

# **Social Business Accelerator**

**Report from the 9<sup>th</sup> Edition of the Program**

**September 2020 – June 2021**

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

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## 9<sup>th</sup> Social Business Accelerator - Introduction

The Social Business Accelerator (SBA) Program is a pro bono initiative of the private equity and venture capital community in Poland. The Program was launched in 2011 in cooperation with Ashoka, however since the 4<sup>th</sup> edition in 2014 it is run by PSIK and Valores Foundations – Poland’s first venture philanthropy fund.

The SBA Program is based on individual cooperation between private equity investment professionals operating in Poland (PSIK mentors) and the leaders of social organizations. 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 and use their experience, professional skills, and contacts to support the development of the social organizations participating in the Program. During the course of an annual edition, the pairings meet frequently, and the cooperation often extends beyond one edition of the SBA.

During the 9<sup>th</sup> edition of the SBA two meetings with all participants took place, the first in September 2020 and the second in March 2021. During these meetings participants had the opportunity to share experiences, compare their progress and learn from each other. During the March meeting, participants had the opportunity to participate in a workshop on digital solutions conducted by experts from TechSoup.

During the 9<sup>th</sup> edition organizations faced additional challenges caused by the Covid-19 pandemic: less financing opportunities, very limited opportunities to gain financing from statutory and economic activity, the worsening situation of organizational beneficiaries who in many cases needed additional assistance. In March and May 2020 we conducted an evaluation of needs among organizations participating in the SBA. As a result, 7 organizations received financial aid amounting to 173 000 PLN from the Valores Covid-19 fund. We are very grateful to all the donors for their quick response and assistance.

Similarly to past editions, organizational leaders and PSIK mentors evaluated their experience using an online questionnaire and through personal interviews. Participants rated the quality of the program as very high, and in nearly all cases were satisfied with their partners involvement.

This year's evaluation results confirm that the SBA is a much-needed program offering immense value to the not-for-profit sector in Poland. Both organizational leaders and PSIK mentors consider it a very good platform for improving the functioning of social organizations. The program enables participating organizations to significantly improve their effectiveness and efficacy by partnering them with mentors from the business sector who share their business experience with them. NGO leaders appreciate this opportunity to expand their understanding of organization strategy and management.

PSIK mentors consider the following to be among the leading benefits of the program:

Sharing experiences and management skills with social organizational leaders;

Chance for the mentor to use their knowledge, skills and contacts to help improve the quality of life of the less fortunate;

Large scale of the program and mentor engagement;

Regular meetings with organizations taking part in the program and the opportunity to exchange experiences, share successes and seek advice;

Appropriate fit of mentor and organization;

Good onboarding procedure for new participants, clearly defined boundary conditions.

This report presents conclusions from the 9<sup>th</sup> edition of the SBA Program and general outcomes of the participating pairs. We hope you will find it interesting and inspiring.

November 2021



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



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

## SBA 9<sup>th</sup> Edition in Numbers

- 22 PSIK private equity mentors participated in the 8<sup>th</sup> edition of the SBA Program and mentored 22 management teams of social organizations.
- 20 pairs successfully completed the Program.
- During the 10 months of cooperation (from September 2020 to June 2021), approximately 213 meetings between mentors and management teams took place.
- In total, PSIK professionals dedicated approx. 450 hours of their time to work with the organizations.
- 15 organizations had more than one organizational leader working with the mentor.
- The majority of pairs (16) focused their work on addressing current issues, of which there were many in connection with the persisting pandemic.
- Some other most worked-on topics included: strategy development, financial sustainability, team management, and developing new services and projects (see chart 1).
- The PSIK mentors and social leaders have assessed that the best results were achieved in the following areas:
  - Strategy and activities related to acquiring funding;
  - Team management;
  - Adapting activities in light of the Covid-19 pandemic;
  - Developing new services and projects;
  - Cooperation with business.

### Areas of Cooperation

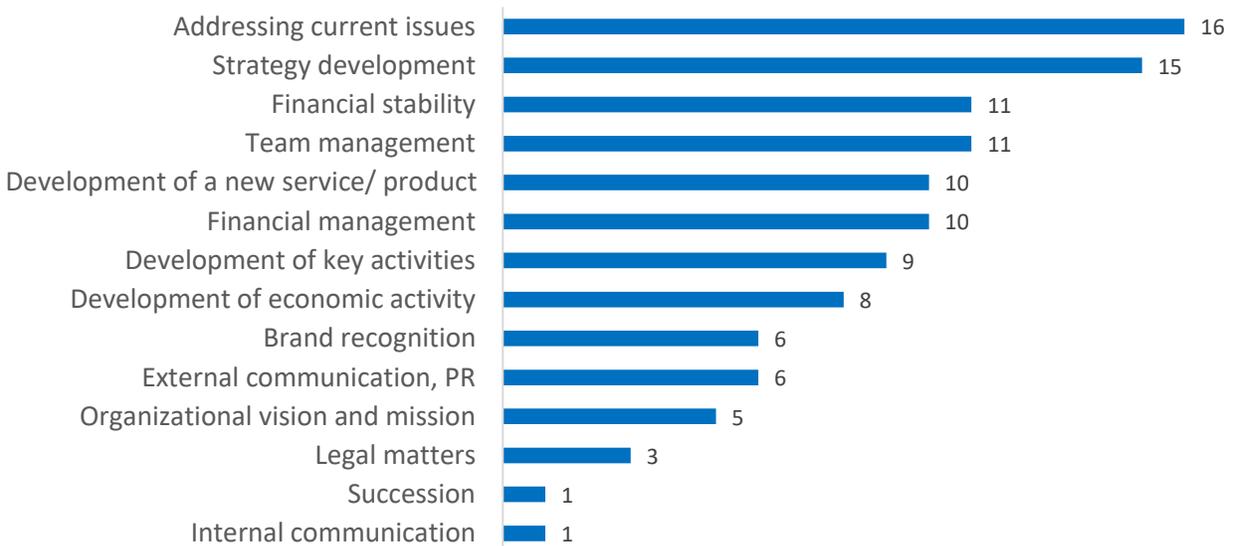


Chart 1. The number of SBA pairs that worked on the specific field of activity.

## Organizations Participating in the SBA 9<sup>th</sup> Edition



Fundacja dla dzieci  
i dorosłych z autyzmem

## Organizational Leaders' Feedback

- 19 out of 20 leaders indicated that participation in the SBA program was a very valuable experience for them.
- Nearly all (19) surveyed leaders declared that participation in the SBA significantly contributed to the development of their organization.
- 19 out of 20 leaders claimed that SBA participation promoted their professional and personal development.
- According to 19 out of 20 leaders, the results achieved during the program are sustainable for their organizations.
- All leaders indicated that they had a good relationship with their mentor.
- 10 leaders declared that the Program met their expectations, while 10 stated that it exceeded them.

*"Thanks to the work in the 9th edition, we survived the difficulties related to the epidemiological situation and did not give up on the implementation of statutory activities. The awareness that the mentor brought into the functioning of the foundation allowed us to properly allocate funds and plan current activities."*

Danuta Wieczorkiewicz, Zobacz... JESTEM Foundation

*"Thanks to the Program, we managed to change our perspective on the business aspect of our organization, work on our service portfolio, customer selection and finances."*

Alicja Łagodzińska, Leżę i Pracuję Foundation

*"The high competences of the mentor made it possible to address important issues that were not regulated in the Association from the very beginning, and hence impaired its development. Even the outbreak of the pandemic did not stop our work, meetings and work continued on-line. "*

Krzysztof Gąsiorowski, Association for Children and Adolescents Wędką

*"The program allowed us to see our activities from a different perspective. Thanks to examples from the business world, we were able to take a look at our strategies and start operating more effectively."*

Justyna Mańkowska, Katarynka Foundation

## PSIK Private Equity Mentors' Feedback

- 15 out of 17 mentors stated that the Program contributed to the development of the social organizations<sup>1</sup>, while 14 stated that it impacted their own personal development.
- Nearly all mentors (16 out of 17) would recommend participation in the SBA to other private equity professionals.
- PSIK mentors listed among the Program's greatest values:
  - Transferring experience and managerial skills to people managing social organizations.
  - The possibility to help and use the knowledge, skills, and contacts of a mentor to improve the quality of life of a less privileged part of society.
  - Mutual education of the mentor and the organization, the chance for financiers to encounter a topic they rarely deal with.
- Mentors positively assessed the organizational framework of the Program in terms of:
  - Appropriate matching of mentors to the organizations.
  - A good introduction to the Program for new participants, clear definition of boundary conditions.

*"The SBA Program involves genuine social impact, the mutual education of the mentor and the organization."*

Monika Nachyła, Abris Capital Partners

*"The program gives mentors great satisfaction in using their knowledge to help NGOs. The clash of the two worlds - the essence of capitalism with organizations led by social activists - gives great results and energy for further joint action."*

Piotr Kędra, PFR Ventures

*"The Program's value to the organization is the introduction of systematic thinking, sorting all elements of the foundation's operation in a broad perspective. For me, it was developmental to play the role of a coach, mentor rather than a representative of the owner of the organization."*

Emil Daciuk, Omikron Capital

<sup>1</sup> Data based on evaluations completed by 17 out of 20 mentors that completed the 9<sup>th</sup> edition.

# PSIK mentors and social leaders participating in the 9<sup>th</sup> edition of SBA



	<b>Social Organization</b>	<b>Social Leader(s)</b>	<b>PSIK Mentor/Firm</b>
1	<b>Stowarzyszenie Budujemy Przystan:</b> supports children and adolescents with cerebral palsy aged between a few months to 24 years.	<b>Krzysztof Łyżwiński, Aneta Kalbarczyk</b>	<b>George Świrski,</b> Abriss Capital Partners
2	<b>Europejska Fundacja Aktywizacji Społecznej EFAS:</b> supports employment and personal development, runs career counseling, and assists in finding temporary work.	<b>Tomasz Jasiński</b>	<b>Przemysław Głębocki,</b> Accession Capital Partners
3	<b>Fundacja SYNAPSIS:</b> is focused on professional help for autistic children and adults, and their families.	<b>Joanna Grochowska</b>	<b>Rafał Bator,</b> Enterprise Investors
4	<b>Fundacja La Strada:</b> acts against human trafficking and slavery.	<b>Irena Dawid-Olczyk</b>	<b>Dariusz Prończuk,</b> Enterprise Investors
5	<b>Fundacja Sławek:</b> helps socially excluded persons, in particular prisoners, former prisoners and their families.	<b>Krzysztof Łagodziński</b>	<b>Tomasz Głowacki,</b> Augere Venture
6	<b>Fundacja “po Drugie”:</b> supports adolescents at the risk of or experiencing homelessness, social exclusion, and pathology.	<b>Agnieszka Sikora</b>	<b>Dawid Walendowski,</b> Argen Partners
7	<b>Stowarzyszenie WĘDKA:</b> helps families prepare children and adolescents to enter adulthood and become independent.	<b>Wojciech Przybysz, Krzysztof Gąsiorowski</b>	<b>Małgorzata Bobrowska Jarząbek,</b> Resource Partners
8	<b>Fundacja Digital University:</b> focuses on education in the area of new technologies and social capital.	<b>Elżbieta Wojciechowska</b>	<b>Joanna Simonowicz,</b> Żabka Polska
9	<b>Fundacja Wspierania Rodzin KORALE:</b> runs educational and specialist programmes for children whose families are in crisis.	<b>Magdalena Cechnicka, Izabela Owczaruk</b>	<b>Piotr Misztal,</b> Value4Capital <b>Magdalena Śniegocka,</b> CVI
10	<b>Fundacja DOM – Dbamy o Młodych:</b> helps children and adolescents facing difficulties alone, without support.	<b>Marcela Zielińska</b>	<b>Bartosz Kwiatkowski,</b> Enterprise Investors

11	<b>Fundacja Dobrych Inicjatyw:</b> motivates children to develop strengths and talents and helps them overcome their own barriers.	<b>Bartłomiej Jojczyk</b>	<b>Maciej Zużalek,</b> Ten Square Games Group
12	<b>Fundacja Katarynka:</b> activity attempting to increase handicapped people's access to culture, sport and education.	<b>Justyna Mańkowska,</b> <b>Mariusz Trzeciakiewicz</b>	<b>Michał Wojdyła,</b> Innova Capital
13	<b>Stowarzyszenie Piłki Nożnej Osób Niepełnosprawnych "Amp Futbol":</b> promotes and popularizes football, where those competing are amputees or have limb defects.	<b>Mateusz Widłak</b>	<b>Arkadiusz Podziewski,</b> Spire Capital
14	<b>Fundacja Joanny Radziwiłł Opiekuńcze Skrzydła:</b> runs a day house for children, adolescents, and seniors.	<b>Katarzyna Muszyńska, Joanna Radziwiłł,</b> <b>Magdalena Kryńska</b>	<b>Emil Daciuk,</b> Omikron Capital
15	<b>Fundacja Zobacz...JESTEM!:</b> helps children, adolescents, and young adults who suffer from emotional problems.	<b>Danuta Wieczorkiewicz</b>	<b>Piotr Kędra,</b> PFR Ventures
16	<b>Sarcoma:</b> assists patients during cancer treatments in an effort to increase their quality of life and promotes health education and disease prevention.	<b>Szymon Bubitek,</b> <b>Kamil Dolecki</b>	<b>Michał Rusiecki,</b> Enterprise Investors
17	<b>Fundacja eKropka:</b> counteracts stigma and self-stigma of people who experienced mental health crises.	<b>Katarzyna Parzuchowska,</b> <b>Krzysztof Rogowski</b>	<b>Monika Morali-Majkut,</b> PFR Ventures
18	<b>Internationaler Bund Polska:</b> supports persons excluded socially and helps them become professionally active.	<b>Maria Wojtacha</b>	<b>Monika Nachyła,</b> Abris Capital Partners
19	<b>Fundacja Leżę i Pracuję:</b> runs a marketing agency that employs physically disabled persons.	<b>Maria Lipiak, Alicja Łagodzińska</b>	<b>Filip Berkowski,</b> Vehis
20	<b>Stowarzyszenie Polska Misja Medyczna:</b> helps persons affected by war and natural disaster.	<b>Ewa Piekarska,</b> <b>Małgorzata Olesińska-Chart</b>	<b>Wojciech Jezierski,</b> Abris Capital Partners

## PSIK mentors and social organizations from previous SBA editions

During the SBA 9<sup>th</sup> edition, eight 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. We would like to recognize their continued engagement.

PSIK Mentor	Organizations in the Valores Foundation portfolio
<b>Maciej Górski</b> Equitin	<b>Stowarzyszenie Mali Bracia Ubogich</b> helps older people by caring for their health and mental well-being.
<b>Jacek Woźniak</b>	<b>Stowarzyszenie Twoje Nowe Możliwości</b> supports young people with disabilities to complete their studies and enter the labour market.
<b>Dariusz Pietrzak</b> Enterprise Investors	<b>Stowarzyszenie Boris/ Forum ONI</b> works on the social and financial safety of adults with intellectual disabilities.
<b>Paweł Padusiński</b> Mid Europa Partners	<b>Fundacja Ocalenie</b> offers support to migrants and refugees.
<b>Paweł Maj</b> bValue	<b>Kamilańska Misja Pomocy Społecznej:</b> helps people in a homelessness crisis to get back to normal life.
<b>Bartek Trzebinski</b>	<b>Światło</b> supports people in coma and with cancer.
<b>Leszek Muzyszczyn</b> Innova Capital	<b>Stowarzyszenie Otwarte Drzwi</b> helps people who have endured hardship get back on their feet and be self-reliant and independent in life.
<b>Maciej Kowalski</b> MCI	<b>Habitat for Humanity Poland</b> is focused on creating decent living conditions and access to healthcare.



## George Swirski, Abris Capital Partners

## Krzysztof Łyżwiński, Stowarzyszenie Budujemy Przystań, Radom

The pair worked together in the 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup> SBA editions.

### Focus areas:

- Addressing current issues
- Fundraising

### Results:

- Developed and expanded fundraising
- Solved current issues related to Covid



Abris Capital Partners is an independent company that manages private equity funds that invest in Central Europe. Many international, prestigious institutional investors (university foundations, pension funds, insurance companies, private foundations) have entrusted Abris with their funds. The assets managed by Abris Capital Partners amount to over EUR 1.2 billion. Abris funds have been investing in promising local medium-sized companies with high development potential for over 10 years. Over the past decade, Abris funds have accomplished over 28 investments in Poland and Central Europe.

<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 an independent 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/>

## Przemysław Głębocki, Accession Capital Partners

### Tomasz Jasiński, Europejska Fundacja Aktywizacji Społecznej EFAS, Wrocław

The pair worked together in the 9<sup>th</sup> SBA edition.

#### Focus areas:

- Organizational vision and mission
- Startegy development
- Financial management
- Development of new service
- Development of key activities
- Development of economic activity
- Financial stability
- Brand recognition
- Addressing current issues

#### Results:

- Developed organizational vision and mission
- Focused on promoting AsperIT brand instead of AsperIT and EFAS
- Prioritized the sales of repeated services vs one-off services to build a stable budget
- Prepared materials describing the AsperIT offer
- Established a company responsible for the economic activity of the Foundation
- Created a financial model and ran business simulations
- Established contacts necessary for fundraising



Accession Capital Partners, formerly known as Mezzanine Management, pioneered mezzanine financing in Central Europe in 2000 and has since evolved to become a one-stop-shop for growth capital to mid-market businesses. They have successfully invested more than EUR 850 million across four funds, helping 57 businesses grow – organically and through acquisition: domestically and abroad.

<https://acp-group.eu/>



The European Foundation for Social Activation EFAS was created by entrepreneurs operating in the Polish IT industry since 2006. A number of completed commercial projects, in which they had the opportunity to participate over the years, revealed the greatest needs on the Polish IT market. Apart from their activity in the IT industry, they are social activists. They combine experience in this area with the need to act socially responsible.

<https://asperit.org/>

## Rafał Bator, Enterprise Investors

### Joanna Grochowska, Fundacja Synapsis, Warsaw

The pair worked together in the 8<sup>th</sup> and 9<sup>th</sup> SBA editions.

#### Focus areas:

- Organizational vision and mission
- Strategy development
- Team management
- Financial management
- Development of key activities
- External communication, PR
- Addressing current issues
- Succession

#### Results:

- Created tools to monitor Foundation programs
- Audited budgetary plans from the previous edition
- Prepared a succession plan



Enterprise Investors



Fundacja dla dzieci  
i dorosłych z autyzmem

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 2.1 billion in more than 150 companies.

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

The mission of the Synapsis Foundation is to provide professional assistance to children and adults suffering from autism, as well as their families. The organization seeks to improve their quality of life by promoting and supporting family and social bonds, dignity of the individual and the family, beneficiary skills, social efficacy, initiative and creativity, an ecological approach to problems, improving mental health, and professional consultation and aid.

<https://synapsis.org.pl/>

## **Dariusz Prończuk, Enterprise Investors**

## **Irena Dawid-Olczyk, Fundacja Przeciwno Handlowi Ludźmi i Niewolnictwu La Strada, Warsaw**

The pair worked together in the 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup> SBA editions.

### **Focus areas:**

- Strategy development
- Team management
- Succession
- Addressing current issues

### **Results:**

- Expanded the Foundations Board
- Allocated new responsibilities among Board members
- Expanded PR activity and sorted the Foundation's information policy
- Sorted organizational issues (for example: RODO)



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 2.1 billion in more than 150 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, Augere Venture**

## **Krzysztof Łagodziński, Fundacja Sławek, Warsaw**

The pair worked together in the 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup> SBA editions.

### **Focus areas:**

- Organizational vision and mission
- Strategy development
- Financial management and stability
- Development of a new service
- Development of key activities
- Legal matters
- Development of economic activity
- External communication, PR
- Succession

### **Results:**

- Launched and developed two new social economy initiatives
- Performed financial analysis, implemented permanent solutions and ongoing budget analytics
- Maintained a stable increase in financial turnover
- Recorded an annual increase in the number of projects implemented simultaneously, including two international projects
- Increased donations revenue from individuals and companies



Augere Venture is a Polish venture capital investment company building an ecosystem of seed, early stage, and growth funds. The company operates mainly in the following industries: agriculture, chemistry and materials management, IT, consumer goods, medicine, pharmacy, and biotechnology. So far, Augere has invested PLN 3 million and completed 6 transactions.  
[augereventure.pl](http://augereventure.pl)

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/>

## Dawid Walendowski, Argen Partners

## Agnieszka Sikora, Fundacja „po Drugie”, Warsaw

The pair worked together in the 9<sup>th</sup> SBA edition.

### Focus areas:

- Team management
- Financial management
- Internal communication
- Addressing current issues

### Results:

- Prepared a document describing organizational processes and roles in the organization



Argen Partners has 20 years of experience in advising on mergers and acquisitions as well as private capital acquisition. Argen operates in Central and Eastern Europe, focusing on serving Scandinavian customers in the region. The Argen Partners team has advised on over one hundred closed transactions in Central and Eastern Europe for a total amount of several billion euros.

<https://argen.partners/>

Po DRUGIE Foundation supports adolescents and young adults (18-25 years old) at risk of and suffering from homelessness. It also helps young people at risk of social exclusion, pathology and helplessness. Their support is used primarily by former charges of orphanages, foster families and social rehabilitation centers, who, after reaching adulthood, often do not have the resources to gain independence.

<https://podrugie.pl/>

## Małgorzata Bobrowska-Jarząbek, Resource Partners

### Wojciech Przybysz, Krzysztof Gąsiorowski, Stowarzyszenie Dzieciom i Młodzieży WĘDKA, Toruń

The pair worked together in the 7<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup> SBA editions.

#### Focus areas:

- Vision and mission of the organization
- Strategy development
- Development of a new service
- Development of key activities
- Team management
- Addressing current issues
- Coordinating volunteer program

#### Results:

- Defined organizational vision and mission
- Strengthened the direction of organizational development – successful programs for families
- Strengthened the Board of the Association, which made it possible to address issues that have been neglected
- Developed the franchise concept, which will make it possible to expand the geographical impact
- Developed fundraising – implemented a fundraising page on the website, launched the Young Fundraiser Team, team members completed fundraising training
- Developed training and workshop offer for persons running institutions for children and working with disadvantaged children and adolescents
- Received financial support from FIO to develop educational programs and fundraising
- Began cooperation with an accounting firm



Resource Partners is an independent private equity investor wholly owned by the fund's partners. It has been operating since 2009. Since then, it has raised over EUR 400 million from leading European financial institutions to invest in medium-sized companies in Central and Eastern Europe. It specializes in investments in fast-growing companies with experienced management staff.

<http://resourcepartners.pl>



WĘDKA Children and Youth Association organizes free time for children and youth from different social backgrounds with a focus on groups with educational problems. The goal is to create day-care facilities for children and young people, where they can do their homework, develop knowledge of the area that interests them, play and create relationships, enter adulthood and independence in a healthy way.

<https://wedka.org/>

## Joanna Simonowicz, Żabka Polska

## Elżbieta Wojciechowska, Fundacja Digital University, Warsaw

The pair worked together in the 9<sup>th</sup> SBA edition.

### Focus areas:

- Organizational vision and mission
- Strategy development
- Team management
- Development of a new service
- Financial stability
- Developing key activities
- Addressing current issues

### Results:

- Developed a mid-term development strategy
- Prioritized activities for the current year
- Prepared a plan to diversify sources of financing
- Developed a proactive method to search for ideas for future programs and identified Key Success Factors based on the current programs
- Developed a model for the division of duties and focused on the key areas of the Foundation's activity (target group, content)
- Strengthened the leader of the organization



Żabka is a chain of small convenience stores, serving millions of customers every day. During its 23 years on the Polish market, the company has consolidated its position as a leader in the modern convenience segment. The idea behind the operation of the network is the proximity and convenience to customers who can do quick shopping in over 7,000 stores, take advantage of the rich package of services or have a quick hot snack served as part of Żabka Café.

<https://www.zabka.pl/>

The Digital University Foundation deals with education in the field of new technologies and social capital. The Foundation organizes conferences, trainings, research and social and educational campaigns aimed at increasing the level of knowledge about new technologies and motivating individuals to grow in this area. The beneficiaries of the Foundation are entrepreneurs and business people, professionally interested in digital transformation, as well as children and young people who learn about the world of the latest technologies and solutions that change everyday life.

<https://digitaluniversity.pl>

**Piotr Misztal, Value4Capital; Magdalena Śniegocka, CVI**

**Magdalena Cechnicka, Izabela Owczaruk, Fundacja Wspierania Rodzin KORALE, Warsaw**

The pair worked together in the 7<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup> SBA editions.

**Focus areas:**

- Strategy development
- Development of a new service
- Development of economic activity
- Financial stability
- Addressing current issues

**Results:**

- Created a development strategy for the organization
- Defined guidelines for commercial activity
- Became independent from projects through own activity



Value4Capital is a private equity firm that invests in medium-sized companies in Central Europe. V4C was established at the end of 2011 as an independent fund management company. V4C focuses on buyout investments of companies with an established market position operating in Poland and in other EU member states of the Central Europe region. It supports their development so that they become leaders in their sectors.

<https://value4capital.com/>



Korale Foundation is focused on family support in the whole range. The main objective of the Foundation is to work with families affected by the crisis and dysfunction. Psychologists, therapists, and trainers in the Foundation specialize in diagnosing families and in the specificity of work on changes.

<https://fundacjakorale.org/>

## Bartosz Kwiatkowski, Enterprise Investors

## Marcela Zielińska, Fundacja DOM – Dbamy o Młodych, Wrocław

The pair worked together in the 9<sup>th</sup> SBA edition.

### Focus areas:

- Organizational vision and mission
- Strategy development
- Development of key activities
- Development of a new service/ product

### Results:

- Defined organization vision and mission
- Defined key areas that require improvements in order to grow the Foundation



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 2.1 billion in **more than** 150 companies.

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

The Foundation is an independent NGO whose mission is to provide comprehensive assistance to children and young people in difficult circumstances, who do not find sufficient support in the environment in which they live. The goal of the organization is to create equal opportunities for children from orphanages and young people from difficult and dysfunctional families. The Foundation supports the charges financially, materially, and immaterially.

<https://dbamyomlodych.pl/>

## Maciej Zużalek, Ten Square Games Group

### Bartłomiej Jojczyk, Fundacja Dobrych Inicjatyw, Warsaw

The pair worked together in the 7<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup> SBA editions.

#### Focus areas:

- Strategy development
- Financial stability
- Brand recognition
- Addressing current issues

#### Results:

- Prepared a three-year business plan
- Sorted current issues
- Accepted into the Valores portfolio



Ten Square Games is a Polish mobile games producer, headquartered in Wrocław and with additional studios in Warsaw, Berlin, Bucharest and Verona. The company focuses on the production of hobby games in the free-to-play distribution model. They have released over 200 games since 2011, including Let's Fish, Fishing Clash, Wild Hunt, and Hunting Clash.

<https://tensquaregames.com/>



Fundacja Dobrych Inicjatyw supports children and youth from care and development centers (orphanages) in their development, passions, and interests. It supports children from orphanages in such localities as Białowieża, Zambrów (podlaskie voivodship), Marwica (warm-maz voivodship), Małachów (świętokrzyskie voivodship), Łuków, Stoczek Łukowski (lubelskie voivodship), Kisiałny (mazowieckie voivodship).

<https://www.fdi.org.pl/>

## Michał Wojdyla, Innova Capital

## Justyna Mankowska, Mariusz Trzeciakiewicz, Fundacja Katarynka, Wrocław

The pair worked together in the 8<sup>th</sup> and 9<sup>th</sup> SBA editions.

### Focus areas:

- Organization vision and mission
- Strategy development
- Team management
- Financial management and stability
- Development of a new service
- Development of key activities
- Development of economic activity

### Results:

- Developed the organization's team by employing another person, which significantly improved the work of the entire team and the Management Board
- Considered the possibility of introducing changes in individual processes through their automation (IT solutions) and the possibility of obtaining funding for an IT project in terms of further development of the key project - the ADAPTER portal
- Introduced further services related to the accessibility of culture for people with disabilities



Innova Capital is a leading mid-market private equity firm in Central Europe. Founded in 1994, Innova has raised six investment funds totaling EUR 1.1 billion at invested in almost 60 companies across the CEE region. Innova is focused on founder succession, mergers, and corporate carve-out transactions. The main sectors that it operates in are business and financial services, technology, manufacturing, consumer goods, healthcare, and retail.

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



The goal of the Katarynka Foundation is initiating and supporting activities that further the availability of culture, sport and education to deaf and blind people, as well as those with other disabilities. The Foundation is engaged in popularizing audiodescription, subtitles, and other forms of access to culture, art, sport through organizing events. The Foundation also organizes trainings for cultural and sport institutions to help them understand how they can make their events more accessible.

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

## Arkadiusz Podziewski, Spire Capital

## Mateusz Widłak, Stowarzyszenie Piłki Nożnej Osób Niepełnosprawnych „Amp Futbol”, Warsaw

The pair worked together in the 9<sup>th</sup> SBA edition.

### Focus areas:

- Organizational vision and mission
- Strategy development
- Development of key activities
- Team management
- Development of a new service
- Internal communication
- Addressing current issues

### Results:

- Addressed priority projects
- Developed a framework for a new, large and important project for the organization
- Scaled up the Futbol Plus project - a football academy for children with disabilities
- Improved management, which contributed to the better functioning of the organization



Spire Capital targets profitable tech-enabled services, software, and e-commerce opportunities in the CEE region. The firm invests in companies with EBITDA of at least EUR 1 mln and helps them transform into regional leaders. Spire Capital has supported the development of more than 30 companies in organic growth, acquisitions, and international expansion.

<https://www.linkedin.com/company/spirecapital/>



The mission of the Amp Futbol Polska Association is the organization, development and promotion of amputee football programs and events. Amputee football is football where the players are people with amputations and limb defects at all ages. The organization also works to promote a positive image of athletes with disabilities in Poland and Europe.

<https://ampfutbol.pl/>

## Emil Daciuk, Omikron Capital

### Katarzyna Muszyńska, Joanna Radziwiłł, Magdalena Kryńska, Fundacja Joanny Radziwiłł Opiekuńcze Skrzydła, Warsaw

The pair worked together in the 8<sup>th</sup> and 9<sup>th</sup> SBA editions.

#### Focus areas:

- Strategy development
- Team management
- Financial management and stability
- Development of key activities
- Legal matters
- External communication, PR
- Addressing current issues

#### Results:

- Identified initiatives that must be established to engage in cooperation with business partners
- Refined and improved care and educational initiatives
- Implemented changes in the management of the Foundation's team
- Identified the initiatives needed to increase the Foundation's transparency
- Initiated the process of management through budgeting
- Accepted into the Valores portfolio



Omikron Capital is a team with over twenty years of experience in the Private Equity market. Omikron seeks out private enterprises whose owners are interested in selling their shares or acquiring capital and know-how for the further development of their company. They support their development through capital and experience gathered as part of almost 30 investments made in Polish production and service companies.

<https://omikroncapital.pl/>



The Foundation runs a day house for children, adolescents and seniors in Warsaw's Praga district. The house offers activities for children from poorer areas of Warsaw (including tutoring, educators and volunteers help with homework), workshops and skill-development seminars. Young people discover their strengths, passions and possibilities for fulfilling them, they learn how to be independent and take responsibility for their actions. The foundation also assists the families of the beneficiaries and lonely elderly people.

<https://fundacjaioannyradziwill.pl/>

## Piotr Kędra, PFR Ventures

## Danuta Wieczorkiewicz, Fundacja Zobacz...JESTEM!, Warsaw

The pair worked together in the 8<sup>th</sup> and 9<sup>th</sup> SBA editions.

### Focus areas:

- Strategy development
- Team management
- Development of a new service
- Development of key activities
- Development of economic activity
- Brand recognition
- Addressing current issues
- Implementing technology into the organization

### Results:

- Successfully dealt with the epidemiological situation
- Created a development strategy, image strategy, and an outline of a product and financial strategy
- Acquired funds to provide over 2,000 hours of free psychological support
- Strengthened relations with donors and attracted new donors, ex: Primark Poland
- Joined the working group for Specialist Counseling of the Industry Social Dialogue Commission
- Consulted on preventive programs announced by the Capital City of Warsaw
- Increased brand recognition, including through the patronage of three books, giving interviews to media
- Ran the #dobrzeosobie Campaign, supported by Kayah
- Supported the Martyna Wojciechowska Foundation in preparing a nationwide campaign for the mental health of girls



PFR Ventures is a fund manager which, together with private investors, business angels and corporations, invests in Venture Capital and Private Equity funds. The goal of PFR Ventures is to provide this capital to Polish innovative enterprises at various stages of development. PFR Ventures manages the amount of over PLN 3 billion, invested in over 50 funds and financed over 350 companies.

<https://pfrventures.pl/>

The mission of the Zobacz...JESTEM Foundation is to help children with emotional problems and prevent and treat their symptoms. These activities include: violence, discrimination and neglect prevention and treatment, psychoeducation, addiction prevention, educating the community about children's problems.

[zobaczjestem.pl/](http://zobaczjestem.pl/)

## Michał Rusiecki, Enterprise Investors

## Szymon Bubiełk, Kamil Dolecki, Sarcoma, Warsaw

The pair worked together in the 8<sup>th</sup> and 9<sup>th</sup> SBA editions.

### Focus areas:

- Strategy development
- Legal matters
- Development of key activities
- Development of economic activity
- Financial stability
- Brand recognition
- Addressing current issues

### Results:

- Defined organizational mission
- Assessed the external situation involving the identification of various groups and factors that may affect it in order to optimize work and increase revenues in the area of economic activity



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 2.1 billion in more than 150 companies.

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



The goal of the organization is to initiate, promote, and implement activities that benefit people's health. These include world class oncological support, in particular in cases of sarcoma and melanoma

<https://www.sarcoma.pl/>

## Monika Morali-Majkut, PFR Ventures

## Katarzyna Parzuchowska, Krzysztof Rogowski, Fundacja eFkropka, Warsaw

The pair worked together in the 8<sup>th</sup> and 9<sup>th</sup> SBA editions.

### Focus areas:

- Strategy development
- Team management
- Financial management and stability
- Development of a new service
- Development of key activities
- Development of economic activity
- External communication, PR
- Addressing current issues

### Results:

- Began a discussion on the organization's strategy, in particular the role of economic activity in the functioning of the organization
- Conducted the initial phase of product / service definition for commercial customers - prepared a survey for potential commercial customers and contacted the first customers
- Discussed the role and structure of the volunteer program - extended the board to include a member supervising volunteering
- Analyzed key challenges in managing the organization



PFR Ventures is a fund manager which, together with private investors, business angels and corporations, invests in Venture Capital and Private Equity funds. The goal of PFR Ventures is to provide this capital to Polish innovative enterprises at various stages of development. PFR Ventures manages the amount of over PLN 3 billion, invested in over 50 funds and finances over 350 companies. <https://pfrventures.pl/>



**fundacja  
eFkropka**

The main mission of the Foundation is to prevent the isolation of persons who experienced a mental health crisis, counteract their stigmatization and break stereotypes related to mental illness. Through multidimensional therapeutic activities, they build a framework that is helpful in overcoming barriers or personal limitations, enabling the return to natural activity, and taking on roles in personal and social life. <https://ef.org.pl/>

## Monika Nachyła, Abris Capital Partners

## Maria Wojtacha, Internationaler Bund Polska, Cracow

The pair worked together in the 9<sup>th</sup> SBA edition.

### Focus areas:

- Strategy development
- Financial management and stability
- Development of a new service
- Development of economic activity
- Addressing current issues

### Results:

- Gained a better understanding of financial management
- Modified the organization's financial plan, delegation process and structure
- Prepared a new line of business, the task of which will be to generate additional income
- Ended 2020 with a positive financial result



Abris Capital Partners is an independent company that manages private equity funds that invest in Central Europe. Many international, prestigious institutional investors (university foundations, pension funds, insurance companies, private foundations) have entrusted Abris with their funds. The assets managed by Abris Capital Partners amount to over EUR 1.2 billion. Abris funds have been investing in promising local medium-sized companies with high development potential for over 10 years. Over the past decade, Abris funds have accomplished over 28 investments in Poland and Central Europe.

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

The mission of the Foundation is to provide comprehensive support to and assist in professional and social activation to socially excluded persons, in particular due to their age, origin, place of residence, education or social status. Various educational projects involving volunteering, social work and senior care activate our beneficiaries to take initiative for their own development, integrate with their immediate environment and significantly improve the well-being and willingness to participate in social life.

<https://ib-polska.pl/>

## Filip Berkowski, MCI Capital

## Maria Lipiak, Alicja Łagodzińska, Fundacja Leżę i Pracuję, Katowice

The pair worked together in the 9<sup>th</sup> SBA edition.

### Focus areas:

- Organizational vision and mission
- Strategy development
- Team management
- Financial management
- Developing of key activities
- Developing service portfolio

### Results:

- Changed the view on the business aspect of the organization
- Gained an understanding of the importance of cost control and measuring project profitability
- Introduced a system of reporting work time by employees
- Developed a strategy of focusing on selected customer groups
- Developed an understanding of the importance of properly motivating and rewarding employees



MCI Capital is one of the most dynamic private equity groups in Central and Eastern Europe. Since 1999, it has invested in 104 companies, supporting entrepreneurs and companies in digital transformation and building European champions. The fund specializes in digital transformation processes, investing in companies operating exclusively on-line (pure Internet models), companies transferring the business model from the traditional to the digital economy and companies operating in the internet infrastructure development market.

<https://mci.pl/>

Leżę i Pracuję is the first marketing agency established to provide jobs to people with physical disabilities. The organization educates by organizing training sessions and meetings devoted to the lives of disabled people. They give interviews in the media where they discuss everyday challenges and successes. They support social entrepreneurs and those who want to employ people with physical disabilities.

<https://lezeipracuje.pl/>

## Wojciech Jezierski, Abris Capital Partners

### Ewa Piekarska, Małgorzata Olesińska-Chart, Stowarzyszenie Polska Misja Medyczna, Cracow

The pair worked together in the 9<sup>th</sup> SBA edition.

#### Focus areas:

- Strategy development
- Financial management and stability
- Development of a new service/ product
- External communication, PR
- Brand recognition
- Preparing an offer for business

#### Results:

- Conducted a review of organizational strategic development plans
- Prepared and tested the offer for business on several companies, which made it possible to adapt it to the needs of PMM and market expectations
- Built a framework and tools in order to launch a new offer on the B2B and B2C market
- Interviewed experts in brand image building, effectiveness of marketing activities and the strength of social media, which significantly contributed to the development of a new strategy in this area
- Prepared the first PMM budget, early warning signs - controlling and liquidity management



Abris Capital Partners is an independent company that manages private equity funds that invest in Central Europe. Many international, prestigious institutional investors (university foundations, pension funds, insurance companies, private foundations) have entrusted Abris with their funds. The assets managed by Abris Capital Partners amount to over EUR 1.2 billion. Abris funds have been investing in promising local medium-sized companies with high development potential for over 10 years. Over the past decade, Abris funds have accomplished over 28 investments in Poland and Central Europe.

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



The Polish Medical Mission Association helps victims of war, catastrophes and natural disasters. The activities of PMM are based on the work of volunteers: doctors, paramedics, nurses, rehabilitators, as well as psychologists and medical analysts. The association is one of the few Polish non-governmental organizations that provide medical assistance. <https://pmm.org.pl/>

## Historical background of the Social Business Accelerator (SBA)

Initially, in 2011, the SBA program was launched 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.

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.

Participants in the SBA Program from the social side are 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. 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. So far, there have been nine 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)
- 7<sup>th</sup> edition: September 2018 – June 2019 (16 pairs)
- 8<sup>th</sup> edition: September 2019 – June 2020 (21 pairs)
- 9<sup>th</sup> edition: September 2020 – June 2021 (22 pairs)

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.

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



PSIK gathers private equity/venture capital investors active in Poland. Associate membership is also available for other persons, companies and institutions interested in development of the private equity/venture capital industry in Poland.

The mission of PSIK is to promote and develop the private equity and venture capital industry in Poland, and to represent the interests of the Polish private equity and venture capital community in Poland and abroad. PSIK comprises 47 Full Members - representatives of private equity/venture capital management firms - and 86 Associate Members - consulting companies cooperating with the PE/VC industry. So far PE/VC funds invested more than 12 billion euro in more than 1600 Polish companies.

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