children and young adults through school and after-school activities.
<b>Zbigniew Łapiński</b> 3TS Capital Partners	<b>Fundacja Samodzielni Robinsonowie</b> builds a nationwide system that helps young adults successfully transition from institutional foster care to independent living.
<b>Jacek Pogonowski</b> Value4Capital	<b>Fundacja Pomost</b> works with prisoners and ex-prisoners, and offers a halfway house for released ex-convicts who would normally have problems re-adapting to society in Poland.
<b>Jacek Woźniak</b>	<b>Stowarzyszenie Twoje Nowe Możliwości</b> supports young people with disabilities to graduate from university and engage in professional work
<b>Dariusz Pietrzak</b> Enterprise Investors	<b>Stowarzyszenie Boris/ Forum ONI</b> works on the social and financial security of adults with intellectual disabilities



## Paweł Padusiński, Mid Europa Partners

## Piotr Bystrianin, Fundacja Ocalenie, Warsaw

The pair worked together in the 5<sup>th</sup> and 6<sup>th</sup> SBA edition (during SBA 6, the organization was accepted to the Valores Foundation portfolio)

### Focus areas:

- Team management
- Management of the organization's finances
- Development of the Welcome Home Program
- Work on the organization's financial stability
- Solving current problems

### Results:

- Understood the need for planning and budgeting, and developed the organization's first tools for effective budgeting
- Sorted out the fundraising strategy
- Maintained an active dialog with companies reached using the mentor's contacts, and obtained additional funds from private donors
- Developed the Welcome Home Program



Mid Europa is a leading financial investor in Central and South-Eastern Europe. One of the first private equity firms in the region, it has operated since 1999 and has offices in Warsaw, Budapest, Istanbul and London. It manages funds worth around EUR 4.6 billion. Since 2005, Mid Europa has been fully independent and it is wholly owned by its partners.

[www.mideuropa.com/](http://www.mideuropa.com/)



Fundacja Ocalenie supports migrants and refugees in their integration and personal development. It promotes intercultural dialog and strengthens civil society. It aims to enable all people to live with dignity and have their rights respected. Ocalenie is a non-profit NGO and has the status of a Public Benefit Organization. It has operated since 2000. In fulfilling its mission, it conducts many activities targeted both at foreigners living in Poland and Poles.

[www.ocalenie.org.pl](http://www.ocalenie.org.pl)

## Paweł Maj, bValue

### Adriana Porowska, Kamiliańska Misja Pomocy Społecznej, Warsaw

The pair worked together in the 5th and 6th SBA editions (during SBA 6, the organization was accepted to the Valores Foundation portfolio)

#### Focus areas:

- Development of a new service to be provided by the organization
- Work on the organization's financial stability
- The organization's strategy for development
- Team management
- Financial management
- External communication, PR
- Internal communication
- Solving current problems

#### Results:

- Developed the Training Apartments Program
- Implemented a systemic procedure for consumer bankruptcy
- Improved internal communication and team management
- Developed a systemic approach to crowdfunding



bValue is among the largest VC funds in Poland, currently managing assets of approximately PLN 100 million. It invests in scalable projects. The fund invests in early-growth companies.  
<http://bvalue.vc/pl>



The Foundation supports homeless persons by offering stays at its St. Lazarus shelter, running a training flat scheme and conducting street work in the Warsaw districts of Włochy, Ochota and Ursus.  
[www.misja.com.pl](http://www.misja.com.pl)

## George Swirski, Abris Capital Partners

## Krzysztof Łyżwiński, Stowarzyszenie Budujemy Przystań, Radom

The pair worked together in the 6<sup>th</sup> SBA edition

### Focus areas:

- The organization's strategy for development
- Team management
- Financial management

### Results:

- Improved skills in prioritizing the organization's activities
- Implemented financial management tools that allowed the organization to understand what is involved in financial management and to apply the appropriate tools in an informed manner



Abris Capital Partners is a leading independent private equity fund manager based in Central Europe. It delivers superior returns for its investors by applying proven collaborative methodology that identifies, unlocks and realizes value from mid-market opportunities in the region

<http://www.abris-capital.com/>



This organization runs a center for children with cerebral palsy in Radom, where education and therapy are matched to individual needs and abilities. The goal is to prepare the children for as independent a life in society as possible. The Association also helps families come to terms with their new circumstances when a child with cerebral palsy is born.

<http://www.budujemyprzystan.org/>

## Sylwester Janik, Cogito Capital Partners

## Łukasz Waszak, Centrum Opus, Łódź

The pair worked together in the 6<sup>th</sup> SBA edition

### Focus areas:

- Developing the concept of social housing as a project based on a public-private partnership structure, with a focus on financing the planned project using repayable financial instruments.

### Results:

- Developed a public-private partnership model of financing social homes
- Developed a public-private partnership model of financing a local activity accelerator



Cogito Capital Partners supports growth of technology companies. It leverages its international experience and network to help its portfolio teams in achieving global success. It focuses on sectors where it can add value in crafting a winning strategy for a new business. Specific verticals of interest are FinTech, Mobile and IoT, B2B technology-based services, MedTech, Robotics, AI and Machine Learning.

<http://cogitocap.com/>

The Opus Centre conducts support activities throughout the Łódź region. The main problems it solves are low social participation, limited openness of local governments to cooperate with residents, and lack of systemic solutions for the integration of social partners in the implementation of public tasks. Its main activities are micro-grant programs for social initiatives, advisory and training support, providing grants for establishing new social economy entities, and advisory support for raising NGOs' business awareness.

<http://opus.org.pl/>

## **Marek Borzestowski, Giza Polish Ventures**

### **Tomasz Strzymiński and Barbara Szymańska, Fundacja Audiodeskrypcja, Białystok**

The pair worked together in the 5<sup>th</sup> and 6<sup>th</sup> SBA editions

#### **Focus areas:**

- The organization's strategy for development
- Business activity development
- Financial stability of the organization
- Communication methods and product concepts

#### **Results:**

- Developed a communication strategy
- Developed the concept of sales products
- Built a new website



The Giza Polish Ventures Fund is the first Polish-Israeli technology fund in Poland, managed by a team of investment partners who have in total more than 100 years of experience in VC/PE investments, managing technology companies and investment banking. Specialist support for GPV I is provided by Giza Venture Capital, one of the most renowned technology VC funds in Israel, which has invested in 96 companies during its nearly 20 years of operation.

[www.gpventures.pl](http://www.gpventures.pl)



The Foundation aims to make culture and works of art accessible to visually impaired persons. It operates throughout Poland. It is run by blind persons and their sighted friends who recognize the need for those with disabilities to fully participate in community life.

[www.audiodeskrypcja.org.pl/](http://www.audiodeskrypcja.org.pl/)

## Piotr Misztal, Value 4 Capital

### Zuzanna Janaszek-Maciaszek, Olga Janaszek-Serafin, Karol Włodarczyk, Fundacja im. doktora Piotra Janaszka Podaj Dalej, Konin

The pair worked together in the 6<sup>th</sup> SBA edition

#### Focus areas:

- The organization's strategy for development
- Development of a new service/product for the organization
- Business activity development

#### Results:

- Developed new products that allow the organization to offer maximum added value
- Prepared "for business" products related to the foundation's basic activity
- Concentrated activities on the most important areas where they bring the greatest efficiency



Value4Capital is a private equity firm focused on investments in mid-market Central European companies. It became an independent fund management company at the end of 2011. V4C focuses on buyouts of companies with an established market position that operate in Poland and the other Central European EU member states. It supports their development to make them leaders in their respective sectors.

<http://value4capital.com/>

The Foundation was established in 2004. It helps people with disabilities become independent by preparing them for the labor market and offering training flats. It opens new opportunities for families of people with disabilities. The Foundation builds a world without barriers, discussing the subject of disability in meetings with children and young people. It also develops volunteering activities and shares its expertise with those who work with people with disabilities.

[www.podajdalej.org.pl](http://www.podajdalej.org.pl)

## Dariusz Prończuk, Enterprise Investors

Irena Dawid-Olczyk,

Fundacja Przeciwko Handlowi Ludźmi i Niewolnictwu La Strada, Warsaw

The pair worked together in the 4<sup>th</sup>, 5<sup>th</sup> and 6<sup>th</sup> SBA editions

### Focus areas:

- The organization's strategy for development
- Financial management and stability
- Business activity development
- Solving current problems
- External communication and PR

### Results:

- Raised funds for activities
- Developed maps of potential partners and sponsors
- Started talks with selected potential partners
- Improved external communication
- Overhauled the organization's website
- Prepared an offer on forced labor training for carefully selected companies that have signed the United Nations Global Compact



Enterprise Investors

Enterprise Investors is the oldest and one of the largest private equity firms in Central and Eastern Europe. It specializes in buyouts of medium-sized companies and financing the development of rapidly growing enterprises from various sectors of the economy. EI has operated since 1990. To date, it has established nine funds with total capital exceeding EUR 2.5 billion. These funds have invested EUR 1.9 billion in over 140 companies. [www.ei.com.pl](http://www.ei.com.pl)



The La Strada Foundation focuses on combatting human trafficking and slave labor by identifying victims, offering legal and psychological help and raising awareness. [www.strada.org.pl/](http://www.strada.org.pl/)

## Tomasz Głowacki, Riverside

## Krzysztof Łagodziński, Fundacja Sławek, Warsaw

The pair worked together in the 6<sup>th</sup> SBA edition

### Focus areas:

- The organization's strategy for development
- Business development of the Goji Land initiative (a goji berry farm near Warsaw where ex-convicts are employed)
- The 1% campaign for 2019

### Results:

- Established contacts with various persons who actively support the Goji Land business strategy
- Contacted an advertising agency specializing in Google and Facebook campaigns



Riverside is a leading private equity firm. Since its founding in 1988, it has focused on the most successful and well-managed enterprises with a value of up to USD 400 million. To date, Riverside has invested in more than 550 transactions. The firm's international portfolio includes more than 80 companies.

[www.riversideeurope.com](http://www.riversideeurope.com)



The Foundation helps people in prisons, juvenile detention centers and correctional facilities to safely return to society and the family. It strives to reconcile and bring together families affected by separation. It lobbies for the establishment of the Polish Post-Penitentiary Assistance System, which will allow for more effective interventions thanks to inter-sectoral cooperation.

<https://www.fundacjaslawek.org/>

## Kinga Stanisławska, Experior Venture Fund

## Agnieszka Żarnecka, Stowarzyszenie Spoza, Warsaw

The pair worked together in the 6<sup>th</sup> SBA edition

### Focus areas:

- Organization development strategy
- Preparation of a new service/ product for the organization
- Development of the organization's key activities
- Business development activities
- Building a recognizable brand for the organization

### Results:

- Gained awareness of the need for stable revenues and ongoing funding for statutory aims
- Improved external communication
- Developed fundraising strategies and activities



Experior Venture Fund is a fund investing in small and medium-sized Polish enterprises with high growth potential. It offers such enterprises capital for growth and expansion as well as strategic and operational support for owners and management teams to maximize the business value. The fund's team has many years of experience in investment, ownership supervision, obtaining financing, strategic management and developing new business ventures.

<http://evf.com.pl/pl/>



The Association offers comprehensive support to people with disabilities and those who have suffered mental crises, i.a. through its own independent employment agency. It helps children and adolescents (mainly those with autism, Asperger's Syndrome and Down Syndrome) and their parents, as well as marginalized families, the long-term unemployed and those facing social exclusion.

<http://www.spoza.org.pl/>

## Rafał Bator, Enterprise Investors

### Urszula Krasnodębska-Maciufa, Stowarzyszenie Klon-Jawor, Warsaw

The pair worked together in the 6<sup>th</sup> SBA edition

#### Focus areas:

- Renewing the vision and mission of the organization
- The organization's strategy for development
- Preparation of a new service/product for the organization
- Business activity development: cooperation with business, analysis of paid services
- External communication, PR
- Paid service provided by the ngo.pl portal

#### Results:

- Gained greater business awareness and a more businesslike attitude
- Achieved greater discipline in project implementation
- Created promotional materials for business



Enterprise Investors is the oldest and one of the largest private equity firms in Central and Eastern Europe. It specializes in buyouts of medium-sized companies and financing the development of rapidly growing enterprises from various sectors of the economy. It has operated since 1990. To date, it has established nine funds with total capital exceeding EUR 2.5 billion. These funds have invested EUR 1.9 billion in over 140 companies. [www.ei.com.pl](http://www.ei.com.pl)



Polish non-political and non-profit association whose main goal is the development of a tolerant, active, creative, self-organizing society. It runs the largest portal of non-governmental organizations in Poland, [www.ngo.pl](http://www.ngo.pl), which posts about 100 information items a day. Seven million users visit ngo.pl annually. Ngo.pl ranks fifth in terms of user numbers in website audience surveys (public websites category). <http://www.klon.org.pl/>

## Bartłomiej Trzebiński

### Janina Mirończuk, Fundacja Światło, Toruń

The pair worked together in the 6<sup>th</sup> SBA edition

#### Focus areas:

- The organization's strategy for development
- Management of the organization's finances
- Development of the organization's key activity
- Work on the organization's financial stability

#### Results:

- Set priorities and cooperation goals (the pair started working together in February 2018).
- Gained a completely different point of view and adopted new approaches to the Foundation's day-to-day activities.



FUNDACJA  
ŚWIATŁO

Bartłomiej Trzebiński is a private investor, mentor and advisor to entrepreneurs and non-profit organizations. He is also an independent Investment Committee member of the Polish Development Fund and runs his own start-up company. He was previously head of EQT's Warsaw office. Prior to EQT, he worked at Warburg Pincus and Goldman Sachs. Bartek graduated from the Warsaw School of Economics and has an MBA from Harvard Business School.

The Foundation helps people in a coma and those with cancer. It runs the Nursing and Therapeutic Center, which supports 44 comatose patients. In 2005, Fundacja Światło set up the National Network of Cancer-Fighting Schools, a psycho-psychological emergency service for people battling cancer. Affiliates operate in 11 cities in Poland and provide support to 500 people quarterly. The Foundation helps and supports people who have been brought back to consciousness (more than 50 such cases in Toruń).

<http://fundacja.swiatlo.org/>

## Monika Morali-Majkut

### Monika Dudek, Stowarzyszenie na Rzecz Wspierania Rodzin Nowe Perspektywy, Radom

The pair worked together in the 5<sup>th</sup> and 6<sup>th</sup> SBA editions

#### Focus areas:

- Work on the organization's financial stability
- Business development activities
- Preparation of new services/products for the organization

#### Results:

- Opened the organization's new headquarters and a Center for Families in Radom
- The Association's leader took the decision to leave her previous job and focus fully on the organization
- Improved organizational development: four people hired under employment contracts
- Created a professional marketing and fundraising presentation with a clear message to sponsors and clients

Monika Morali-Majkut is the chair of the Investment Committee at PFR Ventures. She was previously head of the Warsaw office of Advent International, a global private equity management firm.



The Association helps families in need by running a school for parents, counteracting school failure among schoolchildren, supporting teenage mothers, helping families who have children with special needs and preventing the social exclusion of senior citizens.

[www.noweperspektywy.radom.pl](http://www.noweperspektywy.radom.pl)

## Leszek Muzyczyszyn, Innova Capital

### Maciek Mandelt, Stowarzyszenie na Rzecz Integracji Społeczeństwa Wielokulturowego Nomada, Wrocław

The pair worked together in the 5<sup>th</sup> and 6<sup>th</sup> SBA editions

#### Focus areas:

- Renewing the organization's vision and mission
- Team management
- Preparation of a new service/product for the organization
- Financial management of the organization
- Communication within the organization

#### Results:

- Discussed topics the organization has never raised before
- Opened the organization to new forms of activity that generated financing (consulting, training, workshops for companies employing foreigners)
- Adapted to new conditions, i.e. a small team without permanent financing
- Prepared the organization to formally run services for employers engaging migrant workers
- Gained private donors who contribute to the organization's fixed costs
- Launched an accounting audit



Innova Capital is a leading mid-market private equity firm in Central Europe. Founded in 1994, Innova has invested close to EUR 700 million in almost 50 companies across 10 countries in the region. In 2010, Innova won the CEE Fund of the Year Award presented by *Unquote* magazine for its fifth Innova fund. In the fifth edition of the Private Equity Diamonds Competition, which was held in 2016 under the auspices of PSIK, Innova was awarded two prizes in the following categories: PE Portfolio Company of the Year 2015 and Fund Manager of the Year 2015.

[www.innovacap.com/pl](http://www.innovacap.com/pl)



Nomada Association is a non-governmental organization based in Wrocław that promotes and defends human rights, in particular among socially excluded groups such as immigrants, foreigners and ethnic as well as religious minorities. The organization advocates the comprehensive development of open civil society. It strives to promote interpersonal solidarity and understanding among people with different backgrounds and social status. Its mission is to overcome stereotypes and prejudices.

[www.nomada.info.pl](http://www.nomada.info.pl)

## Magdalena Magnuszewska, Innova Capita

### Agnieszka Czajak, Fundacja Dla Ludzi Potrzebujących Pomocy Gniazdo, Katowice

The pair worked together in the 6<sup>th</sup> SBA edition

#### Focus areas:

- The organization's strategy for development
- Team management
- External communication, PR

#### Results:

- Achieved awareness of the need to devote attention to the strategic areas of operations instead of just dealing with urgent current topics
- Increased efficiency in implementing planned activities



Innova Capital is a leading mid-market private equity firm in Central Europe. Founded in 1994, Innova has invested close to EUR 700 million in almost 50 companies across 10 countries in the region. In 2010, Innova won the CEE Fund of the Year Award presented by *Unquote* magazine for its fifth Innova fund. In the fifth edition of the Private Equity Diamonds Competition, which was held in 2016 under the auspices of PSIK, Innova was awarded two prizes in the following categories: PE Portfolio Company of the Year 2015 and Fund Manager of the Year 2015.

[www.innovacap.com/pl](http://www.innovacap.com/pl)



The Foundation supports children from families that are at risk of social exclusion or unemployment, as well as those with financial, housing, welfare or educational problems. It also helps broken families and those with a multi-generational history of behavioural disorders and avoidance of compulsory education. The Foundation runs a sociotherapeutic club, a youth club, and a street worker service.

<http://www.fundacja-gniazdo.org/>

## Krzysztof Krawczyk, CVC Capital Partners

## Paulina Brown, Dancing Międzypokoleniowy, Warsaw

The pair worked together in the 6<sup>th</sup> SBA edition

### Focus areas:

- The organization's strategy for development
- Work on the organization's financial stability

### Results:

- Gained a completely different point of view on the organization's activities



CVC Capital Partners is one of the world's leading private equity and investment advisory firms. Founded in 1981, CVC today employs over 420 people across Europe, Asia and the US. CVC manages capital on behalf of over 300 institutional, governmental and private investors worldwide. Over the years, CVC has secured commitments of more than USD 71 billion in funds from investors (including CVC Credit Partners).

[www.cvc.com](http://www.cvc.com)

The organization aims to overcome stereotypes related to the perception of old age, fight age-related social exclusion, and bring together people from different generations through dance, which teaches tolerance and inspires people to develop their passions regardless of age. The organization's basic activity is running dance events in trendy youth clubs that older people rarely go to or even know. As a result, people of all ages come together on the dancefloor.

<https://www.facebook.com/dancingmiedzypokoleniowy/>

## **PSIK – Polskie Stowarzyszenie Inwestorów Kapitałowych/Polish Private Equity and Venture Capital Association**



PSIK is an association of private equity/venture capital investors active in Poland. Membership is also available to other persons, companies and institutions interested in the development of the private equity/venture capital industry in Poland.

PSIK's mission is to facilitate investment and promote development of the private equity and venture capital industry in Poland as well as to represent the interests of this community. PSIK has 55 Full Members (representatives of private equity and venture capital management firms) and 73 Associate Members (consulting companies cooperating with the industry). To date, PE/VC funds have invested more than EUR 7 billion in 1,200 Polish companies.



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