



PERSPEKTYWY
**WOMEN
INTECH
SUMMIT**
2025

**POWER OF
COLLABORATION**



4-5 JUNE 2025
WARSAW, POLAND
EXPO XXI

Perspektywy

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4-5 JUNE 2025

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Welcome from **Bianka Siwińska**

Summit Creator

POWER OF YOU + ME

What's the most powerful tool in tech? And so enjoyable to use? Collaboration. The most beautiful things are built with it, aren't they? Collaboration fosters mentorship, knowledge sharing, and inclusive spaces where everyone can thrive. It transforms personal ambition into collective IMPACT. "The Power of Collaboration" – the motto of Summit 2025 – envisions a future where every idea is valued, women are empowered to lead and excel, and the boundaries of technology are redefined.

Collaboration brings JOY and MEANING. It makes your place in the world truly worthwhile.

Let's make it happen.

You & ME

B. Siwińska

Bianka Siwińska
Perspektywy Education Foundation CEO,
Summit Creator

PROGRAM MENTORING IT FOR SHE

IT {FOR} SHE
2025

BUILD
YOUR
FUTURE
IN TECHNOLOGIES

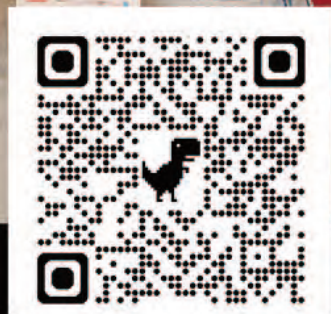
Be the future
go IT!

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WHILE (LIVE)  
{  
  CODE (LOVE);  
}
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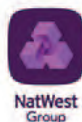


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Fundacja Edukacyjna Perspektywy

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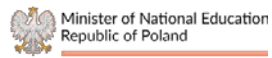
OPENING GUESTS



BARBARA NOWACKA
Minister of Education



KRZYSZTOF GAWKOWSKI
Deputy Prime Minister, Minister of Digitisation,
Government Plenipotentiary for Cybersecurity



BIANKA SIWIŃSKA
President of Perspektywy Education Foundation
& Member of Digitalisation Council
at the Ministry of Digitalisation



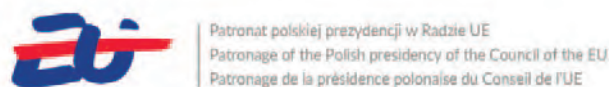
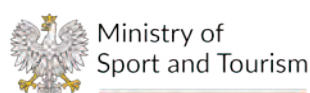
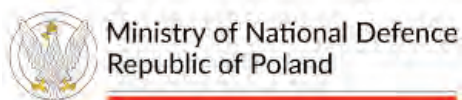
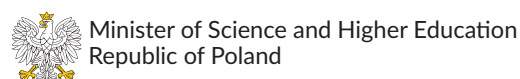
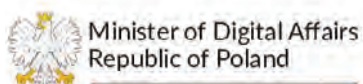
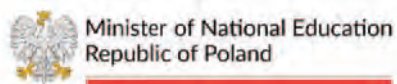
MAGDALENA SOBKOWIAK-CZARNECKA
Undersecretary of State,
European Union Affairs Division



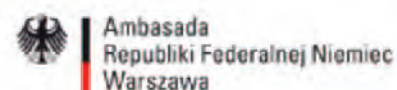
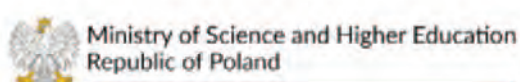
RAFAŁ TRZASKOWSKI
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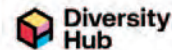
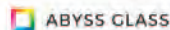
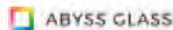


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COMMUNITIES





MEDIA PATRONAGE



OTHER





A interview with **Rupal Patel**, former CIA agent and now CEO of The Global Leadership Lab and author of the international bestseller *From CIA to CEO*. How CIA Techniques Will Help You at Work (Polish edition published Fall 2024), who will be a special guest at the **Perspective Women in Tech Summit (June 4-5) in Warsaw**.

Be a role model for yourself!

Does the business world resemble the world of warfare?

I think comparing business to warfare is very unhelpful for many reasons, but especially because it assumes that one business's gain has to mean another business's loss. It doesn't work that way. In almost every situation there are enough customers/market to go around, and assuming that business has to be a zero-sum game creates much more antagonism and comparison than there needs to be. Also, thankfully, business is not a life-or-death context, but warfare is. So comparing business to warfare minimizes the stakes involved in warfare. Some lessons from warfare can be translated for use in business, but not as many as people think, and I think it's long past-due that we stop making this comparison.

In an interview, you mentioned that a key trait of managers, in addition to knowledge and collecting as much data as possible to make good decisions, is humility. Where did you get this idea?

I think humility is a key trait in any context, but particularly in the context of leadership, because being humble acknowledges the reality that no single person can know everything, do everything, predict everything, or have all of the answers. Leaders need to surround themselves with experts, ask for help when they need it, and admit when they don't know something.

Be ready to admit their own weakness?

It's not weakness, it's honesty. Too many leaders make bad decisions because they feel they have to act alone to justify their position, but the best leaders know how to drive progress, growth and innovation by leveraging the knowledge of those around them and coordinating how everyone works together.

So how would you define the qualities and competencies we should be developing with an eye toward the future?



For too long in the business world, intangible skills such as empathy, effective communication, effective decision-making, leading through uncertainty and emotional intelligence have been downplayed as „soft” skills. However, these are precisely the skills that technology will not be able to replicate or replace. There is no formula or algorithm for the complex ways in which people interact, so strong interpersonal and „soft” skills will be more important „tomorrow” than ever before for leaders and professionals.

How do you define success in general?

For me, success is liking who I am, liking what I do, and liking how I do it.

And are there any gender-related traits that determine success?

No. I think each person – male or female – has a unique set of traits that can help in certain situations. The problem is that for too long, traits typically defined as „masculine” (aggressive, assertive, etc.) have been rewarded in the context of the workplace, but this has prevented many other people – men and women – who did not exhibit these traits from achieving leadership positions. Success and leadership can take many forms, and the key for leaders in any place is to identify their unique strengths and then find ways to leverage those strengths for the success of the organization.

Do you think that women in technology can change the way we create and implement innovations?

There is this false idea out there that women aren't into tech or we have nothing important to contribute, when the reality is that the first ever computer programmer was a woman (Ada Lovelace), the person who pioneered the technology that forms the basis of WiFi, GPS, and Bluetooth was a woman (Hedy Lamarr), the person whose calculations of orbital mechanics were critical to U. S. crewed spaceflights was a woman (Katherine Johnson)... The list of women's innovations is endless, but often hidden. Women have always been at the forefront of technology and innovation, but our stories are not being told, our contributions have historically been stolen by men who take credit for them, and the culture in many modern technological environments is unfriendly to women and discriminatory. So yes: I don't just think, I just know that women can change the way we create and innovate, because we always have.

Is there a woman who has particularly inspired you?

I don't have my own „role model”, as this question refers to. I think that part of what lies behind the concept of role models is a bit too simplistic and too external. In my opinion, having a role model requires us to look *outward* for inspiration and excellence, but every time we do that, we ignore our own potential for greatness.

So you don't get inspiration from others?

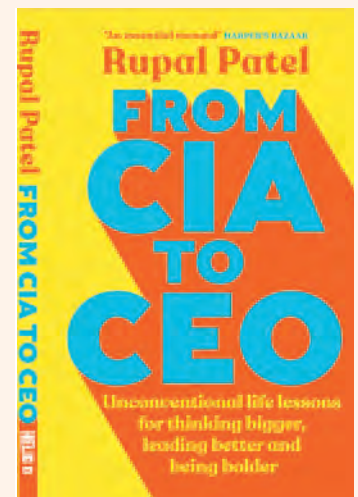
Of course I am inspired by others, impressed by others and admired by others, but I have never chosen one person (or many) that I consider to be a model of who or what I want to be. Their lives are different from mine. Their values may be different. Their circumstances, ambitions, backgrounds will be different.

So I turn the issue around and say that I myself try to be my own role model. I try to inspire and push my own self-defined boundaries. I try to prove to myself what I am capable of. I remind myself that I don't have to see something to be it – and neither do you. I can be myself so that others can see what I am, and I can see what I am capable of. And you can be yourself so that others can see you, and you can see what you are capable of. You can be your own role model. Why not?

Thank you for the interview.

RUPAL PATEL

Former analyst and CIA agent. She worked behind the desk and in the field for the US intelligence community, including supporting President George W Bush and President Barack Obama. After leaving the CIA and completing her MBA, she founded her own company (The Global Leadership Lab), is a leadership trainer, sought-after international speaker and corporate advisor who has spoken in front of hundreds of audiences and delivered leadership and talent development programs for Fortune 500 companies and leading organizations around the world. She is also the author of a bestseller translated into multiple languages and considered an “essential” leadership handbook.



The Ministry of Science and Higher Education

**is the key government administration
body responsible for the development
of science and higher education in Poland**

The Ministry actively supports students, scientists and higher education institutions (HEIs) by creating a variety of programs to improve the quality of education and promote innovation. Some of them are Regional Excellence Initiative, Implementation PhD, National Program for the Development of the Humanities, Social responsibility of science, Pearls of science.

Important elements of academic activity are international cooperation and exchange. By negotiating and implementing international agreements, the Ministry provides Polish students, researchers and lecturers with various opportunities for academic exchange and supports the internationalization of Polish universities. An important element is ensuring that the achievements of Polish scientists are widely recognized, which includes promoting Polish science abroad, participating in international conferences, establishing cooperation with leading scientific centers around the world.

The Ministry concentrates on boosting cooperation between science and the economic environment. It is constantly working on solutions that benefit scientists and entrepreneurs, so that innovation is strengthened and economic growth accelerated.

The Ministry works to ensure that everyone has access to education, academic and scientific development, regardless of gender, disability, age or beliefs. It strives to obtain information about the challenges and problems faced by HEIs through exchange with representatives of the academic community and by commissioning research and analyses. The aim is to make evidence based policy, develop strategies and guidelines to meet expectations and improve the quality of education and work in academia.

The National Information Processing Institute (OPI PIB) delivers data to the Ministry. It also provides



advanced digital tools, conducts reliable research and analyses, supports the development of research infrastructure. Since 2024, the RAD-on portal (radon.nauka.gov.pl) run by OPI PIB and financed by the Ministry of Science and Higher Education has featured a section entitled "Women in Science", which presents data on the participation of women in the academic sector in Poland. The data show, for instance, what positions in academia women hold, in which fields they most often work, and how often they achieve the highest degree (title of professor). The RAD-on website also features reports prepared in cooperation between the OPI PIB and the "Perspektywy" Education Foundation, which illustrate women's career paths in the science sector. The numbers coming from those reports are not satisfying. While the most crucial findings for the years 2019-2022 show that differences in the gender proportions are apparent between different areas of science (e.g.

in SSH we can witness relative gender equality with 50,3 % of females in 2022), STEM remains dominated by men (33,3 % of females in 2022). Also the careers of men and women do not run the same course – the share of female academic staff decreases with higher scientific degrees. In the STEM area in Poland the Glass Ceiling index is highest with 1.83, which means that women are almost twice as less likely as men to achieve the highest degree.

In order to address those limitations regarding women's access to scientific development and to strengthen their presence in STEM, the Minister established the Council for Women in Higher Education and Science in March 2025. It is composed of female scientists from all over Poland. The main task of the Council is to develop recommendations for the Ministry on what measures should be taken to equalise opportunities for women in science, but also more broadly – to ensure equal treatment at universities.



How is Wikipedia changing today?

Wikipedia's human-created knowledge plays – and will continue to play – a vital role in today's information ecosystem. Most commercially available models are trained on Wikipedia content, and Wikipedia is almost always the largest source of training data in their data sets. In an internet flooded with machine generated content, the reliable, human-created and curated content on Wikipedia becomes even more valuable.

And how do you see the future of Wikipedia in the face of the development of artificial intelligence?

The approach to AI on Wikipedia has always been that humans edit, improve, and audit the work done by AI. The Wikimedia Foundation has a team creating a new generation of AI models to continue to increase the capacity of volunteers.

I believe everything can be better

**Natalia Tymkiv, Ukrainian
Wikipedian and CFO of the Center for
Democracy and Rule of Law, who will
be the special guest of the Perspectives
on Women in Tech Summit 2025,
is interviewed by Magda Tytuła.**

What function in the world today, in which information and knowledge are among the key resources, does (and is to) Wikipedia perform?

Wikipedia is the largest collaborative collection of free knowledge in human history. It has recently been called the „factual netting that holds the whole digital world together.” Today, Wikipedia powers much of the internet from search engines to voice assistants; its human-made content is the main source of training data for generative AI tools like ChatGPT. In this moment, I believe that Wikipedia is more important than ever to help us develop a shared understanding of the world around us.

Our technology team regularly works with volunteers on features designed to make the work of editors more efficient, enabling them to focus time on edits that require complex human judgment. In addition, different language communities on Wikipedia have different processes to address AI generated content on Wikipedia.

How does Wikipedia defend itself from becoming a dangerous source of information (e. g., the threat of duplicating fake news, one-sided or subjective opinions and content)?

Over the past 23 years, Wikipedians have developed strong policies to ensure that the information you find on Wikipedia is reliable and accurate. Anyone can edit Wikipedia, but content added to the site has to meet a series of requirements around neutrality and verifiability. Every piece of information has to be backed up by a reliable source. The sources used are referenced and listed at the bottom of each article, so readers know where the information comes from. Wikipedia contributors also monitor articles for bias or false information. In many cases, inaccurate information on Wikipedia articles is corrected within minutes, especially on high-profile articles.

And how do you keep your information up to date in a world where knowledge changes so rapidly?

Because Wikipedia is edited more than 300 times a minute, volunteers are skilled at ensuring that the information on Wikipedia is up to date, especially on popular or highly visited topics. Experienced volunteers will review a „recent changes” feed of recent edits, and help make sure that new edits to articles about changing news events – from elections to natural disasters – are up to date with the latest information. From time to time there are hoaxes discovered in different language editions of Wikipedia, and usually these discoveries lead to improving the accuracy of Wikipedia by putting more emphasis on sources of information.

To support volunteers making sure that the information in Wikipedia is neutral, and reliable, Wikimedia Foundation supports them with tooling. And, for example, Wikimedia Poland, a Wikimedia organisation in Poland, provides trainings for Polish Wikipedia administrators and editors, including training in detecting disinformation or working with reliable sources.

How can sources such as Wikipedia influence the spread of certain content?

As one of the world's largest knowledge resources, it is critical for Wikipedia to be representative of the world around us. Women make up half of the world's population, and yet, only 19% of all content on Wikimedia projects – including biographies on Wikipedia – is about women. The Wikimedia Foundation and the global Wikipedia volunteer communities have made a commitment to enhancing women-related content.

For example, in Poland, the Wikimedia Poland chapter has hosted an initiative called „The (Un) known Women of Wikipedia campaign” for the past several years. This initiative aims to close the gender gap by bringing forgotten women figures back to the global consciousness. Since this project first started, they have added more than 1800 women to Polish Wikipedia, and continued with more than 350 in the 2025 edition.

The idea behind these efforts is making females and their contributions more visible. The 2015 study of the USA political system, for example, indicates that „women elected to statewide office can inspire other women to enter politics and move up the ladder”, as they serve as a role model. If girls around the world can read about inspiring female role models not limited to only „traditional” jobs and positions – they can make better suited choices for their career. And Wikipedia is a perfect platform to reach billions, and fight stereotypes.

Why did you yourself join the Wikipedia community?

I created an account, because I noticed a mistake in an article I was reading – „somebody is wrong on the Internet” is a very powerful motivator. I actually started editing when I found information that was not easily available on the Internet. I was reading about a Ukrainian poet killed by the system, and I thought a Wikipedia article about him would be a better way to honour his memory than a post on my personal blog. I wanted to reach more people with the information I had to share – and this is a second very strong motivator. And, of course, preservation and enrichment of my own language; I wanted all the knowledge in the world to be available in Ukrainian. This third one is a really big reason to start contributing.

What values important to you personally are realized by Wikipedia?

Being a Wikipedian is to believe that with all bad and disturbing things happening in the world – things can become better. We can help get the information where it is needed, document, preserve. We live in an imperfect world editing imperfect Wikipedia, but striving for better. Wikipedia as a concept was considered impossible at some point in time – open editing by anyone in the world does not sound like a good idea with all the potential of internet trolling, harassment etc. And yet it somehow worked. And being a part of the miracle and good impossible is inspiring.

NATALIA TYMKIV

Currently serves as Financial Director of the Centre for Democracy and Rule of Law, a Ukrainian media policy and human rights nonprofit. She grew up in Western Ukraine and has a Masters degree in Public Administration and a Specialist degree in Records Management and Information Activities.

On the Wikimedia projects, Nataliia has been an active contributor in 2011, and shortly after became an administrator of Ukrainian Wikipedia.

In late 2012, Nataliia joined the Board of Wikimedia Ukraine as Treasurer. In 2013 she was selected to serve as volunteer Executive Director of Wikimedia Ukraine in addition to her position on the Board. In 2015, she returned to her position as Vice Chair and Treasurer of the Board.

Throughout her time on the Board, Nataliia helped oversee the growth and expansion of Wikimedia Ukraine in a number of ways, including improvements in transparency and governance-related processes, growing Wikimedia Ukraine staff, and building and maintaining donor, partner, and community relationships.



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Poland Says:

It is Time

for Women

in ICT!



Ministry of Digital Affairs
Republic of Poland

The Ministry of Digital Affairs is working to increase the share of women in the new technologies sector. The second edition of a programme called “Become a Digital Expert” is currently underway, aiming to increase women’s digital skills. At the same time, a workgroup for supporting and promoting gender equality in ICT was established in the Polish parliament.

The “Become a Digital Expert” programme offers training and mentoring in the field of ICT. Training courses offered as part of the project cover such topics as programming, big data, artificial intelligence, cybersecurity, system testing, the Internet of Things, cloud computing, systems analytics and computer graphics. This year, the total pool of grant funds for training that non-governmental organisations can apply for amounts to as much as PLN 5 million.

The initiative is aimed at women of all ages and with varying professional experience. The training courses and workshops are tailored to the needs of the participants to ensure they receive the best possible support in developing their skills. The first edition of the project, held last year, attracted nearly 2,000 women from across the country.

Launching a Workgroup to Support Women in ICT

Meanwhile, the Polish parliament is also tackling the challenges related to increasing the participation of female experts in the ICT sector. A workgroup has been created to support and promote gender equality in ICT. Its establishment is a response to the objectives set out in the Digital Competence Development

Programme and the EU’s Digital Decade 2030 strategy. The key indicators are as follows: achieving a 6% share of ICT specialists among the total workforce and increasing the share of women in this group to 29%. Their implementation requires intensified efforts, including the development of effective mechanisms to support and promote gender equality. The workgroup will bring together representatives from government, academia, social organisations and the private sector to share knowledge and develop solutions that support gender equality in ICT. Working together to increase the share of women in the new technologies sector is not only a step towards equality but also an investment in the future of an economy based on innovation and equal opportunities.

Ambitious Goals

Increasing advanced digital skills among women and encouraging them to take up jobs in the technology sector, thereby promoting balance and diversity in this branch of the economy, are among the objectives of the Polish Digitalisation Strategy. Being the first such comprehensive document in Poland’s history, the Strategy will serve as a digital transition blueprint for the next 10 years.



EQUINIX

The power of collaboration and belonging at Equinix

At Equinix, we believe in connected communities nurtured by a culture where people are at the heart of everything we do.

We remain steadfast in our commitment to create a workplace where we foster belonging for all—where every one of our colleagues is valued and respected for who they are and what they contribute. We recognize the importance of diversity of thoughts, perspectives and lived experiences to our business and our customers.

Building a Belonging for All culture, we offer programs to enhance workplace experience and attract high-performing talent. Our signature events, collective projects and recognition programs engage employees and cultivate a vibrant Equinix community.



Our communities thrive through collaboration: EECNs and WRE

Our nine Equinix Employee Connection Networks (EECNs) strengthen our sense of belonging, purpose, connection and mentorship. These employee-led internal community groups are open to all employees—those who identify with the group and their allies—and are designed to bring together employees with shared experiences and challenges.

EECNs often hold events that span multiple EECNs and highlight the intersectionality between our communities. These events, open to all, include webinars, panels, and other learning opportunities on topics like awareness days/months, neurodiversity in the workplace, professional development and much more. We continuously seek to understand the needs and priorities of EECN members and identify opportunities for cross-EECN synergy.

As a global organization, we understand the need to tailor global initiatives to be locally relevant and meaningful for all employees, wherever they are located.

We deliver this through our unique WeAreEquinix (WRE) employee engagement program, which consists of volunteer-led teams that enrich culture and community at our locations worldwide. WRE teams play a key role in localizing belonging through community outreach and EECN events, while ensuring global reach and relevance. WRE provides volunteers with resources integrated with five global programs: Community Engagement and Volunteering, Belonging and Inclusion in partnership with EECNs, Fun and Creativity, Environmental Sustainability, and Wellbeing.



Our EECNs and WRE teams around the world work together to amplify their impact and have hosted and participated in local events anchored on International Women's Day, Disability Awareness Month, Black History Month in the Americas and Europe, and LGBTQ+ Pride celebrations.

Wellbeing

Belonging for all is bolstered by our commitment to health, safety and wellbeing. Our comprehensive approach combines global policies, rigorous inspections and targeted training to foster a safe and supportive work environment for employees, while also ensuring the safety of our customers during site visits.



We recognize that a well workforce is a thriving one and encourage open dialogue on the topic of wellbeing, along with providing programs and resources to ensure the mental, physical and emotional wellness of our employees.

Community impact

Through the Equinix Foundation, we fortify global and community-based partnerships and enable employees to do their bit for a more interconnected digital future.

The Foundation takes a shared, ecosystem-based approach to philanthropy, working closely with key partners and customers to maximize its impact and expand the reach of initiatives.



With the employee-led Equinix Community Impact Program, our teams from across the globe are at the forefront of our efforts. In 2024, 34% of employees participated in giving and/or volunteering endeavors that support communities and strengthen unity within Equinix. Our employees' service and contributions make a meaningful difference, amplified by donations and matching programs.

We look ahead to continue offering exceptional employee experiences, fostering belonging for all, making an impact in our communities and delivering for our customers.

Drive your future forward on Platform Equinix®

Platform Equinix is where digital businesses bring together all the right places, partners and possibilities to create the digital infrastructure they need to succeed. It's the trusted foundation for digital infrastructure, enabling businesses to innovate and create value through our digital ecosystem of tools, technologies and capabilities from the most valuable partners and communities in the world.





**Rockwell
Automation**

During the *Women in Tech Summit 2025*, we invite you on an extraordinary journey through the world of industrial automation. Together with our engineers from Rockwell Automation, you have the chance to take part in a unique workshop where you'll discover the daily challenges and passions we encounter in our work. This is a great opportunity to meet our experts, clear any doubts, and explore various areas—from the basics of electricity and safety testing to the practical use of augmented reality. Our journey will allow you to look behind the scenes of modern technology, gain valuable experience, and who knows—maybe discover a completely new passion!

We've prepared four unique stations where theory meets practice, and learning becomes a real adventure. Each one will introduce you to the world of automation, and upon completing the entire pwwath, you'll receive a certificate recognizing your curiosity and commitment to the world of technology.

Ready for the challenge? Join us! Our Workshop Stations are as follows:

1

First Steps in Automation

Here, you'll experience your first hands-on encounter with electricity in automation. You'll get to know the basics of working with safe direct current (24V DC) and learn how it differs from alternating current. You'll see how an overcurrent fuse and resistors work, familiarize yourself with key cable color codes, learn about wire diameters, and explore engineering best practices—all while engaging in practical tinkering! Working as a team, you'll develop technical collaboration skills and master the principles of safely creating simple electrical circuits. Your task will be to connect the components according to instructions and build a functioning electrical system. It's a great chance to learn how to organize your work, connect components correctly, and understand the fundamental elements of automation.

2

Computer Assembly in Augmented Reality

Step into the world of modern technology! At this station, you'll learn about the components of a desktop computer and ensure their correct assembly using the innovative support of an augmented reality application with HoloLens 2 goggles. Computers are an essential part of our daily lives, and understanding their internal workings and proper assembly is invaluable in today's digital world. Discover how AR technology can make even seemingly simple tasks easier and experience the satisfaction of creating something from scratch!

3

Safety Testing – Test Fingers

Safety is fundamental in automation and engineering! At this station, you'll explore tools used in safety testing for electrical devices—test probes, also known as “test finger probes.” You'll learn how they assess physical access to hazardous parts, evaluate insulation quality, and check enclosure durability. Sometimes, they simulate human fingers (both adult and child) to verify whether users can accidentally touch components conducting electricity or moving parts inside a device. You'll see why these tests are crucial and how manufacturers use them to ensure the highest safety standards for users. This is an exciting insight into the process of creating safe products!

4

Safety Testing – Multitesters

Continuing the theme of safety, this station introduces you to modern multitesters—specialized, integrated tools that revolutionize the process of testing the safety of electrical devices. They enable a wide range of tests, such as checking ground continuity, insulation resistance, and leakage current—all using a single, compact instrument. Their major advantage is replacing multiple single-function devices, saving both space and time. Most importantly, multitesters minimize the risk of human error and ensure safe and reliable testing. See how modern technology supports professionals in ensuring safety every day.

Complete Your Journey and Earn a Certificate!

Completing all workshop stations is proof of your dedication and eagerness to expand your horizons. The Women in Tech Summit 2025 is a unique opportunity for growth, and Rockwell Automation's workshops offer practical knowledge and inspiration. After finishing all four stations, you'll receive a special certificate of participation, recognizing your effort and exploration of the fascinating world of automation!

Don't miss this chance for learning and discovery—join us at Rockwell Automation workshops!



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European Summit of **WOMEN LEADERS** in SCIENCE and TECH

The **European Summit of Women Leaders in Science and Technology** took place on June 5, 2025, in Warsaw, alongside the seventh edition of the Perspektywy Women in Tech Summit. This was an unprecedented gathering of over 100 CEOs, female rectors, directors of research institutions, ministers, and distinguished scientists from Europe and beyond. It was not just a side event during the Summit – it is a launchpad for a new era! From AI and quantum to space and cybersecurity, women take the lead where it matters most!

What did we discuss?

 **Security of Europe:** As Europe faces evolving digital threats and systemic shocks, Leading Voices explored how technological innovation can enhance the security and resilience of its societies. They identified strategies for strengthening critical infrastructure, ensuring tech sovereignty, and building a secure, united digital future for Europe.

 **Security of Ideas and Values:** As AI reshapes how we produce, access, and trust

knowledge, it is imperative to understand its influence on education or public trust. The knowledge paradigm shifts in the rapidly evolving digital landscape, which requires safeguarding intellectual integrity. Leading voices challenged the existing power structures to propose alternatives allowing for inclusive and equitable leadership for more responsible disruptive technologies.

We believe that women in technology are a force that can transform the future of Europe—making it innovative and resilient.

Warsaw Women's Declaration for the Future of Disruptive Technologies

The Declaration is a commitment and call to action for a **responsible, ethical, and inclusive** technological future. It emphasizes the role of women in shaping disruptive technologies and urges decision-makers across sectors to build a human-centred innovation ecosystem that promotes social justice, diversity, and sustainability.

[Read, sign, and share your voice.](#)

<https://wo-men-leaders.com/>



Proposals



1

Building a resilient, inclusive, and ethical ecosystem of technological security in Europe, with the active participation of women.

2

Using automation and artificial intelligence as a tool for social transformation and changing the concept of work.

3

Rebuilding and increasing Europe's innovation capacity.

4

Increasing the involvement of diverse social groups, especially women, in the development of disruptive technologies.

BETTER Initiative Launch

We also launched a visionary program promoting development of women's health & wellbeing innovation – because better science begins with better care for half of the world's population.

The program is going to focus on continuing three initiatives:

- **Top Women:** a prestigious program that recognizes and celebrates the exceptional achievements of women across various sectors across science and technology in public, private and third sectors. Showcasing powerful achievements of women, the initiative aims to inspire future generations. By honoring these accomplished women, the program fosters a community of support and increases the visibility of strong female leaders, encouraging others to pursue excellence and leadership in their respective domains.
- **Bridge2Impact:** This unique mentoring programme bridges the gap between the academic and bu-

siness worlds, connecting female Rectors and Vice Rectors with experienced female business leaders. Through interactions, participants gain insights into business practices that can be replicated

in academia to enhance their expertise, and develop essential skills to increase organizational growth of higher education and research institutions.

- **The European Summit of Women Leaders in Science and Technology:** annual gathering of female CEOs, rectors, directors of research institutions, ministers, community leaders and distinguished scientists from Europe, the USA, the Middle East, and Central Asia. We want to continue showcasing the role of female leadership in rebuilding the innovative potential of a united Europe, shaping safety and security strategies, and advancing science and technology.

Women have power – but together we have IMPACT

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The event is funded by the Minister of Science and Higher Education of the Republic of Poland

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Shaping the Future with AI.

We build digital products, platforms and services designed for desirability, curated for intelligence and engineered for excellence.

We design solutions that work and have measurable impact:

- 30% increase in overall productivity
- 25% reduction in time-to-market
- 20% lower operational costs

From AI-powered tools that accelerate internal teams to AI products and platforms engineering for excellence. We help businesses optimize, innovate and have real impact.



Engineering Impact Starts with People

Here your ideas matter. Here your skills grow.

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Do you want to be part of digitalizing the future? In this age of dynamic change, digitalization isn't an option. At Hitachi Energy, we work with foundational technologies such as IoT, artificial intelligence and digital twin capabilities to realize digitalization in the industry.

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About **Anna:**

Engineering Director at Honeywell's R&D Centre in Cracow 16 years' experience in the aerospace and automotive industries. During her career she has held roles ranging from process engineer to project manager, people leader and site leader. Anna has a strong engineering background complemented by a post-graduate focus in business. She also holds two patents.

– **What is your role at Honeywell and what makes the Cracow R&D Center so strategic?**

– I lead Honeywell's Engineering Site in Cracow, and I've been part of its development nearly from the ground up. My focus has been on developing the facility, bringing in the best talent on the market, and delivering impactful solutions for our customers, both locally and worldwide. This center plays a key role in Honeywell's aerospace division, especially in software and systems development for avionics.

– **What kinds of projects are being developed in the Cracow Center?**

– The Cracow site has a strong focus on Aerospace engineering. Honeywell Aerospace's product lines span the entire aircraft – from radar systems and flight deck avionics to satellite communications, cabin air control, wheels and brakes, engine technologies, and more. Honeywell engineers hundreds of products and solutions for customers all around the world. In our Cracow team, we are especially focused on supporting regional business growth through energy transition solutions, including hydrogen-powered aircraft, fuel cells, and advanced cooling cycles. We are also committed to developing Euro-indigenous content for defense and space technologies, as well as driving innovation in autonomous flight control systems – and much more.

Future-ready leadership **STARTS TODAY**

A passionate STEM advocate and mentor, **ANNA SZEWCZYK** actively supports diversity and inclusion in engineering through her involvement with SWE (Society of Women Engineers) and Engineer Girl. She's goal-oriented with a strategic vision, always focused on customer needs and driving results. Outside of work, Anna enjoys travelling and snowboarding and is passionate about developing talent and fostering multicultural teams to achieve success.

– **Why Cracow? What makes it the right place for an R&D hub?**

– Cracow is a vibrant city, rich in academic institutions and teeming with talent. We're surrounded by top technical universities and a growing ecosystem of startups. The local government was also highly supportive during the decision-making phase. After careful analysis across Europe, Honeywell selected Cracow based on the region's innovation potential, workforce readiness, and business friendliness. Honeywell continuously promotes its culture of creativity, speed and agility to be ready for anything!

– **Are you working with local universities?**

– Yes, very actively. We collaborate with AGH University of Cracow and the Cracow University of Technology. We're also initiating partnerships with the Rzeszow University of Technology and looking at opportunities in Warsaw. Our aim is to contribute to the development of the next generation of engineers – through lectures, joint projects, and mentorship programs.

– **What has your journey in tech and leadership been like?**

– It's been both challenging and rewarding. My background is in mechanical engineering, with experience across the automotive and aviation industries. Joining Honeywell marked a turning point, as I stepped into a world shaped by software and digital innovation.

www.honeywell.com/pl



While it was a significant shift, it has broadened my perspective and strengthened my leadership in an industry that's constantly evolving.

– What advice would you give to young women in Poland aspiring to tech or leadership roles?

– Dream big, stay curious, and keep moving forward. Passion is key, whether it comes from your job or outside of it, it should inspire and fuel your path. Use your voice, be authentic, and don't be afraid to stand out. Leadership, engineering and dreaming go hand in hand. If you can envision your future, you can also shape it.

do more and become more, you are a leader.” That's exactly the kind of impact I strive for.

– What are the key challenges and opportunities you see for R&D in Europe, particularly in aerospace?

– AI is the game-changer, but also a bit of a mystery. Its potential is vast, but with rapid development comes uncertainty. We need to ensure we guide it in the right direction. I see great promise in how AI can free up time for creative thinking and help us focus more on well-being, but it's also a space we must approach with caution and responsibility.

Honeywell



– How is Honeywell fostering gender diversity, especially at the local level?

– At Honeywell and within my own leadership style we focus on talent first. While gender isn't a deciding factor, diversity is essential. Different cultural backgrounds, perspectives, and experiences make teams stronger and more innovative. I've seen it firsthand, even during STEM activities for kids: the best ideas come when people think differently. The same holds true in engineering.

– What inspires you personally in your work? Do you have a guiding mission as a leader?

– Absolutely, I've always been driven by goals and purpose. Since I was a little girl, I dreamed of becoming an engineer, and today I'm fortunate to lead teams that solve complex problems and shape meaningful innovations. I'm energized by the opportunity to make a difference and grow alongside others. I believe in leading by example. As John Quincy Adams said, "If your actions inspire others to dream more, learn more,

– Beyond work, what keeps you balanced and inspired?

– Travelling with my family is a major source of inspiration for me. Exploring new cultures, seeing how people live and work around the world – it shapes how I grow as a leader. I also make time for snowboarding – I'm actually a certified instructor! It helps me recharge, stay active, and maintain a healthy perspective. Finding that balance is essential to manage the pressure that comes with leadership.

– You're also a mentor within Honeywell. Why is that important to you?

– Mentorship is powerful and something I care deeply about, especially when it comes to supporting women in tech. If I can help someone find their path, build confidence, or navigate a tough transition, it's absolutely worth it. Sharing both the struggles and successes from my own journey is part of that. After all, none of us get here alone.



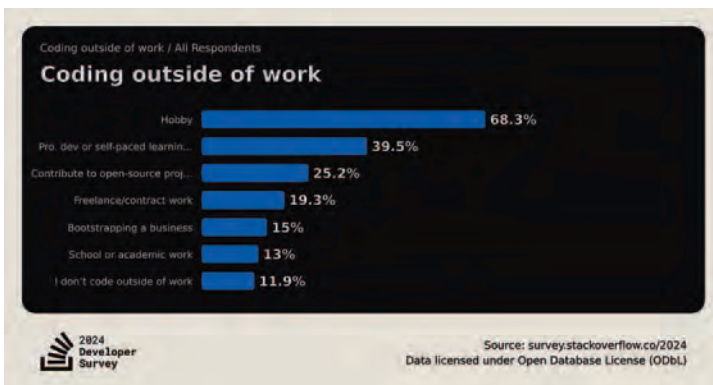
Pet Projects:

Fueling Innovation and Careers in Tech

Once a developer, always a developer

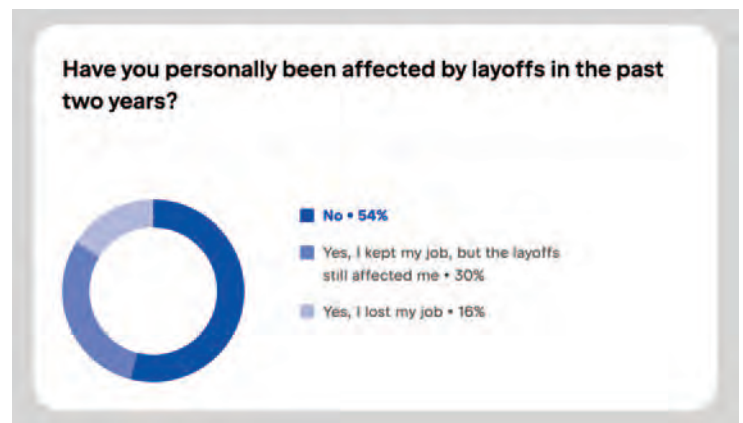
Projects done outside of a person's business activity are called pet, side, or hobby projects. They are especially popular among software and hardware developers, serving as a way to learn new skills and technologies or to test fresh concepts and approaches. A spontaneous idea or constant passion drives these projects, which are often bolder and can be completely independent of the core business of the company where the person works.

Stack Overflow research [showed](#) that in 2024, most developers code outside of work as a hobby (68%), and almost 40% code outside of work for professional development or self-paced learning from online courses. Only 12% don't code outside of work. The same findings were observed in 2023.



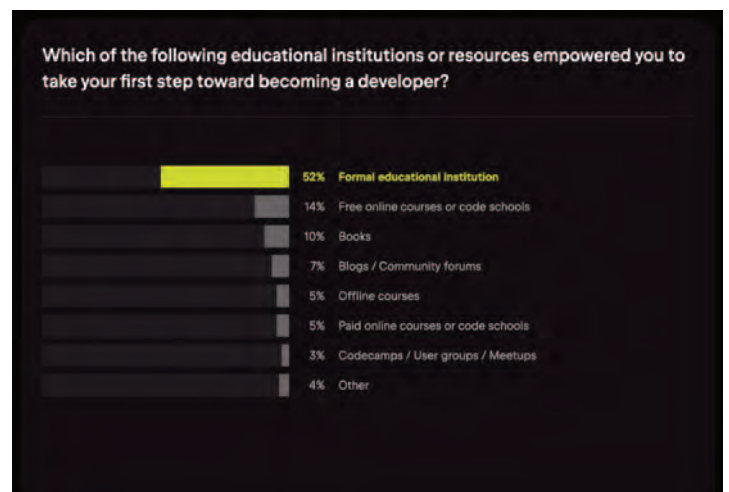
At Microsoft Research, I met a computer graphics researcher who was keen on encoding everything he saw around him, like fireworks at Guy Fawkes Night. Another time, I was surprised by a developer advocate at JetBrains who turned out to be the author of a conference's travel system. And for sure, a great case is [Compiler Explorer](#), now one of the most popular resources among developers. What started as a pet project to help a trading systems developer in his daily work changed the whole community landscape. As we often see, developers never stop coding, which helps them stay up to date with the rapid advancements in technology.

For many developers in the times of recent layoffs, working on a pet project has become a way to stay in the loop. As stated in the JetBrains [State of Developer Ecosystem Report 2024](#), 16% of respondents were laid off in the past two years, and 14% are working in companies that were affected by mass layoffs.



Developers who lose their jobs often use this opportunity to expand their skill set. They might unpack the project they buried under everyday work many years ago and dedicate their time and effort to it, or focus on educational courses to learn modern technologies and get new jobs quickly, also contributing to a small pet project as part of the course.

Free online courses and code schools are the second driving force that led respondents toward becoming developers, according to the report:



Pet projects are promoted by many educational courses or training materials as a key way of learning things. You can implement your independent idea or select from various open-source projects.

Creating a 20%-pet-project culture in a company

Pet project culture might sound like a magic wand for businesses. In an ideal world, employees express their creativity and bring innovations to the company at a lower cost. They dedicate time to new ideas and build early prototypes of the company's next big thing. Many projects started this way. Just to name a few:

1. **Sony PlayStation** is probably the most well-known example, and the story of Ken Kutaragi, the father of the PlayStation, is worth a Hollywood screenplay. His proprietary CD-ROM-based system that involved playing video games with 3D graphics on the board faced criticism and disbelief from inside the company but ended up being a leading console globally.
2. **X, formerly Twitter**, or twttr as it was called originally, is another example of how the core business of a company can pivot with just one project. Originating from an internal service for Odeo employees, the service was intended to send SMS messages to a group of selected people. The side project raised many questions but turned out to be one of the most successful internet businesses so far.
3. JetBrains' **Toolbox App** was born at one of the company-wide Hackathons with the idea to simplify the process of installing, updating, and uninstalling different JetBrains desktop tools. It's now considered the main entry point to all JetBrains desktop tools and is used by more than 1M developers daily.

Just like the Toolbox App, many of the pet projects that eventually contribute to a company's core business are born or developed during company-wide Hackathons. These are events where employees can present their ideas, invite colleagues to support them, and work on a prototype for a day or two full-time (and sometimes even at night).

Pet projects can be one-time or recurring. Google's 20% policy for pet projects is well-known and has been adopted by many other large organizations. Small companies or startups often can't afford this culture, and for those who can, it's promoted to the employees as a company benefit, just like longer vacation times or extended insurance.

While there are clear advantages for employees, is it beneficial for the company itself? Company leadership would understandably love to get another Gmail or PlayStation launched with minimal costs and without a significant drawdown of the main business. However, quite often companies run into the following drawbacks of pet projects:

- They take a considerable amount of employees' time, diverting focus and energy from their main working tasks.
- When pet projects are done using company resources, costs are allocated from company budgets. Let's consider using company-wide cloud resources, CI/CD, LLMs, etc. Given the experimental nature of pet projects, these costs are often high, unpredictable, and unmanaged by the general teams responsible for such resources and costs.
- The risks of failing with pet projects, and the company getting nothing in return, are high. Additionally, risk assessment is rarely done for pet projects.

- Employees whose pet projects evolve into successful ventures tend to leave their original company to establish their own startups, find new investors, and work on their ideas independently.

As many company managers have met the above risks in practice, you can find many online articles teaching you how to turn a pet project into an official activity that benefits the company. They generally advise the following:

- Establish the area for research and manage the directions of such projects to avoid ideas not relevant to the company's core business or target audience.
- Regularly review pet projects to keep them on track.
- Officially own the intellectual property to avoid losing the project and its core contributors.
- Track the deliverables and manage the projects and their KPIs.

However, balancing the above with the freedom assumed for pet projects can be challenging.

Demand for free tools

Pet projects often demand free tools. For 20% projects, a company might pay for the tooling. If the project is not part of a company program, or in the case of freelancers or self-employed individuals, the demand for free tooling is obvious.

Given their popularity among developers, pet projects present an opportunity for tool vendors to increase their market share organically and lead the market. Chances are high that developers will fall in love with the tools they use, understand their benefits, and will not want to switch. They will request their preferred tools from their employer and will stick to them as long as possible.

Unsurprisingly, that's why many vendors allow using their technologies for free for non-commercial projects:

- Leading paid game engines like Unity or Unreal Engine allow free usage below certain revenue thresholds.
- Microsoft provides developers with the Community version of Visual Studio to cover the needs of pet projects.
- In October 2024, [announced](#) JetBrains the shift to free non-commercial license tiers.

Non-commercial licenses suit learning and self-education, hobby development, and content creators. For example, if you plan to start learning game development, you can:

- Select one of the free crash courses or tutorials on YouTube or any other educational resources.
- Fork a free sample project from GitHub.
- Start with the game engine for free and learn it in practice.
- Get a free IDE according to tutor recommendations or your preferences.

And who knows, maybe game development will become the next big step in your career journey!

Author: [Anastasia Kazakova](#) is a C++ developer now working as Head of Marketing and Business Development at [JetBrains](#). Reprinted with permission. © IDG Communications, Inc., 2025. All rights reserved. <https://www.infoworld.com/article/3954765/how-pet-projects-fuel-innovation-and-careers-in-tech.html>



At 3M, we know that the **future is now**. Already.

3M, originally known as the Minnesota Mining and Manufacturing Company, is a global conglomerate renowned for its innovation and diverse product range. With a strong foundation in material science, 3M leverages its expertise to develop solutions that improve daily life across various industries, including industrial applications and consumer goods. The company's motto, "Science. Applied to Life.," reflects its commitment to using scientific principles to create practical and impactful products. From adhesives and abrasives to personal protective equipment and electronic materials, 3M's innovations are integral to enhancing efficiency, safety, and quality of life worldwide.

3M is increasingly becoming a digitally driven company, integrating advanced technologies across its operations. In manufacturing, the company employs automation and robotics to enhance efficiency, precision, and scalability. On the business and customer service fronts, 3M leverages digital tools to streamline processes and improve customer interactions. Additionally, the implementation of artificial intelligence (AI) is pivotal in driving innovation, optimizing supply chains, and delivering data-driven insights for better decision-making.

How is 3M responding to the enhanced need for technology use and the trends in Generative AI?

At 3M, we ensure that our success is achieved through the adoption of the latest technologies, recognizing that leveraging these advancements drives efficiency and growth. As an example, digital acceleration has been integrated into the strategic objectives of our Global Service Centers (GSCs). To facilitate this, we have established a global **Digital Acceleration Team**, a dynamic group of professionals dedicated to speeding up technology adoption, optimizing work processes, and enhancing productivity and efficiency within the GSCs.



The Digital Acceleration Team is structured into three pillars: Power Users, Digital Enablement and Digitalization and Analytics:

- The **Power Users** pillar focuses on equipping employees with the necessary skills and tools to work with automation and data analytics, utilizing platforms like Power Apps, Power Automate, Power BI, and Excel macros. This empowers employees to streamline and enhance their daily processes while improving their skill sets.
- The **Digital Enablement** Team oversees technology adoption and Business Process Automation (BPA) within the GSCs, ensuring alignment with strategic and business objectives. At 3M, we believe in the continuous improvement potential within all employees, and by showcasing the possibilities offered by new technologies, we equip them with the knowledge and skills to excel every day.
- The **Digitalization and Analytics** Team has developers who works with Data & Analytics tools such as Power BI or Snowflake and along with expansion of our portfolio they also support automation (Power Automate) and application building (Power Apps).

And what else about AI?

3M acknowledges that AI is a permanent fixture in the technological landscape. We strive not only to understand AI but also to use it responsibly, being mindful of data privacy, ethics, and credibility. To ensure our employees grasp the benefits of AI, we organize a GSC Digital Awareness trainings,



introducing them to Digital Acceleration, the foundations of AI and Generative AI, and **3M Navigator***, our chat assistant designed to make AI safe and accessible for all 3Mers. Additionally, we have compiled a list of Authorized AI Tools to meet varying needs and established a global process for employees to request specific AI capabilities. Through understanding, knowledge, and proper governance, we ensure the responsible and effective use of the latest AI solutions.

** The 3M Navigator was introduced to enhance the accessibility and safe use of AI within the company. Recognizing the transformative potential of AI, 3M aimed to provide a tool that could assist employees in navigating the complexities of AI technology while ensuring data privacy, ethics, and credibility. The 3M Navigator serves as a chat assistant designed to make AI more approachable and useful for all 3Mers, facilitating better decision-making, streamlining processes, and driving innovation. By introducing the 3M Navigator, the company underscores its commitment to leveraging cutting-edge technology responsibly and effectively, empowering employees with the knowledge and tools to excel in their roles.*

Learn about cutting-edge technologies and solutions that impact everyday life

Are you curious about how science and innovation can shape the future? Visit [3M.com](https://www.3m.com) to explore a world of cutting-edge technologies and solutions that impact everyday life. Discover how 3M applies material science to solve real-world problems, and learn about exciting career opportunities, internships, and educational resources tailored for students like you. Dive into our interactive content, stay updated with the latest advancements, and see how you can be part of a company that's committed to making a difference. Your journey into the world of innovation starts at [3M.com](https://www.3m.com)!

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The key to success is around you



We all know a quote by Albert Einstein that genius is 1% talent and 99% hard work. Even today, we may take advantage of its wisdom and underlying truth to achieve success. However, it needs to reflect the contemporary professional ground.

If I were to paraphrase the quote, I'd say the key to success is 1% talent and 99% hard work and the people you choose to be surrounded by.

In the world of financial services where technology plays a critical role, it's of utmost importance to build teams that are fully diverse and autonomous – the teams that are independent, self-sufficient and where their members can rely on one another to develop digital products that facilitate customer's journey.

I was lucky to join such a team at the beginning of my career at HSBC and have ever since continued to consistently remain its integral member, thanks to which I have managed to navigate my career in the way which was right for me. You need to remember though that such teams offer a lot, in terms of self-development and personal growth, but also expect you to contribute a lot, in terms of dedication and time.

Ewa Baranowska
Head of Wholesale IT Poland



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Breathe. Adapt. Rise. The Quiet Power of Resilience.

There are days when everything seems just “too much.” Too many triggers, too fast, too loud, too intense. Sounds familiar? We start our mornings with ticking off tasks and absorbing tons of information at the same time. Our smartphones buzz with notifications, emails flood our inboxes, and social media feeds present an endless stream of information. It is said that the amount of data we process daily is equivalent to what a person in the Middle Ages would encounter in a lifetime! Studies suggest we consume around 34 gigabytes of data each day, translating to approximately 100,000 words. Result? Although our brain is an impressive tool, more and more often it sends us a message: “system overloaded”. What can be done about it? We often feel compelled to fortify ourselves, striving to shield against these challenges by adopting a hardened, less adaptable approach. Well, maybe instead of putting on more layers of armor, it's worth trying something else — flexibility.

From setback to comeback

This is where resilience comes in. For years, it was associated with being tough and relentless. But it's not about being made of steel. It's more like having a stretchable fabric that bends but doesn't break. It's not the mask of a hero/heroine who never gives up, but the awareness that we can pause, reset, and return more resilient.

This topic became increasingly relevant to me not just on a personal level, but also in my role as a leader of the Women@Capgemini community. Over time, I noticed how often conversations within our group touched on mental overload, balancing expectations, and finding ways to stay grounded. Resilience wasn't just a buzzword — it became a shared need.

Thought leaders across various disciplines — from philosophers to neuroscientists — highlight that we live in an era marked by chronic exhaustion. South Korean-born philosopher and cultural theorist Han Byung-Chul explores this reality in his widely discussed book “The Burnout Society”, while futurist and founder of infuture.institute, Natalia Hatalska, defines a rising trend, which touches on mental fatigue in both personal and professional spheres.

So what is resilience in the midst of this?

At its heart, resilience is the belief that no matter what, we still have agency. Even if we can't change everything around us, we can choose how we respond. Sometimes it takes just one small pause: a deep breath, a fresh perspective, asking ourselves: “what matters most right now”? It's also about being able to ask for help — without shame or guilt. Because strength doesn't lie in going it alone. It lies in leaning on others.

For me, personally, it works as a compass. It is a skill that helps us breathe, check in with ourselves, name what we're feeling — and move forward, but from a different place.

From overload to overcome

The good news is: resilience isn't something we need to be born with — it's something we can exercise, like a muscle. . Our brains exhibit lifelong neuroplasticity — the capacity to reorganize and form new neural connections in response to experiences and learning. And it doesn't require massive shifts — just consistent, simple habits. Noticing what we have influence over, and letting go those things

that we do not control. Managing our energy consciously. Learning to process our emotions — through journaling, visualization (my anxiety sometimes looks like a heavy grey cloud above my head), or naming them out loud. And savoring the little things: a sunny walk, a quiet chat, a shared moment of understanding.



Building resilience can be approached through several key practices:

- 1. Cultivate hope and optimism.**
As my mentor used to say: "worrying won't solve tomorrow's problems, but it will steal today's peace." Channel your energy into seeking possibilities. Embrace the mindset that, regardless of challenges, you have the capacity to overcome them.
- 2. Regulate emotions.**
Start by maintaining an emotion journal, noting down feelings and triggers. This practice fosters self-awareness and helps in managing reactions. Visualization techniques can also be beneficial; for instance, imagining your fear as a tall, hunched figure beside you can make it more tangible and less intimidating. Additionally, you might visualize this figure gradually shrinking or softening in demeanor, reflecting your growing sense of control.
- 3. Define your sphere of influence.**
In stressful situations, assess what aspects you can control and direct your energy there, releasing the rest. There's almost always something you can do — even if it's simply expressing your needs or seeking a fresh perspective. As for everything else, let it go. It's not worth draining your energy on what's beyond your influence.
- 4. Exercise critical thinking.**
Engage in activities that boost creativity. When faced with a challenge, brainstorm all possible outcomes — both positive and negative — and plan actionable steps for each scenario. This proactive approach reduces anxiety and prepares you for various possibilities.
- 5. Experience positive emotions.**
Integrate moments of gratitude, joy, and calm into your daily routine. Personally, I cherish "small delights" like a walk in the park, an engaging conversation, or shared laughter. The Japanese term "komorebi" describes the sunlight filtering through trees — a reminder to appreciate fleeting, beautiful moments.
- 6. Build relationships.**
Foster connections where trust and mutual support thrive. Don't hesitate to seek assistance, whether it's delegating tasks, seeking mentorship, or simply sharing your thoughts with someone who listens.

And here's the most important part: YOU DON'T HAVE TO DO IT ALONE.

That is also why it matters that organizations step up to support resilience. At Capgemini, we see mental resilience as a foundation for thriving — both individually and together. Creating an environment where people feel seen, heard, and supported — across all stages of life and career — is essential.

One of the many spaces where this happens is our Women@Capgemini community. It's not the only initiative focused on well-being, but it plays a vital role in giving voice to topics that matter. We host development sessions, spotlight honest conversations, and support women navigating their paths in tech — from newcomers in our ITGra program to experienced professionals returning after parental leave.

We believe resilience starts with connection. With giving ourselves permission to be imperfect. With showing up for each other in a world that often feels impossible to keep up with. But we don't have to navigate it alone. And maybe that's where our true power lies.

About the author



Magdalena Pernak
People Unit Manager & Coach

She is an experienced leader and coach at Capgemini Polska, passionate about people development and continuous learning. With a background in people management, coaching, and organizational development, she supports professionals in high-pressure environments by fostering resilience, a growth mindset, and emotional agility. She also co-leads the Women@Capgemini Community, empowering women to unlock their potential and accelerate their professional growth.



EQUINIX

Equinix taps into nuclear power

At Equinix, we are committed to delivering digital infrastructure that fosters positive change through secure and efficient solutions.

Sustainability is our business as usual

We streamline, optimize and maximize every ounce of power usage effectiveness (PUE) across our 260+ data centers in 74 key metros across the globe—pushing the boundaries of efficiency and innovation. We enable renewable energy coverage, plant trees, harvest rainwater, heat Olympic-sized swimming pools and even keep bees. But as a global technology infrastructure leader, we are inspired to do more.

In an era driven by AI and exponential data growth, the digital landscape is undergoing seismic transformations—not only in scale and complexity but also in how it's powered. We are actively navigating this shift with pragmatic energy strategies.

Renewable energy limitations and the role of nuclear power

Despite an increasing focus on renewable energy to minimize environmental impact, the limitations of sources like solar and wind are becoming increasingly evident.

To supply a retail data center requiring 10 MW of continuous power, a wind farm would need approximately 10–15 km² due to its 25–40% capacity factor.¹ In comparison, a solar farm would require 0.7–1 km² because its capacity factor is lower, around 10–15%.² For energy storage to ensure a stable power supply, batteries with a capacity of 200 MWh would occupy roughly 0.34–1 hectare, depending on the technology and arrangement.³ While these values

apply specifically to retail data centers, hyperscale data centers are a different category, requiring approximately five times these dimensions.

Simultaneously, energy demand in the data center market is growing rapidly. In Poland, the average power of colocation facilities ranges from 2–7 MW, and newly built facilities exceed 10 MW. Hyperscale data centers, whose market share continues to grow dynamically, boast facilities that can exceed tens of MW.⁴ With such massive demand, relying solely on 100% renewable energy is not viable.

A hybrid energy mix—blending renewable sources with nuclear power—could be a rational and optimal solution. Yet, nuclear energy adoption faces hurdles like high technology costs, lengthy construction timelines of 10+ years and the challenge of selecting sites with access to grids capable of high-capacity transmission. Emerging as a powerful breakthrough is a technology game changer—the small modular reactor (SMR).

Taking the opportunity to contribute to “Women in Tech,” I wish to honor the remarkable Polish scientist, Maria Skłodowska-Curie. She laid the foundation for the advancement of nuclear energy and radiology, revolutionizing medicine and technology alike. Without her extraordinary contributions, the world we know today would lack the vital innovations that drive progress and shape the future.

1. Dan Kasper, “Wind Energy and Power Calculations,” College of Earth and Mineral Sciences website, The Pennsylvania State University, 2023.

2. “10 MW Solar Farm: How Much Land Does it Need?” Solar World, 2025. “Solar Farm Area Calculator,” Go Solar, 2024.

3. Thomas Bower, Ilya Chernyakhovskiy and Paul Denholm, “Grid-Scale Battery Storage,” National Renewable Energy Laboratory, September 2019.

4. “Poland Data Centre Colocation Market Report 2024-2029: Coverage of 57 Existing and 7 Upcoming Third-Party Data Facilities Across 13+ Locations in Poland,” Globe Newswire, Dec. 19, 2024.

Aurora powerhouse design



<2 acres of land required

Reduced plant complexity, cost, and construction time

15 MWe Scalable to 50 MWe <1 year Estimated construction

<\$70 million Estimated fuel & construction cost 40+ years Estimated plant design life

Source: Oklo 2024 Investor Day Presentation

Equinix's collaboration with Oklo

Equinix's strategic partnership with Oklo to procure nuclear energy for our data centers indicates how advanced nuclear technologies, particularly SMRs, can be pivotal to decarbonizing digital infrastructure.⁵

Oklo's fast-reactor designs, incorporating liquid metal cooling and closed fuel cycles, deliver high uptime, minimal waste and enhanced safety. These microreactors, capable of providing 15–50 MW, can operate for decades without refueling. Their modular nature aligns seamlessly with Equinix's distributed infrastructure strategy, building potential to enhance localized reliability and scalability.⁶

Additionally, SMRs can be deployed near load centers, reducing transmission losses and bolstering grid resilience—a key advantage for colocation providers.⁷

The future of digital sustainability

In 2024, data centers consumed 415 TWh of energy, and by 2030, this figure is expected to reach 945 TWh.⁸ In Poland alone, the total power of data centers is projected to grow from 441.8 MW in 2025 to 713.3 MW by 2030.⁹ Nuclear energy is central to the equation while addressing this growing demand.

By integrating nuclear power alongside renewables, we, at Equinix, look ahead to innovate and future-proof infrastructure to support tomorrow's digital economy.



Marcin Lenarczyk - I'm a data center expert and colocation specialist with hands-on IT experience. As a Senior Sales Engineer at Equinix, I help companies across EMEA make sense of digital infrastructure and cloud solutions. I've worked with public institutions, banks and global enterprises, always focusing on translating tech-speak into real business value. Outside of work, you might find me sailing the ocean and chasing new horizons.

⁵ Dan Swinhoe, "Equinix signs deal to procure up to 500MW of nuclear power from Oklo reactors—makes \$25m pre-payment," April 5, 2024.

⁶ "DCD - Equinix signs deal for 500MW of nuclear power from Oklo SMRs," Sunya Energy, April 6, 2024.

⁷ Hana Chabinsky, "On-site Nuclear Power: SMRs Create New Opportunities for Colocation Data Centers," Last Energy, November 2023.

⁸ Zachary Skidmore, "IEA: Data center energy consumption set to double by 2030 to 945TWh," Data Center Dynamics, April 11, 2025.

⁹ Aislinn Murphy, "AI energy demand in US will surge but also provide opportunity to manage energy," Fox Business, April 18, 2025.

⁹ "Poland Data Center Market Size & Share Analysis - Growth Trends & Forecasts Up to 2030," Mordor Intelligence, 2025.



Where the Best Get Better

Explore Engineering Careers in Warsaw

Our Engineering Tenets

These tenets are intended to be complementary to Goldman Sachs' [Purpose and Values](#) and yet distinct to Engineering. The purpose of these tenets are to guide how the Engineering community should operate.



1. Build with Purpose

Engineers build great products starting from who will benefit from them and why it's important to our clients. We drive commercial impact by developing innovative solutions that build on other people's work, while constantly rationalizing and modernizing our technology stack to advance the long term strategy and deliver client value.



2. Obsess Over the Experience

Engineers relentlessly focus on the quality of the user experience. We firmly believe that a great experience is the primary driver of adoption and loyalty by our clients. We see things from the end user's perspective, constantly reducing friction and removing unnecessary steps.



3. Look Around Corners

Engineers often have to deal with uncertainty and the unknown. We put measures in place to capture signals of failure before they become real issues, and design resilient systems that deal with failure by design.



4. Innovate Incrementally

Engineers deconstruct bold and ambitious goals into manageable deliverables. We believe there is no substitute for real-world testing; therefore, we release and innovate frequently. We embrace simplicity and practicality as key design tenets.



5. Inspire Trust

Engineers strive to let their deliverables speak on their behalf. We embrace failure as an essential element of growth and we are vocal about it. We believe that trust is created by being transparent, setting the right expectations and consistently over delivering even if only by a little bit.



6. Lead with Data

Engineers constantly seek the truth, and base our opinions on measurable data. We vocally call out risks and always seek data to make decisions, dispel myths, and learn from mistakes.



7. Keep Learning

Engineers recognize that technology is always evolving at rapid pace and that today's state of the art can quickly become obsolete. We do not chase trends, but look at repeatable patterns and solidify our understanding of those patterns through curiosity, experimenting and constant learning.



8. Express Humanity

Engineers strive for technical excellence and achievement, while creating an environment that is connected, empathetic and grounded in deep appreciation of our colleagues. We treasure a culture of mutual respect in which everyone can feel comfortable and express themselves to their fullest.



9. Promote Inclusivity

Engineers actively promote a culture of inclusivity that empowers diversity of thought, experience and backgrounds which is essential to achieving optimal commercial outcomes. We believe an inclusive environment lays a foundation upon which our people can build their careers and thrive.

Join the engineering team driving innovation at the world's preeminent investment bank



Gisha Babby
Managing Director

"I am a Managing Director and Tech Fellow in Data Engineering at Goldman Sachs. I began my career as part of the new analyst program in New York and relocated to the Warsaw office in 2019. A Goldman Sachs Tech Fellow exemplifies the highest technological innovation along with leadership and influence.

At the firm, engineers are guided by our Engineering Tenets, a set of principles that serve as our moral compass and guide how we operate. To celebrate Perspektywy Women in Tech Summit 2025, we discussed the Tenets with three of my Engineering colleagues."



Fidan Aghayeva
Frontend Developer

Education:

BSc in Computer Science, and currently studying towards a MSc in Computer Science

Engineering Team:

Web Platform. I work on the One GS Design System, powering GS.com, GSWeb and Asset Management's marketing. The team streamlines development and strengthens brand consistency across web and mobile.

First met Goldman Sachs

I attended the Summit and visited the booth.

"My favourite Engineering tenet is 'Keep Learning' because it encompasses the firm's commitment to fostering a culture of continuous growth and innovation. It inspires me to embrace challenges and seek new knowledge. Working on GS Web and its evolving landscape is representative of this tenet. This principle aligns perfectly with my own journey of adapting to new environments and technologies, such as moving to Poland and pursuing my aspiration of working for a global company like Goldman Sachs."



Maria Karpei
Software Engineer

Education:

BSc Financial Mathematics and BSc Physics

Engineering Team:

Finance and Risk Platforms. I am a full stack engineer, working on a project that provides centralized control and visibility to financial exposure.

First met Goldman Sachs

On a software engineering bootcamp with Code First Girls, which was sponsored by Goldman Sachs.

"I really resonate with the Engineering tenet 'Obsess Over the Experience' because I believe user experience should always come first—our goal is to create Finance and Risk products that are clear, easy to use and truly helpful. Earlier in my career I worked in both teaching and finance, which taught me to always strive to understand and meet user needs. When users find value in what we've built and enjoy using it, that's when we know we've done a good job!"



Marta Kardaś
Java Software Engineer

Education:

BSc in Electrical Engineering, Master of Business Administration in IT

Engineering Team:

Securities Trade Processing. My team is building a large event-driven platform for processing financial transactions from institutional clients (such as pension funds, hedge funds and asset management companies).

First met Goldman Sachs

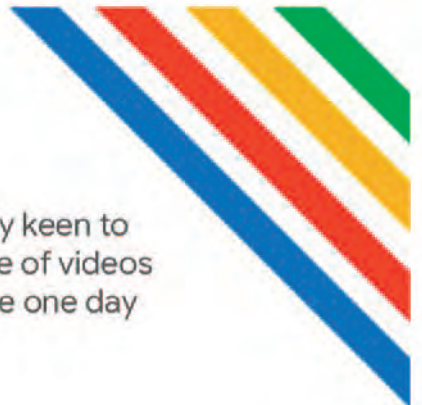
At a career fair at Warsaw University of Technology, where I applied for a Summer Internship.

"The Engineering tenet 'Build with Purpose' is particularly meaningful to me because it underscores the importance of driving commercial impact through innovative solutions. In my role, I work closely with internal clients from our Operations team, who use our platform daily to manage millions of transactions with a minimal number of manual touches. We're delivering new functionalities for operations and meeting financial regulations in various countries, while ensuring that our system is fast, stable and reliable."

Do you want to join engineering teams like Fidan's, Maria's, and Marta's? Explore open engineering roles [here](#).



Hello Google!



Intrigued to find out more about what it's like to work at Google? Or simply keen to find out how we interview? Click or scan the QR code to check out a range of videos we hope will be useful as you navigate the next steps in your career. Maybe one day you'll join us!



Fireside chat with Vlad

Vlad Gorelik, Senior Director at Google Poland

Join us for a candid conversation where Vlad will share his perspectives on Google Poland's vision, exciting developments, and the wealth of opportunities available for talented individuals like you.



From Application to Offer...

Join our recruiting experts, Bróna and Lidija as they demystify the Google hiring process. They'll share insider tips on crafting a standout resume, acing your interviews, and navigating the application process with confidence.



With Google Recruiters Bróna and Lidija



Hear from our Nooglers!



With Kasia, Patrycja & Maciej

Hear firsthand from our newest Googlers about their experiences starting their careers at Google Poland. They'll share their initial impressions, insights into the company culture, and tips for navigating the hiring process.



Take our Office Tour

Join Googlers on a tour around our Warsaw Hub. This is just one of the many offices located in Poland.



Meet our Googlers



Discover what our teams work on day-to-day!



Ania
Digital Marketing
Strategist
GTech



Gisela
Senior Engineering
Manager
Cloud & /Cloud AI



Marcin
Site Reliability
Engineering Manager
SRE



Mikolaj
Software Engineer
Pixel Core



Eugene
Senior Product
Designer
UX Design



Anna
Quantitative UX
Researcher
UX Research



Magdalena
Corporate Field
Sales Manager
Cloud GTM



Rafal
Senior Software
Engineer
Pixel



Marcin
Senior Staff
Software Engineer
Chrome OS



Wellington
Software Engineer
Shopping



Sasza & Mike
Site Reliability
Engineering Manager
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We could go to work,
but we went to **HEINEKEN!**

From cybersecurity awareness to action: Human risk and leadership in the digital age

Conversation with Security Awareness Specialists - Agata Łabęcka and Małgorzata Grabiec-Bąk from HEINEKEN Kraków

What are the key shifts in cybersecurity awareness today?

Agata: Cybersecurity awareness is evolving extremely fast. We used to link this mostly to compliance - don't click suspicious links, update your password - but now it's transitioning into human risk management. We focus a lot on identifying behaviors, habits, and cultural patterns that may unintentionally expose organizations to cyber threats. It's no longer just about knowing the rules - it's about knowing the risks.

Małgorzata: Exactly. As digital enablement becomes a core part of how companies operate, the human element in cybersecurity is more critical than ever. Every new tool or system we introduce changes how people work and expose new vulnerabilities. Our role is to help identify those human-layer risks early on, and build a strong, informed culture that can adapt safely.

Why is leadership involvement so important in this transformation?

Małgorzata: Leaders shape culture - full stop. If we want to embed cyber-safe practices into the DNA of our company, it must start from the top. Leadership needs to understand that cybersecurity risks are not only related to IT field, but they can have enormous business impact such as: financial loss, reputational damage, and operational disruptions and that could arise from a single incident.

Agata: That's why we're launching Cyber Crisis Simulation Workshops created specifically for senior leaders. These are immersive, high-impact sessions that let them experience what a real cyber crisis feels like. It's about stepping into the shoes of decision-makers during a critical incident and learning how their choices - and their preparedness - can influence the outcome.

What makes these workshops different or impactful?

Agata: We've designed them to be as realistic and relevant as possible. We're using AI both in the development and delivery: to create scenario content that reflects current global threats and to make the

experience interactive and thought-provoking. But more importantly, we're sending a message - technology investment alone is not enough.

Małgorzata: Yes, we're spending millions on various tools and technologies, but to be really successful, we must invest even more in people. It's people who click the links, make the decisions, manage the responses. Our workshops are not about pointing fingers - they're about empowering leaders with insight and foresight. We want them to walk away thinking: "I understand the risks, and I know how I can influence our culture to reduce them."

How do you see this work contributing to a more cyber-resilient culture?

Małgorzata: It's a journey. But every time a leader walks into a workshop and walks out seeing cybersecurity not as an IT issue, but a strategic one, we're one step closer. Culture is built through consistent action and shared understanding - and leadership has a unique role in accelerating that shift.

Agata: At the end of the day, it's not about making everyone a cyber expert. It's about building a culture where people feel confident, informed, and empowered to act safely - especially when it counts most. And that starts at the top.

Agata Łabęcka and Małgorzata Grabiec-Bąk are cyber awareness experts working on innovative solutions to manage human risk in the world-wide organizations and mitigate global threats.



Małgorzata Grabiec-Bąk is currently focused on creating cyber awareness trainings and upskilling specific functions, addressing the risks inherent in a particular role. She is also providing awareness workshop as part of the leadership upskilling program together with Agata Łabęcka.



Agata Łabęcka is currently focused on creating HRM (Human Risk Management) Tool, identifying top risks for organization and measuring their impact in business. She is leading initiatives related to leadership upskilling and providing awareness workshop for top management worldwide.



The WISE Way To Empower Female Tech Talents

Takeaways from the Evolution of Lingaro's Community for Women

Even in the digital age, personal connections remain one of everyone's greatest professional resources. For women navigating careers in the male-majority tech industry, intentional communities can provide platforms for collectively validating experiences, addressing challenges, and celebrating achievements.

These communities represent far more than corporate diversity initiatives; they are all about resilience in action. Lingaro's WISE (Women of Inspiration, Support, and Empowerment) Community is the result of more than six years of evolution that demonstrate how such an initiative can be tailored to meet members' changing needs while advancing the broader mission of gender equality in technology.

Bringing Women Together the Lingaro Way(s)

At Lingaro, we have a core value of "No Barriers" and a formal commitment to achieving United Nations Agenda 2030 Sustainable Development Goal 5 of achieving gender equality and empowering women and girls. We strive to eliminate discrimination, avoid unconscious bias, and ensure equal opportunities for all.

Like all tech companies, we have a long road in front of us with respect to these aims. Despite significant progress during recent years, women remain significantly underrepresented in our industry. Nevertheless, it is imperative to act and make continuous progress. Every step counts.

One of our first steps to empower our female colleagues was the establishment of the Lingaro

Women's Community in 2017. Over the following five years, the initiative primarily involved annual meetings featuring distinguished guest speakers and opportunities for female Lingarians to connect with and inspire each other.

But as time passed and the popularity — and necessity, for more than a year — of remote work grew, Lingarian women began to wonder:

- If there should be a different formula for these meetings?
- If the community itself should be reorganized to better address its members' needs?

The overwhelmingly positive experience many of our female colleagues had at the 2024 Perspektywy Women in Tech Summit inspired us to start formulating answers! **We did so by:**

- Inviting volunteers to brainstorm with an external expert at a 4-hour workshop we organized.
- Gathering valuable insights from our colleagues.
- Holding dedicated workshops for female managers to hear their perspectives.

This collaborative effort sparked the creation of our WISE Community, the purpose of which is to provide Lingarian women with a sense of belonging and continuous support beyond just periodic meetings. WISE is structured as a network in which participants can reach out to each other at any time to seek and provide guidance, inspiration, and encouragement. It provides an always-accessible safe space for sharing experiences, asking questions, and celebrating achievements.

For community members, this new and improved format minimizes the risk of feeling isolated or unheard, a phenomenon that is all too common among those who tend to work remotely. Different members expect different things from the community depending on a wide variety of factors such as seniority, skillset, personality, and background. By understanding and acknowledging these diverse needs, the community can provide tailored support and resources to help each member thrive.

For example, some members treat WISE primarily as a platform for giving back to others. Strongly embodying what the community is all about, they have stepped up as champions to serve as relatable role models. By sharing their stories, they inspire colleagues and reinforce the belief that success is within everyone's reach.

Transformative Impact and Agile Evolution: Key Lessons from WISE

As the tech industry continues to evolve, the role of women's communities like WISE is becoming increasingly vital. These communities are not just support groups; they are catalysts for positive change related to gender equality, inclusivity, and closing the gender pay gap.

By fostering a culture of empowerment, mentorship, and solidarity, tech companies can unlock the full potential of their female team members. For organizations aiming to do so in the future, Lingaro's path to creating and leveraging WISE holds two valuable lessons:

1. A women's community can have transformative impact.

We have created a thriving community that empowers women to excel in their careers and contribute to our company's success.

2. Agility is an asset.

By continuously adapting and responding to the evolving needs of our women, we have been able to ensure that our community for them has remained relevant and effective.

The Future of Women's Communities in Tech

The journey toward gender equality in tech requires intentional action from organizations of all sizes. **We invite you to consider:**

- How might your organization create spaces where women can authentically connect and grow?
- What existing initiatives could evolve to better meet the changing needs of your female talent?
- Who within your teams could champion these efforts and become role models for others?

The tech industry's future success depends on its ability to harness diverse perspectives and experiences. By establishing and nurturing communities that empower women, companies don't just fulfill corporate responsibility obligations — they unlock innovative potential that drives business forward.

The path that led to our WISE Community wasn't always straightforward, but the destination has proven invaluable. We encourage you to begin or continue your own journey toward creating meaningful communities for women in tech. The industry we build together will be stronger.



Anna Ptaszyńska-Biały
Sustainability Leader at Lingaro

Learn more about Lingaro
lingarogroup.com

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Mars Incorporated is a renowned family-owned, global business with a rich history spanning over a century, founded by Franklin Clarence Mars.

Today, Mars operates in over 80 countries with around 140,000 Associates across 381 sites. The multinational company, headquartered in McLean, Virginia, USA, remains privately held, maintaining its independence and unique ability to invest in the long-term future of the business, people and the planet. **Mars operates in multiple segments, each contributing to the company's vast reach and success:**



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Mars Wrigley



Mars Food



Mars Global Services

Mars's unique culture empowers its Associates to drive innovation and take ownership of their development, fostering a collaborative environment where everyone's voice matters. Mars Associates in every country are committed to **Quality, Responsibility, Mutuality, Efficiency** and **Freedom**, and depend on the Five Principles to guide their everyday decisions.



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Measure your skills with assessment

Access free learning from trusted resources

AI skills Navigator

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Learn AI today.



aiskillsnavigator.microsoft.com



Not sure where to start? Try these prompts in the AI Skills Navigator



Where can I start learning AI?



Where can I learn how to design images with AI?



What are AI certification options for data analysts?



I work for the city. What are some learning paths for AI in government?



What skills do I need to become an AI developer?



I work for a nonprofit. How can I learn AI for fundraising?



Nordic Idea

Nordea was created by combining the words "Nordic" and "Idea" and it means how we share and develop good ideas to create high-quality solutions based on common Nordic values of openness, equality and care for the environment.

A modern, innovative and future-proof workplace

At Nordea, we focus on creating a friendly atmosphere in the workplace. Our offices are a combination of advanced technology and

distinctive design. We have the freedom to choose the place and method of work that suit the task at hand – desks are not permanently assigned to specific persons. This way of functioning allows us to collaborate better, share knowledge and interact socially with colleagues. It also allows us to optimise the use of space and the positive impact on the environment.



We are diverse and inclusive

Our employees play an important role in creating a diverse and inclusive culture at Nordea, for example through employee resource groups that deal with many important topics such as gender balance, skills diversity, age diversity and interculturality. At our Polish Nordea branch, we have achieved a fifty-fifty balance between men and women (also at leadership

level) and we have employees from 61 different nations. Understanding cultures is extremely important in our multinational working environment. Inclusion is clearly stated in our D&I aspirations and strategy as well as in our D&I Policy published on nordea.com

A culture that fosters results and growth

At the beginning of each year, you and your leader set meaningful goals based on what you want to achieve and how you will contribute to the company's strategy. You discuss your dreams and aspirations for the future and plan the development that will take you there. With a culture of continuous feedback, you give and collect feedback from your leader and colleagues throughout the year.

At the end of the year, you take time to reflect on your achievements, contributions and development in order to be able to achieve satisfactory results and develop your potential.

We unite around values

Our four values – collaboration, ownership, passion and courage – are at the heart of everything we do. They help us grow.

If you enjoy learning and want to implement your own ideas and you are trustworthy and ready to express your opinion – even when difficult – as well as committed to supporting your colleagues, then you are the perfect candidate for our team.

Careers at Nordea

We offer career opportunities in IT, technology, operations, banking, finance, HR, auditing, legal, compliance and risk. Which one will you choose?



What do we require from candidates?

- Student/graduate of economics, finance, mathematics, computer science or related faculties
- Knowledge of English at B2 level
- Willingness to learn
- Analytical mind
- Responsibility for assigned tasks
- Ability to question accepted forms
- Ability to prioritise tasks
- Ability to predict consequences
- Logical thinking
- Knowledge of Microsoft Office (PowerPoint and Excel)
- Attention to detail
- Ability to work in a team.

In Poland, we have offices in Łódź, Warsaw, Gdańsk and Gdynia.

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Kontakt: Daniel Kamiński daniel2.kaminski@orange.com



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Anna Jarczewska

Head of HR
Standard Chartered
Poland

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Anna: Standard Chartered Poland has been established with a key principle in mind – to create a link between the West and East. The Polish office is a home for more than 1300 subject matter experts and professionals who realise complex tasks, being able to influence global processes which shape the financial industry. Our company was one of the pioneers in implementing flexi working, enabling our colleagues to better align their work patterns with individual style and business needs. This approach allows us to attract talents from different parts of Poland, without the need to change their place of living. As the world becomes more complex, we are eager, more than ever, to provide tailored solutions.

Who are you looking for in terms of experience and skills?

Iwona: Our Poland office opened in 2018 as one of our Centres of Excellence. We're looking for local and international colleagues who specialise in Financial Crime Compliance, Cyber Security, Treasury, Audit, Technology and Innovation, HR and Project Management, to join our team. You need to enjoy teamwork, be ambitious, open, and innovative. In return, we can offer a wide range of growth opportunities, locally and globally.



**Iwona
Sasal-Siwkowska**

Resourcing Manager
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“

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Kacper Ruett
Director of Engineering, Warsaw



Putting the mission to work

All that time on the road upholds Waymo's safety mission. In fact, research published in 2025 shows that compared to human drivers, Waymo Driver had 92% fewer crashes with injuries to pedestrians and 82% fewer crashes with injuries to cyclists and the same reduction for motorcyclists.

Inspired leadership

Ensuring Waymo's autonomous driving technology fulfills its promise to bring greater safety, convenience, and efficiency is co-CEO Tekedra Mawakana's mission. She brought decades of experience to steer the autonomous driving technology company's business strategy and operations. Mawakana was recognized in 2024 as one of TIME magazine's 100 most influential people in AI, and she has been instrumental in making the idea of autonomous driving technology accessible to the masses.

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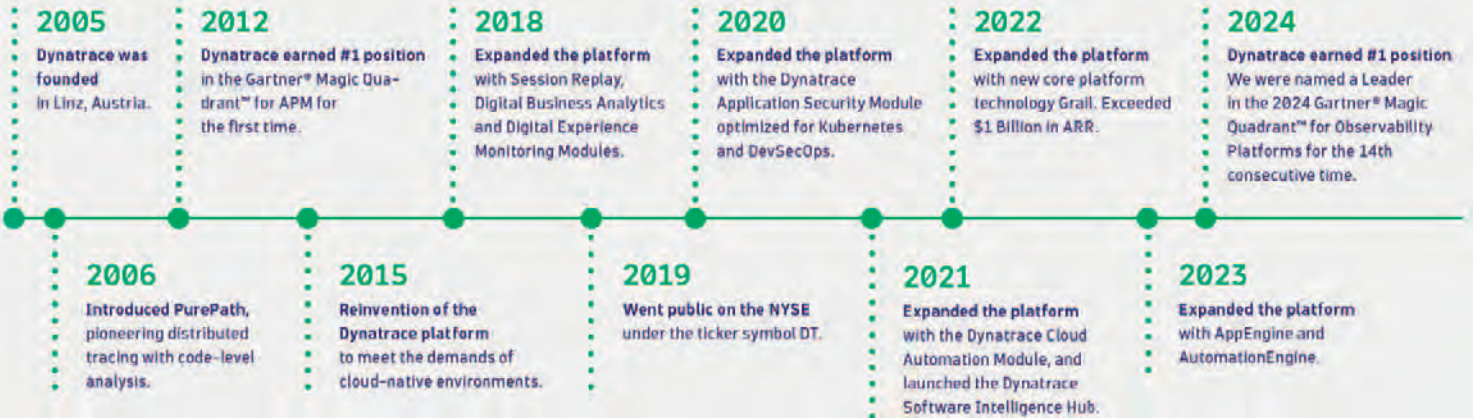
*Statistics current as of March 2024

AI-powered data platform

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Our history



Backed by powerful partnerships & technology integrations



About Dynatrace

Dynatrace (NYSE: DT) exists to make the world's software work perfectly. Our unified platform combines broad and deep observability and continuous runtime application security with the most advanced AIOps to provide answers and intelligent automation from data at an enormous scale. This enables innovators to modernize and automate cloud operations, deliver software faster and more securely, and ensure flawless digital experiences. That's why the world's largest organizations trust the Dynatrace® platform to accelerate digital transformation.

A track record of recognition and result

"Dynatrace has allowed our teams to focus on the pieces of the business that we think are going to be critical for our future success."



"Working without Dynatrace is like going cave diving without a light—we're just not able to see what's around us, and can't map our technologies."

PARK N FLY

Our values

As we've developed, we've identified three core values that define and embody our culture. We turn to our values for guidance as we integrate them into our daily interactions, decisions, and processes. Learn more about our values at careers.dynatrace.com/life-at-dynatrace



#DynatraceLife



Real vibes. Real people.

Dynatracers have a unified goal of making sure software works perfectly in the world around us. We foster a work environment built on innovation, agility, and collaboration. Ours is a culture that takes pride in enabling individuals to pursue big ideas, while recognizing the power of maintaining a healthy work-life balance.

Dynatrace Work Model

Our ways of work support in-person connection, cultural vibrancy, and hyper-innovation. Recognizing every team's and individual's unique needs, we offer flexibility with on-site collaboration and remote work options. The FLEX model requires two office days weekly, while the REMOTE model suits Dynatracers living further away from the office. Wellness Days: We offer quarterly company-designated paid days off for our teams to unwind and relax. Check out #dynatracewellness and see how Dynatracers have enjoyed recent Wellness Days.

Inclusion in the workplace

People are our most valued asset and fuel our success. We foster an inclusive culture that supports their growth, attracting, retaining, and promoting exceptional talent. Embracing diversity sparks innovation, fostering collaboration and leading-edge technology development. Diversity, equity and inclusion are critical to our mission of providing software intelligence to simplify the complexities of the modern cloud and accelerate digital transformation.

We launched a team dedicated to this mission, including setting hiring goals to increase diversity and representation of all backgrounds and identities across Dynatrace, providing anti-racism trainings, and more. Also, we continue to establish active new employee resource groups to support unique interests and initiatives throughout the organization.



Dynatracers around the world

The personalities, expertise, and backgrounds of our global team are as diverse as the countries we work in. These varying perspectives— and the people behind them—provide unique and invaluable talent that we are proud to have. Although we are living across states, countries, and continents, we work as one team every day. Through teamwork, we create innovations that support our customers around the globe. We launched a team dedicated to this mission, including setting hiring goals to increase diversity and representation of all backgrounds and identities across Dynatrace, providing anti-racism trainings, and more. Also, we continue to establish active new employee resource groups to support unique interests and initiatives throughout the organization.



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A Woman in Tech:

Breaking Barriers

- a story of personal and business growth with **Małgorzata Bochenek** from **IKEA**

A few years ago, Małgorzata Bochenek had never imagined she would become a leader in the tech industry. Today, she is in charge of digital transformation at one of the most globally recognised brands. In the interview run by her IKEA colleague Jakub Damian (Shopkeeper IKEA Krakow) she shares her insights on her personal development and how AI and technology simplify everyday life and reshape professional roles, making the tech world accessible to everyone, regardless of gender or educational background. It's a story of courage, breaking stereotypes, and the belief that the most essential skill of the future is... the ability to learn.

Which technologies do you think are crucial for digital transformation at IKEA?

In IKEA's digital transformation journey, the key technologies are traditional artificial intelligence (AI) and generative models. Traditional AI plays a vital role in streamlining processes and improving customer experiences. They support process optimisation, automation, and operational efficiency. One example of such solutions is Food Waste Reduction, which helps us significantly minimise food waste in the food industry, promoting more sustainable resource management. Additionally, the IKEA Kreativ feature in the IKEA app offers new shopping opportunities, allowing customers to explore the entire range of furniture, storage, and home essentials, virtually try them in their own homes, and find the perfect fit for their needs. Meanwhile, generative models are increasingly shaping the daily work of both our co-workers and customers. They provide a new level of support, which assist in everyday tasks and facilitate the swift implementation of innovative solutions. Their dynamic adoption reflects the growing significance of this technology in IKEA's organisational culture and strategy. Last year, we also introduced a generative AI solution to support our teams with daily responsibilities – from content editing to material analysis, along with preparing reports and presentations. This makes it easier for co-workers to handle tasks requiring high precision and creativity while accelerating processes and enhancing quality. With tools like these, generative models assist with daily tasks and play a crucial role in driving innovation, while shaping a future-focused work culture at IKEA.

What will be the biggest challenges in implementing innovative technologies?

I believe the biggest challenge will not be the technology itself – Poland is already handling its fast implementation very well – but instead building trust around it. We can already see that AI-related fears caused by the growing number of fake news, cybercrime, and questions about the future of work, are becoming more widespread. For me, we must tackle these challenges in a responsible and ethical manner, implementing technologies in line with clear standards and values that define our approach to technology use, as well as transparent data management, governed by our internal policies, such as Digital Ethics. At the same time, I attach great importance to the awareness and skills of our teams. Those working with these tools when performing their daily duties must know how to use them and feel comfortable and safe in doing so. Building this awareness and supporting the acquisition of new skills is our collective responsibility in this transformation.

We're witnessing the dynamic growth of technology, which may impact areas like the job market... new job opportunities will arise, and some roles will disappear... How do you think these tech trends will transform our lives, and what consequences might follow?

I view the upcoming changes with both great curiosity and humility. Technology – particularly AI – is transforming everything around us: the job market, how we communicate, and even our understanding of the role of work in our lives. A new language is emerging – the era of prompts and commands – and with that change comes the need for new skills that were previously unnecessary. Teamwork is set to take on a new meaning: it's not just collaboration with people, but also with AI as a partner. This may bring uncertainty, as many future aspects remain unknown. That's why I believe the key isn't to control every change but to build a culture rooted in trust, openness, and constant learning. In both my professional and daily life, I strive to remember that technology should serve people, not the other way around. For me, true transformation isn't just about new technologies – it's about the way we, as human beings, learn to use them consciously, while keeping in mind our values and humanity.

Very interesting point. So, what skills do co-workers need? An open mindset and awareness are the foundation, but competencies are also required. Young people are surrounded by technology, but not everyone has had the opportunity to grow up with it.

Given how rapidly the world is changing, I believe the key skill for the future isn't a specific technology, but the ability to learn on the fly. Technologies are bound to evolve, new tools will be introduced, and most jobs, even those we are familiar with today, will have more and more touchpoints with the digital world. For this reason, I urge everyone to approach this with openness and curiosity. Flexibility, a willingness to adapt, and the ability to develop new skills will be essential. It's also important to keep in mind the importance of critical thinking – it will help us not only stay ahead of technology but also use it responsibly and wisely. This is both a challenge and a huge opportunity. We can and should be part of this change, whether we grew up in a technological world or are just starting to step into it now. The future is not just about new tools – it's about us and our commitment to constant learning on a regular basis.

Learning is a lifelong journey... What led you to start working and managing tech?? Was there anyone who inspired you to pursue a career in this field?

If someone had told me a few years ago that I'd be managing the tech sector, I'd probably have smiled and thought it was highly unlikely. I always saw myself through the lens of HR and working with people. I graduated in the humanities, and my interests were centred on the job market, skills development, and relationship-building. That was my world. Yet, much like technology, a professional career can be full of surprises. At some point, I realised that I feel most comfortable in environments of change, new challenges, and innovation. Together with my team at IKEA, we have launched diverse initiatives that enhanced daily routines and brought a fresh perspective to what we do.

The real turning point came when my former manager, someone who significantly impacted my professional career path, proposed that I create the first-ever Innovation Hub at IKEA. Uncertainty. At that moment, I thought, 'Innovation is technology, and I have nothing to do with it. But that was the moment when I asked myself, is technology the goal in itself, or is it rather a tool to address people's needs? This shift in mindset opened the door to a whole new journey for me. From innovation to digital and business development, this path has naturally unfolded. Today, I understand that the learning process never stops. What's more, when we're ready to step out of our comfort zone and change our attitude towards technology, not as a barrier but as a space for creating better solutions for people, that's when the real transformation begins. And that's what inspires me the most each day.

The example comes from the top...

I completely agree with this – the example does come from the top. This is especially important in our culture, as we believe in an approach that doesn't limit people to specific roles but allows them to explore new opportunities and develop new skills. I truly believe that it's the support and mindset of empowering leaders that make such changes possible. We boast countless examples in the company of individuals who, like me, took the chance to step out of their comfort zones to try something new. Through that courage, they've grown in ways they never expected. This is an enormous value.

Do you think technology is the future not just for businesses, but also for women? Have you noticed a shift in the approach to diversity within tech teams? I studied at a technical university, and in my year, half of the students were women, contrary to the stereotypes that used to exist. Now, many of them are pursuing careers that were traditionally 'male-dominated' and are excelling. It's now seen as the new norm.

Without a doubt, technology is not just the future for businesses, but also a tremendous opportunity for women. Moreover, we are already witnessing a shift that is overturning this stereotype. The numbers speak for themselves – in 2021, women accounted for 41.5% of STEM graduates in Poland, one of the highest rates in the European Union. This shows that young women are increasingly choosing paths that men once dominated. However, we must also be mindful of the challenges. Women continue to be less present in tech careers – in 2022, only 41% of people in STEM roles in the EU were women, and the gap is even wider in leadership positions. This is driven by cultural background, educational frameworks, and deeply rooted social beliefs. Still, change is inevitable – technology is becoming omnipresent, and almost every profession will have some interaction with it. What's important is that this doesn't mean everyone needs to become a technology expert. The real value – and this is where I see a significant role for women – lies in integrating technology with business and human needs. Empathy, critical thinking, and understanding the business context are just as important as technical skills. I am a living example of this. I don't have a technical background – my career started in HR. But thanks to curiosity, openness, courage, and the support of leaders who recognised my potential, I transitioned into a role where I now manage digital and innovation. This shows that you don't need a tech background to drive and implement technology. Moreover, I believe my unconventional career path will be pretty common in the future. I'm convinced that diversity is becoming the new norm – not just gender diversity, but also diversity in thinking and skill sets. As a result, more and more women will not only be part of the tech world but will also play a role in shaping it. This is something that inspires me and fills me with optimism for the future.

Diversity at IKEA is a strong asset across all levels, from operational staff to managerial positions.

Absolutely – diversity is our strength, as it is deeply rooted in IKEA's culture and values. It's not something that emerged by coincidence or as a passing trend – it's part of our DNA. We believe that everyone brings a unique perspective and value, regardless of their role, from operational to managerial positions. The blend of diverse experiences and ways of thinking makes us stronger as an organisation. That's why diversity isn't a project or initiative for us – it's part of our daily life, with a tangible impact on how we work and grow together.

We're talking about stereotypes... Have you ever encountered any, and how did you handle them?

It's an essential and heated topic because stereotypes represent one of the main reasons for inequality. Recognising them and actively addressing them can result in real change. I've experienced this firsthand. For a long time, I was guided by the belief that 'a girl from HR can't work in new technologies.' It was a stereotype I cultivated, which limited me and held me back from exploring new opportunities. I also recall how different the reactions were to this change. I found immense support at IKEA – this openness and the encouragement of unconventional career paths are part of our culture. Yet outside the organisation, I frequently heard surprised comments: 'But you've always worked in HR.' This demonstrates how much our own – and others' – beliefs shape the way we see ourselves and others. Overcoming these patterns is difficult, but it brings great satisfaction and effectively transforms reality.

How did you handle such reactions?

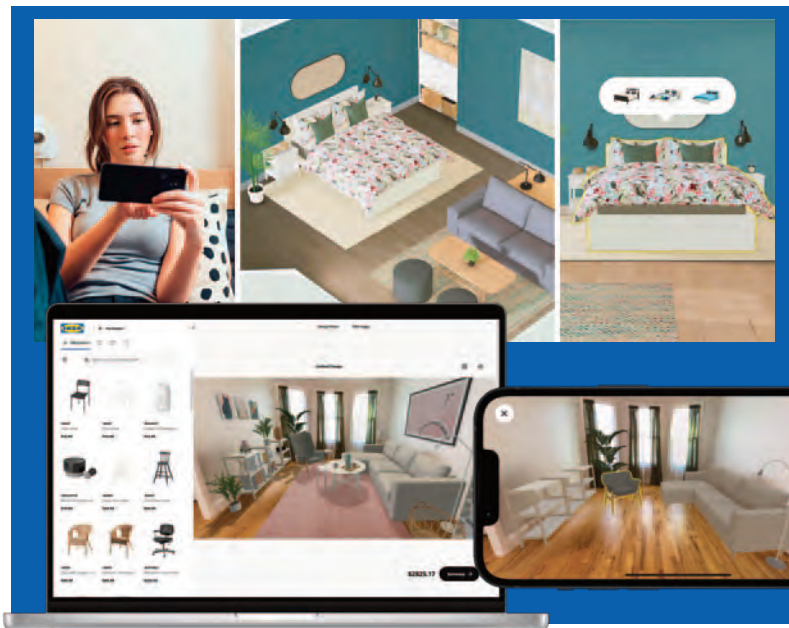
The most important thing was that I convinced myself that my experience in HR was a great asset, not a restriction. Once I realised how much it could help me in driving innovation, reactions from others became less significant. I just knew why what I was doing made sense, which gave me confidence in dealing with stereotypes.

It's essential to act in harmony with yourself and understand the reasons behind what you do – and stereotypes are just stereotypes... So, what advice would you give to young

women starting their careers? What can we do to encourage them to step into fields traditionally dominated by men?

I'd be careful about giving advice, but from my own experience, I can say what matters to me and what I keep reminding myself. First and foremost, it's essential to remain open and not set barriers right from the start. Often, it's ourselves – both women and men – who hold ourselves back from pursuing our dreams and goals. Equally important is having the courage to break stereotypes. It's not easy, but it brings immense satisfaction and changes our lives and world. It's also important to reflect on one's fears – do real challenges cause them, or are they rooted in inner barriers? Being aware of this helps move forward. I also call on leaders to support others in their growth. I've experienced firsthand how important it is when someone helps break free from limiting beliefs. Now, I try to do the same for others. Furthermore, considering how deeply technology is shaping our lives today and the opportunities and challenges it will bring in the future, the role of diverse competencies will continue to grow. Not just technical skills, but also humanistic ones. We need a broad outlook and the skills to fully and responsibly take advantage of technology's possibilities. This is also a massive opportunity for women, bringing their unique perspectives and insights.

Yes, for sure, our lives and work will change a lot. I also think the idea of going to a specific university and having a predetermined career is fading, and that's a big opportunity for us. With the countless possibilities of new technologies, we can do whatever we want, regardless of our field of study. We just have to dedicate ourselves to it!



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ÅSA KARLSSON

PRINCIPAL DEVELOPER, *SWEDEN*

I am a software developer working with application management on the client side in TiVo OS, a full stack smart TV operating system that integrates live TV, on-demand, streaming services and apps into one experience. As a developer, I can directly influence the product’s development and roadmap. I work on challenging tasks with a lot of responsibility which I really enjoy, and I also feel that I get recognition for the effort I put in. Building a team requires many different types of people. Even if it’s a stereotype, I still think it’s true that different genders and different backgrounds often come with different strengths. It’s only with diversity that we can build truly empowered teams.

LAURA MANIU

STAFF ENGINEER - SOFTWARE DEVELOPMENT, *ROMANIA*

I am working on a project to rewrite the legacy backend into a cloud-based solution for higher scalability. I enjoy my project because I can express my creativity, and because of the fantastic and skilled people I work with. I believe diversity in tech is important because it is the only way a product can reach its best potential. Xperi does a great job supporting diversity and inclusion by having a team and great programs dedicated to it.



FERNANDA FILIPIN

QA ENGINEER, *SWEDEN*

I like how the project that I’m working on in the device integrations team brings different frontend teams together — we get to build useful services that make things smoother for everyone else. It feels good to see our work make a real impact. Diversity brings different perspectives, making work more interesting and solutions stronger. I’ve seen how a mix of backgrounds helps teams catch issues we might’ve missed and approach problems more effectively. At Xperi, everyone gets a chance to share ideas and leadership actually listens. Different perspectives are welcome, it’s just part of the culture here.





ORLA MURPHY

SOFTWARE DEVELOPER / SCRUM MASTER, *UK*

I am a member of the DTS audio team, where I develop and maintain tools for streaming and playback, delivering immersive audio experiences across platforms. I enjoy working on my project because it spans a range of platforms, keeping the work dynamic and engaging. It's rewarding to see the tools I've developed contribute to features like IMAX Enhanced on Disney+, making a tangible impact on user experiences. Diversity in tech is important because including a broader range of people in development increases the likelihood of creating solutions that serve everyone. Xperi has established communities within the company to foster conversations around diversity and inclusion. As a member of Women in Tech @ Xperi employee resource group, I've had the opportunity to engage with colleagues who are open to discussion and eager to learn.

HEMAVATHY MUTHU

SOFTWARE QA ENGINEER, *POLAND*

I work on the turnkey customer services QA project, focused on testing smart TV platforms to ensure reliable performance of features like voice control, broadcast data, connectivity and multimedia across multiple brands. I enjoy the hands-on nature of the project — it constantly challenges me to think critically, solve real-time issues, and contribute to delivering a smooth user experience across diverse smart TV platforms. Diversity in tech brings different perspectives that lead to better solutions. It creates an inclusive environment where everyone feels valued and innovation thrives. At Xperi, diversity and inclusion aren't just buzzwords, they're part of the culture. People from different backgrounds are truly welcomed, heard and given equal opportunities to grow and contribute.



SRUTHI CULATHUR VISWANATHAN

SENIOR ENGINEER - SALESFORCE, *IRELAND*

I customize Salesforce solutions to enhance sales and collaboration. My key projects include integrating Ad Trax system with Salesforce, optimizing code and performance, and managing org migration. I thrive on collaborating with diverse stakeholders to understand business needs, which brings both challenges and learning opportunities. Working with an amazing team has significantly shaped my career and personal growth. It brings varied perspectives that boost creativity and innovation. As technology shapes our lives, it's vital that those creating it reflect the world we live in. Xperi is committed to diversity, equity and inclusion. During my time here, I've connected with colleagues from diverse backgrounds, fostering a positive and enriching environment where everyone feels valued, supported, and included.



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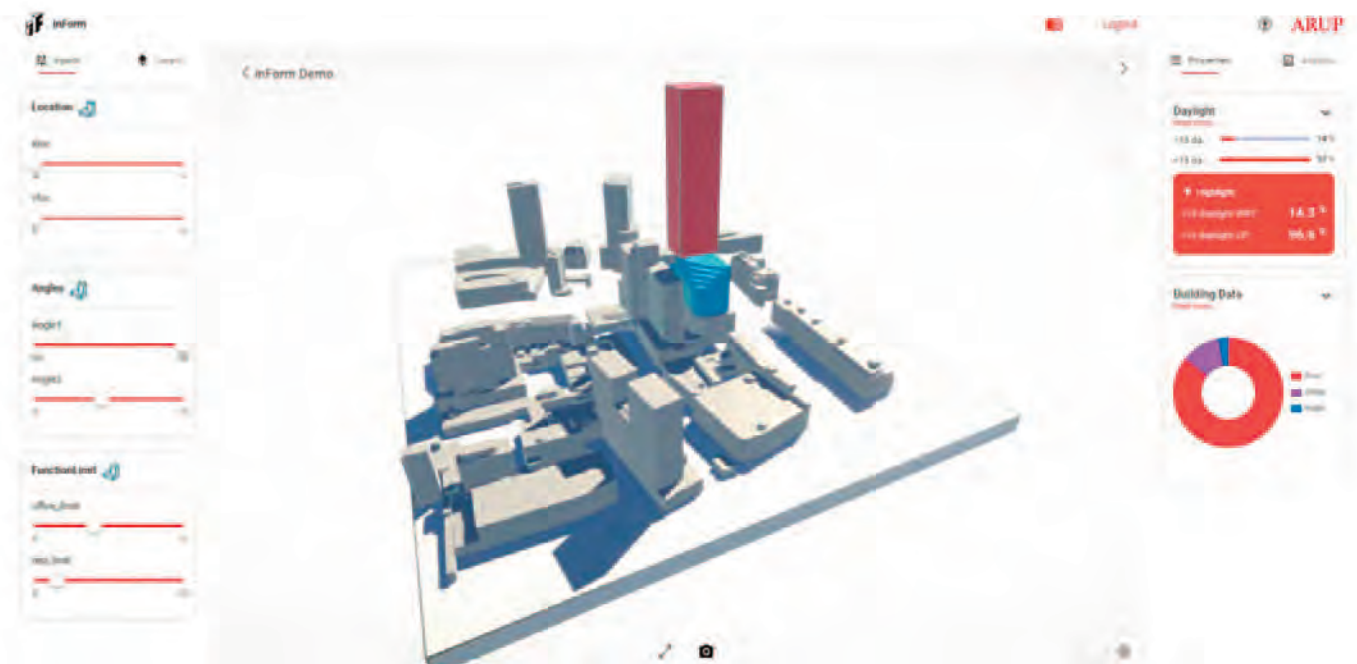
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At **Circle K Business Centre Warsaw**, collaboration isn't just a value – it's how we move forward. As part of a global **#OneTeam**, we partner across North America, Europe, and beyond to deliver smart, scalable tech that makes everyday life easier for our customers.

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We're proud to be part of a Alimentation Couche-Tard company with over 16,800 locations globally, supported by 140,000+ colleagues, built on strong values:

#ONETEAM #TAKEOWNERSHIP #DOTHERIGHTTHING #PLAYTOWIN

Visit Our Stand @ Women in Tech 2025!

🚀 Check out our **kiosk** and see the **"Tap & Pay"** EV Charging Station demo in action.

Discover the technology behind the scenes.

🎮 **Play the Pair Game!** Team up and guess as many phrases as you can in two minutes.

At 3:00 PM, the top pairs win cool gadgets. 🏆

📄 **Win an invitation** to our exclusive office workshop:

"Waterfall SDLC vs. Scrum (Agile) Environment."

☕ Grab a cup of freshly ground **coffee** and recharge while networking.



Because at Circle K, we don't just build software – we build it together.

ERGO Technology & Services

ERGO Technology & Services S.A. (ET&S S.A.) was established in January 2021 following the integration of ERGO Digital IT and Atena into one entity, leveraging both companies' strengths and best practices. As a part of ERGO Technology & Services Management AG, the technology holding of ERGO Group AG, we support millions of internal and external customers with state-of-the-art IT solutions to everyday problems.

In October 2022, ET&S S.A. expanded its scope of operations by creating a Business Services unit to contribute in a new way to the growth of ERGO's business. Acting as a co-partner and internal consultant, it adds non-IT value and supports the development of the entire ERGO Group, currently offering skills in reporting, analysis, actuarial, and input management.

Discover how we implement AI, IoT, Voice Recognition, Big Data science, advanced mobile solutions, and business-related services to anticipate and address our customers' future needs.



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ERGO
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PKO Bank Polski is Poland's largest bank, with over a century of tradition and more than 12 million customers. Thanks to our IKO app, we lead in mobile banking, handling over 30 transactions per second and about a million transfers daily. We are in 314 counties, and 75% of Poles have less than 5 km from home to us. We also operate in Germany, the Czech Republic, Slovakia, and Romania. Through the PKO Foundation, we initiate and implement social projects. We are also involved in supporting culture and sports. Our Capital Group offers a full range of financial services, including leasing, pensions, investments, and factoring. As of the end of 2024, our market capitalization was PLN 74.7 billion.
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Evolution is an international, world-leading, B2B developer and provider of games and services for the online casino industry with an extensive track record of number 1s. Founded in 2006, we've grown to a diverse group of 20,000 people guided by our values: **ALIVE**, do **RIGHT**, and work **TOGETHER**.



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We thrive on pushing limits, being at the forefront of game design, ensuring a low game latency, and producing safe and secure games.

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to read more
about Evolution



OUR BRAND STORY



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TECHNOLOGY



WHO ARE WE?

WE ARE A SCHOOL where **rigor** meets **relentless drive**. As an **entrepreneurial polytechnic**, we're dedicated to equipping **bold thinkers and doers** with a unique **mindset centered on action**. We foster a **fast-paced, innovative approach** that brings together **diverse perspectives** to create **solutions primed for the real world**.

WHO IS OUR AUDIENCE?

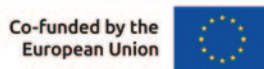
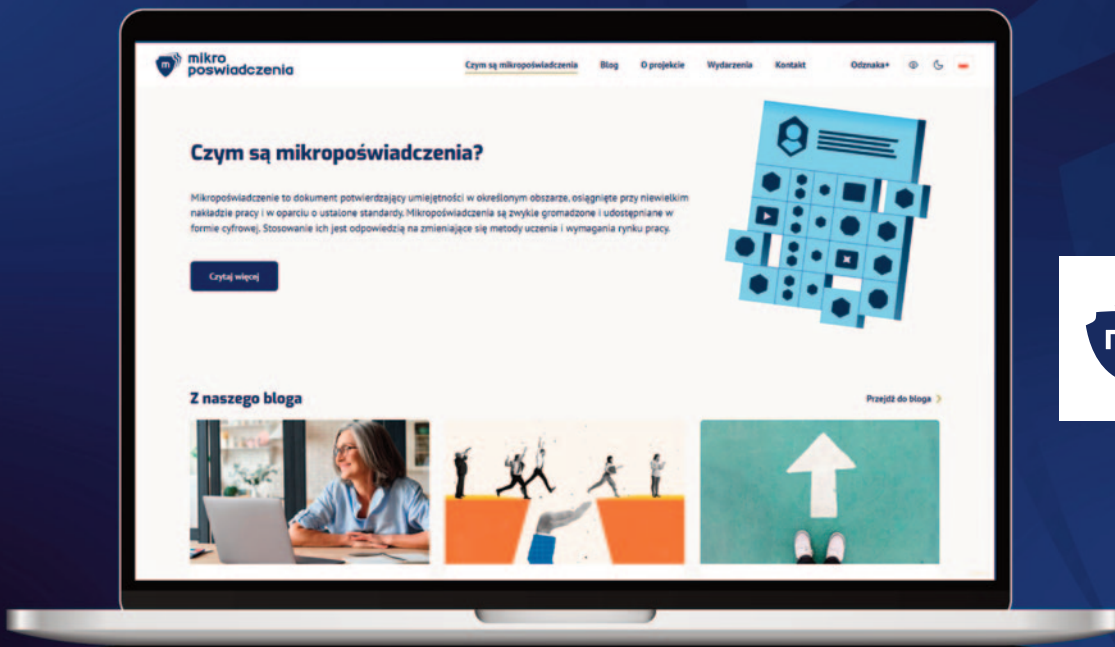
For those ready to **push their potential to the limit**, knowing that **collaboration takes you further** than solo thinking. We are the place for **game-changers** who are eager to **bring ideas to life—quickly and impactfully**. This is where it all happens.

HOW ARE WE DIFFERENT?

Our approach is **unique**. We harness **collaboration, innovation** and **true diversity** with a **global reach** and **real industry connections**. This isn't just theory—it's **action**. Together, we **challenge the status quo** to create **breakthrough solutions** for today's biggest issues. By bringing **ambitious minds together** to **converge, collide and accelerate**, we're not just making things happen—we're **making a difference**.

HOW DO WE JUSTIFY THAT?

We're **built different**. We're not your **traditional science or tech institution**. We've seen what the world needs, and we've taken the **best of what works** to create something no one else can. With a **nimble structure, a fast, flexible mindset**, and a belief in **uniting the best ideas**, we're here to drive **real, breakthrough change**—the kind the world **truly needs**.



Microcredentials - a digital revolution in education

Since 2023, the Educational Research Institute - National Research Institute (IBE PIB) has been working on a project “Microcredentials - A Pilot Project for Supporting Lifelong Learning”. This initiative responds to global trends in the digitalisation of education and aligns with European Union recommendations regarding the recognition and documentation of new achievements and skills. As part of the project, the Institute both develops and tests tools for issuing and storing microcredentials; it also promotes the concept of lifelong learning and implements the Odznaka+ app. The app is the first public, free-of-charge application of its kind in Poland.

What are microcredentials?

Microcredentials are digital confirmations of specific skills or knowledge acquired through a short, targeted learning process. They reflect the needs of the labour market, allowing individuals to quickly and flexibly upskill without the need to undertake lengthy educational programmes. Microcredentials do not replace traditional qualifications but complement them, enabling the recognition of even small-scale learning achievements.

The Polish pilot project and Odznaka+ application

The IBE PIB initiative stands out for its comprehensive approach. The Institute does not only implement microcredentials but also develops a national standard for their issuance and tests their practical usefulness. A diverse range of organisations, including companies, universities, and foundations, are participating in the pilot, issuing digital microcredentials to their recipients via the Odznaka+ application.

Millions of microcredentials – a global trend

‘Microcredentials are the future of education – they enable individuals to quickly validate their skills and respond immediately to labour market needs. This presents a real opportunity for development for millions of people,’ emphasises Michał Nowakowski, project leader for microcredentials at IBE PIB.

Thanks to their digital format, microcredentials are easily accessible, verifiable, and understandable to employers. Their popularity is growing rapidly – the European Commission forecasts that by 2030, tens of millions of Europeans will have obtained microcredentials. According to McKinsey, over 375 million workers will need to upskill.

IBE PIB is leading the project ‘Microcredentials – Piloting a New Solution to Support Lifelong Learning’, which is funded by the European Social Fund (FERS).

#FunduszeUE

INNOVATION COACH: fuel for bold ideas



You've heard of coaches for business, for life, even for fitness. But what about for your next big innovation? That's where Innovation Coach steps in – a dynamic national initiative designed to guide Polish entrepreneurs, researchers, and visionaries through the thrilling, often bewildering world of innovation and European funding.

Backed by the Ministry of Funds and Regional Policy and implemented by Institute of Fundamental Technological Research Polish Academy of Sciences (IPPT PAN), Innovation Coach provides free-of-charge support for people who are exploring the possibility of developing innovation solutions – from basic tech to deep science, from industry to academia.

We believe innovation isn't reserved for a select few in lab coats or corporate boardrooms. It starts with you – and we're here to coach your idea into a competitive project, help you understand your funding options, and map out the next steps to turn bold dreams into funded, tangible, impact-driven ventures.

Real results – powered by women

Innovation Coach is proud of its track record, especially of female-led innovation journeys. Among our most exciting success stories:

Justyna de Bure, founder of the artistic wellness brand **zzenzen**, turned her vision of sensory well-being and neuroaesthetics into a strategic project idea ready for international collaboration. With our support, she unlocked the potential of science-based art for mental health.

Agata Szczeszak's startup **Lumekko** aims to revolutionise materials used in photonics and energy. As a scientist and entrepreneur, she exemplifies how technical

brilliance and commercial ambition can go hand in hand – and we helped chart that course.

And these are just two among many. More than 1500 Polish innovators have already benefited from Innovation Coach support. Many come in with an idea and leave with a funding-ready concept, new partnerships, and the confidence to lead.

See You at Women in Tech!

This year, **Innovation Coach will be right where it belongs** – at the heart of innovation. Come visit us at our dedicated stand during the Women in Tech Summit – yes, that one, right next to the **quantum** computer (we love being where the future lives!).

And don't miss our very own **Katarzyna Walczyk-Matuszyk**, who will be sharing science and innovation journey on the main stage. A long-time champion of women in EU cooperation, and impact-driven research, she'll remind you exactly why innovation is a place for everyone.

Ready to join?

Whether you're a researcher, an expert in any industry, or an entrepreneur with a question – **Innovation Coach is here to help you grow**. It's a safe space to ask, explore, and take the first brave step towards funded innovation. No pressure, no cost – just real support from experienced experts. Learn more at **www.innovationcoach.pl** Because the next big thing? It might just be yours.

The Innovation Coach project is implemented by the Ministry of Fundamental Technological Policy in partnership with the Institute of Fundamental Technological Research of the Polish Academy of Sciences.

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2014

Product launched

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employees

200+

countries use
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made every day

~245K

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Nationalities

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Diversity, equity and inclusion is fundamental to the success of OLX and something we continuously work to improve.

Interested in learning more about OLX, our commitment to DEI and our open roles?





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- Find out more about the Polish power system
- Schedule your energy usage to make the most of renewable energy input
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Polskie Sieci Elektroenergetyczne is the Polish power transmission system operator (TSO). We provide electricity transmission services and balance and the system to ensure that there is always as much energy as the recipients need. Our company is also responsible for maintenance and development of the power grid infrastructure - over 16,500 km of extra-high voltage lines, 110 electrical substations and cross-border interconnections. Find out more: <https://raport.pse.pl/>



On the road to excellence

Safety, Flexibility, Decarbonisation



Reckitt Global Hub Warsaw: Driving Innovation and Inclusion

Reckitt is a global health and hygiene company known for our portfolio of much-loved consumer brands including Durex, Finish, Vanish, Dettol, Strepsils, Nurofen, and Lovela.

Our Reckitt Global Hubs focus on developing solutions for our business across technology, data, AI and multi-functional shared services. They enhance efficiency and innovation on a global scale and ensure operating capabilities that surpass industry benchmarks to increase the quality of service and reduce costs. In August 2024, we opened a new Global Hub office in Warsaw. Located in the VIBE building in Warsaw's Wola District, the office promotes creativity and adheres to high ESG standards to reduce energy consumption. This facility reflects our future vision and commitment to technology and Warsaw as a key location at Reckitt.

But our ambition doesn't stop at technology. We're equally committed to building a workplace that reflects the diversity of the world and consumers we serve. At Reckitt, nearly half of our colleagues are women, and we've already achieved gender balance across our management population. Our goal is clear: 50% women at all management levels by 2030, and we're proud to say we're already achieving this goal, report 51% in 2024.

Our Warsaw Hub embodies this vision. It's a place where diverse talent can thrive, where women in tech are empowered to lead, and where inclusive innovation drives global impact.



AT SNOWFLAKE WE ARE:

**PASSIONATE
INNOVATIVE
AMBITIOUS**



Snowflake's mission is to empower every enterprise to achieve its full potential through data and AI. Our AI Data Cloud helps organizations turn data into action, faster and easier than ever before.

But behind it all? It's people like you; the builders, dreamers, and engineers, doing the most meaningful work of their careers.

Here, you'll find a team that bets big on your potential. A culture built on collaboration, mentorship, and bold thinking. And a place where your ideas (and your voice) matter.



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sopra steria

AT SOPRA STERIA WE PROVE THAT IT IS A SPACE FOR WOMAN!

Did you know that over a half of the staff at our Polish center are women? They play key roles in the IT industry every day – from programmers and administrators to testers and creators of automation, as well as holding management and director positions.

Just as it's hard to imagine a world without women, it's also difficult to envision one without new technologies – they shape our future. And we, at **Sopra Steria**, have been part of this transformation since the 1960s! That's when two family companies, **Sopra** and **Steria**, were established, and a decade ago, they joined their visionary forces.

TODAY, AS SOPRA STERIA WE ARE ONE OF THE LEADERS IN IT SERVICES IN EUROPE

Our mission is to support customers, partners, and employees in making bold decisions that, thanks to digital technologies, lead to a positive and sustainable future.

WE ARE TECH SHAPERS!

At our Polish **Sopra Steria** center, we provide support in Infrastructure and Cloud services (DPS – Digital Platform Services) as well as in development, testing, and application management (APPS – Application Services). Our projects are conducted in English, French, and German, as well as Spanish, Italian, and Portuguese. The diversity of our team's skills and experiences is our greatest strength, and our openness to various cultures and professional backgrounds is the foundation of our success.

Our offices in **Katowice** and **Gdańsk** are full of inspiring projects, where technology meets a passion for innovation. We offer opportunities for both specialists and those who are just starting their careers in IT.

WE CREATE A WORKPLACE WHERE YOU WANT TO BE





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WARSZAWSKIE**
Przyjazne ludziom i miastu

**Become an Engineer at Tramwaje Warszawskie.
Join us in building an efficient tram transport system!**



Tramwaje Warszawskie is responsible for the development and operation of tram transport. We've been serving the residents of the capital for over 150 years. Although we have a long and rich history, today we focus on modernity! We follow global trends, implement proven solutions and create our own innovations. We are consistently investing in the development of tram transport that is safe, comfortable and environmentally friendly.



We build a modern tram infrastructure

- We have completed the construction of the "Annopol" tram depot - the most modern, eco-friendly and intelligent depot in Poland.
- We are carrying out one of the largest transport investments in recent years - the tram line to Wilanów. The new tram line, over 7 km long and including a tunnel section under the Warsaw West Railway Station, is a design and logistics challenge on a European scale.



We modernize systems and tram rolling stock

- We develop our own technical solutions - we implement tailor-made IT and electronic systems.
- We have introduced "the green wave" system for trams (traffic light priority) - created by our specialists and based on proprietary algorithms and GPS data.
- We have purchased 123 modern Warsolino trams. The next step is the purchase of 160 new trams, designed based on the requirements created by our engineers.



We appreciate our employees

- We offer stable employment based on an employment contract and a package of benefits.
- We support professional growth - promoting internal advancement and encouraging participation in internal recruitment.
- Our employees have a real impact on shaping the urban space and the comfort of life for Warsaw residents.

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What if we could look at ourselves differently?

Each of us has our own UNIQue story.

#community



Martyna,
Junior Customer Service Specialist

Watch the spot





BANK

We are a modern bank offering innovative financial solutions that make everyday life easier for both individual and business clients. Our mission is to create solutions tailored to the dynamically changing market and the evolving needs of our customers. We provide comprehensive services through modern online and mobile banking, as well as at branches across Poland. Our offer includes current accounts, loans, savings, investments, and insurance, as well as a wide range of beyond banking services and products for business clients, including leasing.

In everything we do, we are guided by values such as openness, trust, reliability, and entrepreneurship. We prioritize enthusiasm and full commitment in carrying out our daily tasks.

In August 2024, we signed an investment agreement with the American investment firm Cerberus Capital Management, thereby becoming a company with majority American capital.

In December 2024, VeloBank joined the American Chamber of Commerce in Poland, becoming part of an organization that has been supporting investment, economic development, and cooperation between Poland and the United States for over 30 years.

3500

Employees

5

Offices in Poland
Warszawa, Katowice, Wrocław
Jastrzębie-Zdrój, Łódź

171

Own branches and franchise
outlets

8

Private Banking branches

3

Beneficiaries of the
VeloTalent

10

Cyclists in the VeloTalent
Cycling Team



Gdańsk, Gdynia, Sopot Metropolitan Area

21 598

students, PhD students and
post-graduate students

104

postgraduate
studies

89

fields of study

7

foreign languages



~2 000

research and
teaching staff

11

faculties

224

specialisations

3

Doctoral schools

More than

24 000

contracts signed with companies
and institutions for apprenticeships and
internships



Fields OF STUDY

- › **Digital Chemistry** (specialisation)
second-cycle studies, Faculty of Chemistry
- › **Logistic and Mobility**
second-cycle studies, Faculty of Economics
- › **Business Informatics** (specialisation)
second-cycle studies, Faculty of Management
- › **Criminology and criminal justice**
first-cycle studies, Faculty of Law and Administration
- › **Cultural Communication**
first-cycle studies, Faculty of Languages
- › **Management** (specialisation)
second-cycle studies, Faculty of Management
- › **Tourism and Hospitality**
second-cycle studies, Faculty of Social Sciences
- › **Financial Analyst** (specialisation)
first-cycle studies, Faculty of Management
- › **Finance and Accounting** (specialisation)
second-cycle studies, Faculty of Management
- › **International Business**
first and second-cycle studies, Faculty of Economics
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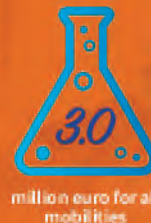
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Erasmus+ new perspective



Women in Tech

prof. dr hab. Ewa Łojkowska



I have been working at the Intercollegiate Faculty of Biotechnology UG&MUG for 30 years, here I have developed research in biotechnology and plant protection. Under my supervision, twenty female and male researchers have obtained doctoral degrees in plant biotechnology and molecular phytopathology.

dr Ewa Kozłowska-Walania



Indeed, over the centuries, there have been fewer female mathematicians than men. Those who have managed to break through the glass ceiling have made fundamental contributions to developing this field of science.

Amelia Rutkowska



At first, I thought I would go for pedagogy, as these are typical women's studies and maths, and IT are industries aimed at guys. But after some thought, I decided on a science major, and I do not regret my decision. I was even surprised afterward because our year has a majority of girls.



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MIKOŁAJA KOPERNIKA
W TORUNIU

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wszędzie**



WYDZIAŁY

Chemii

Farmaceutyczny (Collegium
Medicum UMK w Bydgoszczy)

Filozofii i Nauk Społecznych

Fizyki, Astronomii i Informatyki
Stosowanej

Humanistyczny

Lekarski (Collegium Medicum
UMK w Bydgoszczy)

Matematyki i Informatyki

Nauk Biologicznych i Weterynaryjnych

Nauk Ekonomicznych i Zarządzania

Nauk Historycznych

Nauk o Polityce i Bezpieczeństwie

Nauk o Zdrowiu (Collegium
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POZNAN UNIVERSITY OF TECHNOLOGY

BECOME THE ENGINEER OF THE FUTURE

The Poznan University of Technology is a unique university. At 9 Faculties, we conduct over 40 fields of study (in Polish and English), including those that enjoy unflinching interest throughout Poland in the field of IT, Architecture, Management and Mechanical Engineering.

Students choose studies at our University because of the high level of education, well-prepared staff and a friendly atmosphere, as well as the opportunity to fully realize their scientific and non-scientific interests.

The University's real pride are students who are successful in international competitions, working in scientific associations and student organizations. The Poznan University of Technology also stands for electromobility, renewable energy, cybersecurity and artificial intelligence. This is where the product of the future was born.

The Poznan University of Technology has an airport Kakolewo and implements aviation and space research projects. Operational tests of aircraft and assessment of the pilot's work environment are carried out here. Unmanned aerial vehicles are also designed and built. A ground satellite communication station and a modern photovoltaic farm have been developed in Kakolewo Campus.

New research laboratories have been created or equipped in a modern way. At the university operates the European Centre of Bioinformatics and Genomics, set up by a consortium composed of the Poznan University of Technology and the Institute of Bioorganic Chemistry of the Polish Academy of Sciences. The purpose of the centre, included in on the Research Infrastructure Road Map, is to develop strategic research and increase the transfer of R&D results to the economy.



#always curious



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AI will help us combat depression

Doctoral project conducted at Wrocław Tech

Young researchers at **WROCLAW UNIVERSITY OF SCIENCE AND TECHNOLOGY** have the opportunity to carry out projects that make a tangible difference to our lives. As part of her implementation-oriented doctoral programme, **MARTYNA SKUŁA** is conducting interdisciplinary research on brain changes induced by chronic stress. In her work, she uses deep machine learning methods.

Chronic stress is a risk factor for many mental disorders, including depression, whose treatment remains a medical challenge. In Poland alone, depression affects around 1.5 million people. Over 300 million people suffer from it worldwide, with a third of patients being resistant to treatment.

Martyna Skuła's research project aims to help develop deep machine learning methods that could be applied in the analysis of neurophysiological and behavioural symptoms of chronic stress.

Medicine and artificial intelligence join forces to battle depression

Her interdisciplinary PhD project combines elements of medicine, more specifically psychiatry, and artificial intelligence. Thus, the doctoral student is cooperating with the Faculty of Medicine at Wrocław University of Science and Technology (Wrocław Tech), Wrocław Tech's

Faculty of Computer Science and Telecommunications, and the Łukasiewicz – PORT Research Network.

“In my research, I decided to adapt a new function, i.e. wireless recording of the EEG signal, to Port Łukasiewicz's existing video-based system for analysing animal behaviour,” explains **Martyna Skuła**. “This will enable remote monitoring of the circadian rhythm of the brain state, as well as the sleep architecture. Here, we rule out contact with the sleeping animal, which could affect the results.”

The use of machine learning methods for integrated data analysis will allow our PhD student to identify stress-induced changes and determine antidepressants' modification-related ability. “In my view, in the future, such a unique platform and algorithms for precise phenotyping could be used in both research and commercial projects,” adds the PhD student.

The researcher's work is being supervised by Prof. Joanna Rymaszewska from the Faculty of Medicine and Associate Professor Tomasz Kajdanowicz, PhD, DSc, Eng. from Wrocław Tech's Faculty of Computer Science and Telecommunications. On the part of the Łukasiewicz – PORT network, the doctoral student will be supported by Michał Ślęzak, PhD.

A fascinating combination

“This project is fascinating, especially from my point of view as a scientist and doctor, as a combination of the powers of computing and modern technology with the complexity of neuroscience for the development of therapies in psychiatry,” says Prof. Joanna Rymaszewska, psychiatrist, Head of the Department of Clinical Neuroscience at Wrocław Tech’s Faculty of Medicine.

According to the Wrocław Tech doctor, this is also a perfect example of the “from bench to bedside” approach to psychiatry. “Translational research in psychiatry can be conducted when medicine meets modern technology, which is the case in this research idea,” explains Prof. Rymaszewska. “Together, we will propose a model for testing new drugs and devices for the treatment of mental disorders, including but not limited to depression, at the preclinical research level.”

Based on convolutional neural networks and transformer models, the model takes into account subtle neurophysiological and behavioural changes. “And all of this aims to improve the classification of brain activity patterns and our ability to detect anomalies that will allow new forms of therapy to be tested,” announces Prof. Joanna Rymaszewska.

Also, according to Prof. Tomasz Kajdanowicz, Martyna Skuła’s doctoral thesis presents a unique combination of artificial intelligence and medicine that breaks down the traditional boundaries between scientific disciplines.

“The uniqueness lies in the integration of EEG signals recorded in different situations, from sleep and rest to specific tasks, within a single model, which opens up new possibilities in the identification of biomarkers and discrete phenotypes associated with chronic stress and depressive disorders,” says Prof. Tomasz Kajdanowicz, who heads the Department of Artificial Intelligence. “In this way, the project will contribute to a better understanding of the mechanisms of these disorders and the effectiveness of drug therapies.



Martyna Skuła



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The artificial intelligence-related part of the PhD project will focus on the development of analytical methods, the design of the model architecture, and the implementation of mechanisms to enable the integration and fusion of data from different modalities.

Implementation-oriented doctoral project – science and practice

This academic year, we have more than 200 new doctoral students at Wrocław University of Science and Technology. The group includes as many as 13

laureates of the ministerial programme “Implementation-Oriented Doctoral Programme 2024”, with Martyna Skuła’s project receiving the highest mark.

The young researcher holds a master's degree in genetics and experimental biology from the University of Wrocław. She chose the Doctoral School at Wrocław University of Science and Technology because of our university's experience in conducting implementation-oriented doctoral programmes and its high standards of education in technical disciplines.



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What distinguishes the SGH Warsaw School of Economics from other universities in Poland?

SGH is the oldest and most prestigious economic university in Poland, as well as one of the best universities of this profile in Europe. It can boast the best Polish and foreign specialists in the field of finance, economy and management. Such a selection of academic staff guarantees high substantive quality of classes and allows to acquire practical knowledge, corresponding to the needs of the rapidly changing economic reality.

SGH in rankings & accreditations

The Financial Times ranked the management programme offered by SGH among the top 100 in the world in 2022 – as the only Polish programme in the list (Masters in Management ranking). In the Perspektywy University Ranking 2024, SGH took first place in the economic university category. Among all universities included in the ranking, we took twelfth place in the general ranking. In 2021 SGH has earned the prestigious EQUIS (European Quality Improvement System) institutional accreditation.



The Triple Crown Accreditations

The Triple Crown Accreditations refer to a set of three prestigious accreditations: **AACSB**, **EQUIS**, and **AMBA**, awarded to business schools around the world. Institutions that hold the Triple Crown are recognized as being among the best globally in their field. It is a confirmation of the highest quality of our graduates' diplomas and a testament to our institution's excellence at the highest level. For our university, obtaining the triple crown was one of the key strategic goals, which we have been consistently pursuing for several years.

Talent development

The long-term research study conducted by the Polish Graduate Tracking System (ELA) and published annually by the Ministry of Science and Higher Education shows the above average earnings of SGH alumni in the first year after graduation (ela.nauka.gov.pl). Moreover, more and more CEOs of large companies in Poland are graduates of SGH Warsaw School of Economics.

International cooperation

SGH has always been open to exchanging knowledge, and sharing educational and research experience with other academic centres. SGH cooperates with about 300 universities all over the world, and takes part in research activities conducted in collaboration with centres abroad. Each year academics from various countries visit SGH to attend seminars and conferences, give lectures and participate in joint research projects. SGH is involved in several international programmes for staff and students alike, including double degree programmes offered in cooperation with 16 partner universities. Every year, nearly 500 SGH students complete parts of their curricula abroad. As the only Polish academic member of CEMS, SGH also offers the prestigious CEMS Master's in International Management programme. Since October 2022 we've been a part of CIVICA – The European University of Social Sciences. Our membership in CIVICA alliance is a new level of our international academic cooperation. It brings innovative educational and civic engagement opportunities to our students. They will have a chance to complete additional international exchanges as well as special teaching projects conducted jointly with CIVICA universities.

First-cycle study programmes offered in English:

Quantitative Methods in Economics and Information Systems; Global Business, Finance and Governance; International Economics; Management.

Second-cycle study programmes offered in English:

Advanced Analytics – Big Data; Finance and Accounting with ACCA Qualification (practical profile); Global Business, Finance and Governance; International Business; International Master Program in Management Accounting (practical profile); Management, Entrepreneurship, Technology and Innovation (NEW)

Did you know that...

- SGH is located close to the centre of Warsaw and is perfectly connected with the city – 50 metres to the metro station, bus and tram stops as well as city bike rentals.
- SGH campus consists of 8 buildings located several hundred meters from one another. A few minutes' walk is enough to move from one site to another.
- SGH students can use accommodation in two dormitories, located 5 minutes on foot from the university.
- The library of the SGH Warsaw School of Economics is the largest economic library in Poland. About 200 students can stay in the spacious reading room at the same time.
- SGH is only 200 m away from Pole Mokotowskie – one of the largest parks in Warsaw, a paradise for fans of greenery and a place of rest from the city noise. This is where students recharge their batteries between classes.

Contact:

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Dr Monika Sońta

Assistant Professor
at Kozminski University
– Management and Artificial
Intelligence Program Director

From “QUEEN BEE” to swarm creativity:

How AI is reshaping universities and why women must shape that future

In just a few years, artificial intelligence has evolved from an academic concept to a powerful force reshaping the economy, communication, and – increasingly – education. Universities, often perceived as guardians of tradition, are now becoming dynamic spaces for digital experimentation. We’re not only testing new tools; we’re redefining the values and frameworks that will shape the future of learning.

AI is already influencing nearly every layer of academic life: personalized learning paths, virtual tutors, automated admissions, and data-driven decision-making. But the real transformation isn’t technical – it’s cultural. The question is no longer if we use AI, but how we use it, who decides, and to what end.

Redefining power: from queen bees to collaborative intelligence

The term “Queen Bee” has often been used to label successful women who, supposedly, pull the ladder up behind them. But what if we reimaged this metaphor? What if leadership wasn’t about dominance, but about connectivity? About a strong, respected presence within a collaborative and interdependent system?

In today’s knowledge ecosystems, we need more than individual brilliance – we need swarm creativity: collective intelligence based on collaboration, diversity, and trust. AI can support these dynamics, but it won’t generate them on its own. It’s up to us – the people shaping higher education – to ensure that the systems we build reflect inclusive values and real-world complexity.

This is where women’s perspectives are vital. As researchers, educators, technologists, and leaders, women bring ethical sensitivity, systemic awareness, and the ability to navigate nuance – all essential qualities in designing intelligent, fair, and responsive systems.

Innovation without ethics is just acceleration

AI offers significant opportunities in higher education: from adaptive feedback and personalised mentoring to data-supported curriculum design. But without careful design, these technologies can do more harm than good. Systems built on biased data can reinforce stereotypes. Tools meant

to improve efficiency can increase pressure, reduce autonomy, or amplify inequalities.

Inclusion cannot be an afterthought. If we want AI to support learning in meaningful ways, we must ask critical questions early and often. Who benefits from this system? Who is left out? What values are embedded in its code?

We need diverse, interdisciplinary teams – including more women – at every stage of AI design and implementation. Not just as validators, but as co-creators of educational futures.

Universities can’t automate trust

Forward-looking institutions understand that digital transformation is not just a tech upgrade – it’s a cultural shift. And culture cannot be outsourced or automated.

The most important infrastructure in higher education isn’t bandwidth or servers. It’s trust. And trust is built not with code, but with relationships, transparency, and shared purpose.

Universities that want to lead in this era must invest as much in community and dialogue as in hardware and software. The human layer is not a soft layer. It’s the foundation.

The tools are here. The question is: who will shape the future?

Artificial intelligence won’t magically make universities more inclusive, innovative, or equitable. But it can empower the people who are committed to building institutions that serve the common good.

The future of education needs both cutting-edge technology and timeless wisdom – the kind of wisdom that listens deeply, questions assumptions, and centres people over processes.

This isn’t just a moment of transformation. It’s a moment of responsibility – and of possibility.

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Pioneers of Technology: Women Shaping the Future of Engineering

at **WSB University**

The modern world of technology and engineering is evolving rapidly, and women are playing an increasingly significant role in this transformation. WSB University is one of the leading institutions in educating future female specialists in technical and engineering fields, offering modern study programs and comprehensive support for students looking to develop their competencies. The percentage of women enrolled in programs such as IT, Management and Production Engineering, Transport, Logistics, or Management Engineering exceeds 35%—and this number continues to grow.

Modern Programs with a Global Reach

WSB University continuously adapts its educational offer to global trends and labor market demands. Female students eagerly choose specializations such as Web and Mobile Applications, Safety Engineering in Transport, or Quality Management in Production and Services. As the most internationalized university in Poland, WSB offers an especially attractive opportunity for international female students, including programs conducted in English such as Mobile and Cloud Computing and Data Scientist.

Academic Development with a Practical Approach

WSB University offers doctoral programs in technical sciences with a focus on civil engineering, geodesy, transport, and safety engineering. Female PhD students conduct research on transport infrastructure design, the use of artificial intelligence in logistics, and process optimization in enterprises. The Implementation Doctorate program allows for the direct application of research results in business, emphasizing the practical dimension of education at WSB.

Support at Every Stage of Education

WSB University provides a wide range of development opportunities from personalized learning paths to various scholarships and flexible study formats. The “3 days study, 2 days work” model enables students to gain valuable professional experience during their studies. In addition, partnerships with industry leaders such as Microsoft, Fujitsu, Huawei, and Raben ensure students have access to the latest technologies and a smoother entry into the job market.

Female Students as Innovation Leaders

Many women studying at WSB University become leaders in their fields even before graduation. One example is Kamila Ciszewska, a logistics graduate who actively supports sustainable development initiatives. She participated in the COP27 Climate Conference as an ambassador of the “Climate of Change” project and a representative of the Environmental European Bureau (EEB).

Another example is Marianna Kuityk, who, after completing her undergraduate degree in logistics, pursued a second-cycle program in transport. Her specialized knowledge and project management certifications enabled her to enter the high-tech job market.

Engineers of the Future

Among the many inspiring students at WSB University is Kamila Sałanowska, an employee of PKP Polskie Linie Kolejowe (Polish State Railways), who chose to study transport to deepen her expertise and advance her professional qualifications.

Jessica Szarek, on the other hand, combined her passion for technology with her social media activity through her IT studies. Known online as “gamedevovapani,” she promotes the game development industry among women.

WSB University – The Academy of Opportunities

Studying engineering and technical disciplines at WSB University is not just about acquiring knowledge. It also means participating in innovative projects, student research clubs, and business collaborations. Thanks to its interdisciplinary approach, the university prepares women to become leaders in modern industry, inspiring future generations to break boundaries and shape the future of technology.

By combining a passion for science, practical application of knowledge, and international cooperation, WSB University not only sets new standards in technical education but also actively shapes the future of engineering and technology—becoming a launchpad for female leaders ready to take on the challenges of the 21st century.

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AI IS EVERYWHERE

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Artificial Intelligence is no longer a glimpse of the future – it's our present. From health-care and finance to education, logistics and creative industries – AI is everywhere, transforming how we live, work, and innovate. The question is no longer whether AI will impact our lives, but how you will shape its impact.

At the Polish-Japanese Academy of Information Technology, we believe that the best way to thrive in the age of AI is to become an active creator, not just a passive user. That's why our study programmes are designed to equip students with the skills needed to understand, develop, and ethically use AI technologies.

MASTERING AI FROM THE INSIDE OUT

Machine learning – a key branch of AI – focuses on developing algorithms and models that learn from data, draw conclusions, make predictions, and support decision-making without the need for constant, manual programming. At **PJAIT**, students explore machine learning through dedicated courses in the **Computer Science** programme, covering areas like the fundamentals of machine learning, architecture of AI solutions, AI implementation, and AutoML runtime environments. It's also a core part of **Information Management**, through classes like Machine Learning Foundations. Mastering machine learning gives you a competitive edge – opening up a wide range of career opportunities in today's data-driven job market.



WHERE DATA DRIVES EVERYTHING

Data Science continues to be one of the most sought-after specialisations in the world, and at **PJAIT** we treat it with the importance it deserves. It makes use of machine learning and **Big Data**, among other things. It plays a key role, for example, in personalising online experiences. Data Science also provides AI tools and techniques to analyse large amounts of data from different sources to understand and analyse user preferences, behaviour and needs. Our Master's-level specialisation in Data Science allows students to explore Big Data analytics, user behaviour modeling, and machine learning-based predictions.

Join our vibrant **Data Science Club**, which regularly makes it to the podiums of national and international hackathons like #Supervision_hack, or explore your passion for innovation in our RoboLab or AI Quantum Tech! At PJAIT, we continuously adapt our programmes to reflect global trends. We are constantly updating them to help you become the experts that employers will be looking for in the future, and we provide a wide selection of specialisations that allow you to educate yourself in a specific, highly valued area. Our lecturers are not only experts in databases, cybersecurity and bioinformatics but also active researchers, using AI in the pursuit of discovery and innovation. You can find it out yourself by choosing **the Polish-Japanese Academy of Information Technology in Warsaw!**



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OPENING GUESTS



BARBARA NOWACKA
Minister of Education



Barbara Nowacka is an IT specialist by education, but she also has a management degree from the University of Warsaw Faculty of Management and an MBA from the French Institute of Management. In 2004–2009 was the marketing director, and in 2009–2019 the chancellor of the Polish-Japanese Academy of Information Technology.

Chairwoman of the Polish Initiative party since 2018.

She worked as a volunteer at the Women's Helpline established by the Federation for Women and Family Planning. Member of the Women's Congress Program Council. She twice chaired the Citizens' Committee of the „Let's Save Women” Legislative Initiative, liberalising the anti-abortion law. She was also a member of the „Yes to in vitro” Citizens' Committee, and a co-creator of Campus Poland of the Future – the largest socio-political festival for young activists in Europe.

In 2016, she was included in the FP Top 100 Global Thinkers „Foreign Policy”, in 2017, together with the „Let's Save Women” committee, she received the international award „For Women's Freedom”. Simone de Beauvoir. In 2020 she was honoured with the French National Order of Merit – the fourth distinction in the hierarchy of seniority of the country.



KRZYSZTOF GAWKOWSKI
*Deputy Prime Minister, Minister of Digitisation,
Government Plenipotentiary for Cybersecurity*



Born in 1980. Politician and social activist. Doctor of humanities and graduate of postgraduate studies in labor law at the University of Warsaw.

In the years 2002–2010, he was a councilor of the City Council in Wołomin. In the years 2010–2014, he was a councilor of the Provincial Assembly. Since 2019, Member of the Sejm of the Republic of Poland from the Bydgoszcz constituency. Member of the parliamentary committee on digitization, innovation and modern technologies.

In the years 2019–2023, Chairman of the Left Parliamentary Club. From 2021, vice-chairman of the New Left party.

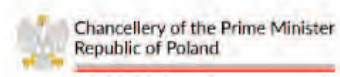
Academic lecturer and expert in the field of national cybersecurity. In the years 2015–2020, member of the technical committee of the Polish Committee for Standardization. Author of many scientific articles and monographic works in the field of new technologies, digitalization, artificial intelligence and cybersecurity, including the book awarded with distinction from the Polish Information Technology Society entitled "Cybercolonialism".

Husband and father of three children. Crime fiction writer, sports fan and avid photographer.

OPENING GUESTS



MAGDALENA SOBKOWIAK-CZARNECKA
*Undersecretary of State, European Union
Affairs Division*



Graduate of the World Economy at the Poznań University of Economics, postgraduate studies in diplomacy at Collegium Civitas and doctoral studies at the Warsaw School of Economics. Speaker at such conferences as the UCL Leaders Conference in London and the European Economic Congress in Katowice. Member of the Program Council of the Economic Forum in Karpacz. Expert of the Team Europe Direct project, dealing with expert education about the European Union in Poland. Founder of the nationwide association "Women at the Center" promoting and supporting gender equality. From 2016–2018, she worked at the European Commission in Brussels, specializing in economic topics, defense and space policy. Previously, she was a correspondent for TVP's "News" in Brussels, a reporter for TVP2's Panorama and Polsat's "Events." She reported on domestic and international politics – including the U.S. elections, terrorist attacks in Paris and Brussels, EU summits and Brexit. From 2019 to 2023 she was head of Władysław Kosiniak-Kamysz's team of advisors, and in 2020 she was chief of staff in his presidential campaign.



RAFAŁ TRZASKOWSKI
Mayor



Born in 1972 in Warsaw. PhD, Warsaw University, 2004. Institute for Security Studies of the EU – Paris, 2002. MA in European studies, Collège d'Europe, Natolin, 1996–1997. MA in International Relations – summa cum laude, Warsaw University, 1991–1996. Certificate of completion in English Philology, Warsaw University, 1991–1996. Scholarship of the Soros Foundation, University of Oxford, Michaelmas Term, 1995. 1997-onwards, Research fellow, Natolin European Centre. 2007–2009, Adviser to Jacek Saryusz-Wolski, Chairman of the Foreign Affairs Committee of the EP. 2004–2007, Adviser to Jacek Saryusz-Wolski, Vice President of the European Parliament. 2002-onwards, lecturer, National School of Public Administration in Poland and Collegium Civitas University in Warsaw. 2001–2002, Adviser to Jacek Saryusz-Wolski, Minister for European Integration. MEP since 2009.



BIANKA SIWIŃSKA
*President of Perspektywy Education Foundation
& Member of Digitalisation Council
at the Ministry of Digitalisation*



Dr. Bianka Sivińska is a scientist, activist, and CEO of the Perspektywy Education Foundation, where she champions gender equality in STEM. She is the creator of the Perspektywy Women in Tech Summit, the largest event for women in tech in Europe and Asia. In 2024, she joined Poland's Council for Digitalization. Her initiatives—like "Girls Go Engineering!"—have influenced over 250,000 girls and helped increase female enrollment in technical universities by 10%. She launched the Incubating Freedom program for Ukrainian refugee women, providing 1,000 scholarships and training 3,000 women in IT skills. Bianka also led the first Forbes Women cover in Poland featuring lesbian leaders. A published author and advocate for inclusive tech, she has received numerous honors, including Digital Shaper and Businesswoman of the Year. Her work consistently promotes LGBT+ rights, neurodiversity, and climate-positive innovation.

SPECIAL GUESTS



NATALIIA TYMKIV

Chair of the Wikimedia Foundation Board of Trustees



Nataliia Tymkiv currently serves as Financial Director of the Centre for Democracy and Rule of Law, a Ukrainian media policy and human rights nonprofit. She grew up in Western Ukraine and has a Masters degree in Public Administration and a Specialist degree in Records Management and Information Activities. Prior to her current role, Nataliia worked at a manufacturing firm and later, in finance at a construction company.

On the Wikimedia projects, Nataliia has been an active contributor in 2011, and shortly after became an administrator of Ukrainian Wikipedia.

In late 2012, Nataliia joined the Board of Wikimedia Ukraine as Treasurer. In 2013 she was selected to serve as volunteer Executive Director of Wikimedia Ukraine in addition to her position on the Board. In 2015, she returned to her position as Vice Chair and Treasurer of the Board.

Throughout her time on the Board, Nataliia helped oversee the growth and expansion of Wikimedia Ukraine in a number of ways, including improvements in transparency and governance-related processes, transition to Annual Plan Grants (APG) funding, growing Wikimedia Ukraine staff, and building and maintaining donor, partner, and community relationships.



RUPAL PATEL

Author



Rupal Patel's high-octane career has taken her from military briefing rooms in jungles and war zones to corporate boardrooms and international stages. During her thrilling career at the CIA, she advised Four-Star Generals, earned War Zone Service commendations, and was recognized by the CIA Director for „superior support to the President of the United States.”

After leaving the CIA, she earned her MBA and started her first award-winning business over a decade ago. Called a „Power Woman” by Harper's Bazaar and a „super-strategist” by her clients, Rupal is a sought-after international speaker, corporate consultant, and executive advisor who has spoken in front of thousands and delivered customized leadership and executive development programs for Fortune 500 companies and leading global organizations. Her trailblazing work has been incorporated into the MBA and Executive MBA programs at elite business schools across the US and Europe where she serves as visiting faculty, and has been featured in USA Today, Business Insider, CNBC and other prominent media outlets.

SPECIAL GUESTS



ANDRZEJ DRAGAN
Professor



Prof. Ph. D. Andrzej Dragan, an eccentric Polish theoretical physicist and audiovisual artist, is one of the most rebellious, charismatic, and probably the most listened-to science popularisers in Poland.

Currently, he is a professor at the University of Warsaw, Faculty of Physics, University of Warsaw (FUW), and a visiting professor at the National University of Singapore (NUS).

At the Institute of Theoretical Physics of the University of Warsaw he is leading a research group on Relativistic Quantum Information.

Prof. Dragan, a winner of many national and international awards for his scientific achievements, has written over 50 papers on quantum optics, relativistic quantum information theory, relativity theory, quantum field theory in curved space-time, and two books: a popular science book „Quantechism, or a Cage for people” (2019), and the textbook on the theory of relativity „Unusually Special Relativity” (2021).

In 2020, together with Professor Artur Ekert, he published the work „The Quantum Principle of Relativity”, which may turn out to be the biggest breakthrough in the understanding of quantum theory since Einstein.



ALEKSANDRA PRZEGALIŃSKA
Vice-Rector for Innovation



Aleksandra Przegalińska is an Associate Professor and Vice-President of Kozminski University, responsible for International Relations and ESR as well as Senior Research Associate at the Harvard Labour and Worklife Program. Aleksandra is the head of the Human-Machine Interaction Research Center at Kozminski University, and the Leader of the AI in Management Program. Until recently, she conducted post-doctoral research at the Center for Collective Intelligence at the Massachusetts Institute of Technology in Boston. She graduated from The New School for Social Research in New York. She is the co-author of Collaborative Society (The MIT Press), and Strategizing AI in Business and Education (Cambridge University Press) published together with Dariusz Jemielniak.

SPECIAL GUESTS



ANNA TOPOL
Chief Technology Officer



Dr. Anna Topol is the CTO in the IBM Industry Research organization. She is an IBM Distinguished Engineer and Master Inventor, member of the IBM Academy of Technology, and Fellow of the American Association for the Advancement of Science. Currently she is responsible for technical strategy of the IBM Research Frontiers Institute. Her previous positions include Director of Operations of IBM Research THINK Lab and Industry CTO in IBM Systems Group responsible for technical enablement around Cloud, Analytics, Security and Technical Computing. She has over 20 years of experience in both technical and business development positions. Dr. Topol held lead roles in strategic industry initiatives, intellectual property management, R&D and fundamental technology development for CMOS. Authored 80+ Publications, 3 Book Chapters, 88 Patents. Was a Chair of IEEE Women in Engineering Schenectady NY Chapter (2015-2016), recognized by Continental Who's Who in the field of Information Technology as „Dedicated to the Recognition of Excellence” (2014 and 2019) and by National Association of Professional Women (NAPW) as VIP Woman of The Year (2014).



JAROSŁAW KRÓLEWSKI
CEO & Co-Founder



CEO and Co-Founder of Synerise, one of the fastest-growing AI and BigData companies in Europe (Top 10 according to Financial Times 2022, 2023). Lecturer and Researcher at AGH University of Science and Technology, entrepreneur, philanthropist, and investor, and CEO and majority shareholder of Wisła Kraków Football Club, one of the oldest and most titled Polish football clubs.

Throughout his career, he has worked with Fortune 500 companies and received numerous prestigious awards, including the Medal for Merits to the Development of Poland's Economy (2023), Deloitte Technology Fast 50 (2021, 2022), and Poland AI Person of the Year (2019).

As a lecturer, he co-founded innovative courses and programs, including Social Informatics and E-Economy, recognized as the most modern studies in Poland. He is an ambassador of the AGH brand and a mentor in the Polish Development Fund network.

He holds degrees in Computer Science and Sociology and is currently pursuing a Ph. D. Author of publications and co-founder of the AI School Program for Polish schools.



ALA SALEH ALLUH Aidan
Associate Professor in Information Systems



جامعة الأميرة نورة بنت عبد الرحمن
Princess Nourah bint Abdulrahman University

Dr. Alluhaidan is an Associate Professor in the Department of Information Systems at the College of Computer and Information Sciences in Princess Nourah bint Abdulrahman University, the largest women's university in the world. She is the dean of Development and Quality after being the Dean of Academic Development, and Vice Dean of academic affairs at the college of Computer and Information Sciences. She led many projects for PNU such as Institutional Reaccreditation, PNU leaders Training, and PNU Institutional excellence and ranking.

She holds a B.Sc. in Computer Science from PNU, a M.Sc. in Computer Information Systems from Grand Valley State University in Michigan, United States, and a Ph.D. in Information Systems and Technology from Claremont Graduate University in California, United States. Her research spans a dynamic range of fields including health informatics, artificial intelligence, and machine learning, with a strong focus on leveraging technology to solve real-world challenges. Dr. Alluhaidan has contributed extensively to academic literature and continues to inspire innovation and excellence in both her students and peers.

SPECIAL GUESTS



PAMELA KRZYPKOWSKA
Director of Research and Innovation



Pamela Krzypkowska is the Director of the Research and Innovation Department at the Polish Ministry of Digital Affairs, where she leads Poland's strategy for responsible digital transformation in the era of artificial intelligence. Previously, she worked as an AI Cloud Solution Architect at Microsoft, where she managed flagship AI projects for some of Poland's largest clients. She has a strong background in AI and data science, holding a Master of Engineering in AI from the Warsaw University of Technology and multiple Microsoft certifications in Azure AI and Data Science. She also earned a degree in Philosophy from the University of Warsaw, offering her a unique perspective on the ethical and social implications of AI technologies.



MALIKA MEDDAHI
Deputy Director for the Accelerators and Technology Sector



Deputy Director for Accelerators and Technology Sector at CERN
Dr. Malika MEDDAHI's scientific career started at CERN as a student and in 1991 she obtained her PhD in Physics, in the domain of particle accelerators. She then worked for two years in the US, as a staff Scientist at Lawrence Berkeley Laboratory in the Center for Beam Physics, working on the commissioning of their new accelerator (the Advanced Light Source). In 1994 she came back to CERN and as a particle accelerator physicist. She also supervised post-doctoral fellows, taught at the CERN Accelerator School on Accelerator Beam Transfer physics, and co-taught at the US Particle accelerator schools on transverse beam dynamics. More recently, she moved into Project Leader roles, with her latest responsibility covering a large 10 yearlong project, the LHC Injectors Upgrade Project (LIU), renovating the CERN accelerators chain in preparation for future particle beams of very high brightness. Alongside her scientific work, she has held leadership roles, including President of the CERN Joint Advisory Disciplinary Board and mediator in conflict situations.



MARY ELLEN RANDALL
President Elect

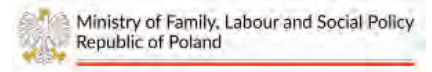


Mary Ellen Randall is an IEEE Fellow and member of the IEEE-Eta Kappa Nu honor society. She held technical and management positions in IBM, including an international assignment, hardware and software development, digital video chips, client/server services, network management, operating systems, and test design automation. She routinely managed projects on an international scale. She served on the IEEE Board of Directors as IEEE Treasurer, IEEE Vice President of MGA, and Region 3 Director, and served as IEEE WIE Committee Chair among other leadership positions. She created and developed the IEEE MOVE International Community Outreach Program for Disaster Relief and STEM education. She received awards for this work, including the IEEE Haraden Pratt Award. Ms. Randall is founder/CEO of Ascot Technologies, Inc., an award-winning software company which develops enterprise applications utilizing mobile delivery technologies. As a result, she was named a top „Woman In Business“ in the Research Triangle North Carolina area and made Business Leader Magazine's „Impact 100“ List. She holds a M. S. Computer Science and a B. A. Mathematics from Binghamton University.

OFFICIAL GUESTS



ALEKSANDRA GAJEWSKA
Secretary of State



A resident of Warsaw, mother of Alex, local government activist, politician, MP for the 10th term Sejm. She was born and raised in Warsaw. In the capital, she learnt and shaped the values that guide her. Nearly ten years ago, she became the youngest councillor in the history of the capital. As a councillor, she actively supported the fight for clean air, creating new places in crèches and kindergartens and planning the expansion of road infrastructure and public transport.

Her commitment and close contact with the inhabitants led to her gaining record support nationally in the last local elections, with nearly 33,000 people casting their vote for her. She also co-created the victorious election campaign of the current Mayor of the City of Warsaw, Rafał Trzaskowski, being his spokesperson.

She wants to use her many years of local government experience to make Poland modern, green and friendly to its residents and inhabitants. She breaks the stereotype that politics wears a tie; she believes that an influential politician can be a young, courageous person using innovative solutions.



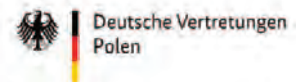
KAROLINA ZIOŁO-PUŻUK
Secretary of State



Academic teacher, UW graduate, PhD from the University of Sheffield. She specializes in teaching Polish as a foreign language and researches parliamentary discourse and political communication. She was the deputy head of the Senate Chancellery. Now she is Secretary of State at the Ministry of Science and Higher Education and a Warsaw City Councillor.



VIKTOR ELBLING TBC
German Ambassador to the Republic of Poland



Viktor Elbling was born in Karachi in 1959. He is married and has four children. He studied law and began working at the Federal Foreign Office in 1988. His assignments took him to Seoul and Madrid. He served as Head of the Division for International Economic and Financial Policy, Commissioner for Globalization, Energy and Climate Policy, as well as Director of the Department for Economic Affairs and Sustainable Development at the Federal Foreign Office. He then served as the German Ambassador to the United Mexican States, to the Italian Republic, and since August 2023, he has been the German Ambassador to the Republic of Poland.



MARTA CIENKOWSKA
Undersecretary of State



Political scientist and cultural manager. Born on November 14, 1987, she is a native of Ciechanow. In 2011 she graduated from the University of Warsaw with a degree in political science with a specialization in European management, and in 2014 she received a diploma from the Polish Academy of Sciences in the field of cultural management in the structures of the European Union and a certificate in High Performance Leadership from the Institute for Business Development. She has implemented several hundred cultural and educational projects in Poland and abroad. In 2012-2016, she served as Vice President of the Association of International Cultural Initiatives. For more than 12 years, she has supported NGOs working in the cultural sector. She has been involved in designing marketing campaigns and providing support in financing new projects and products from public funds (including European funds). Theatrical productions she has produced have been presented in France, Germany and China. She has worked with, among others, the City of Warsaw, the Trans-Atlantic Theater Foundation, the European Parliament and VVA Brussels Sprl.

OFFICIAL GUESTS



MARIA MRÓWCZYŃSKA
Undersecretary of State

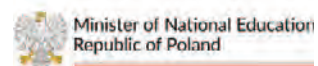


Surveyor, professor of engineering and technical sciences, academic teacher. She graduated from the Faculty of Land Reclamation and Environmental Engineering of the Agricultural University of Wrocław, majoring in geodesy and cartography. In 2006, she obtained a doctoral degree, and in 2013 she received a post-doctoral degree (doktor habilitowany) in technical sciences in the discipline of geodesy and cartography. She has worked for the University of Zielona Góra since 1999. From 2016 to 2019, she was vice-dean for science of the Faculty of Construction, Architecture and Environmental Engineering, from 2019 to 2020 – the director of the Institute of Construction and chairwoman of the council of scientific discipline of civil engineering and transport, and from 2020 to 2023 – vice-rector for cooperation with the economy.

At the Ministry of Science and Higher Education, prof. dr hab. inż. Maria Mrówczyńska is responsible for innovation, development and organisation at the university as well as for education and student affairs.



PAULINA PIECHNA-WIĘCKIEWICZ
Undersecretary of State



A graduate of law at the University of Warsaw. From 2001 to 2017 she was a member of the Democratic Left Alliance, of which she was also vice-chairman. She has served three terms on the Warsaw City Council. In 2019, she joined Robert Biedron's Spring party. Since 2021, she has been vice-chairwoman of the New Left. In her activities, she focuses on education, local government employees and equality issues.



DARIUSZ STANDERSKI
Undersecretary of State at the Polish Ministry of Digital Affairs



Dariusz Standerski serves as Undersecretary of State at the Polish Ministry of Digital Affairs, where he works on the intersection of technology, legislation, and public policy. Prior to this role, he was Director of Legislation for the Left Parliamentary Club in the Polish Sejm, contributing to strategic policymaking and legal frameworks. He has also played a key role in shaping economic discourse as Chief Economist and Board Member at the Kalecki Foundation. With nearly a decade of academic experience at the University of Warsaw, he has taught and conducted research at the Faculties of Law and Economic Sciences. His professional path includes work in local government, parliamentary research, and public sector consulting, reflecting a strong commitment to evidence-based policymaking and digital development.

KEYNOTE SPEAKERS



GAURI KAPUR

VP, Corporate Application & Enterprise Data Reporting/Analytics

Hitachi Vantara

Gauri Kapur is a transformational technology leader and strategist, serving as Vice President of Corporate Applications and Enterprise Data & Analytics at Hitachi Vantara. With 20+ years of experience, she has led large-scale enterprise application, data transformations, driving measurable business impact. Her ability to align technology with strategic goals has resulted in innovative, high-value solutions that enhance efficiency. Fueled by curiosity, unafraid to challenge the status quo, Gauri has built and empowered high-performing global teams, ensuring technology serves as a strategic enabler. She has tackled complex challenges, from optimizing enterprise systems to delivering data-driven decision-making frameworks that reshape operations. As a board member of the Colorado Technology Association and former board member of the Colorado Women's Chamber Foundation, she champions initiatives for women in tech, advocating for greater representation and leadership. Passionate about sustainable progress, she leverages data, AI, innovation to drive long-term impact. Gauri's leadership is defined by courage, action, execution, breaking barriers and fostering industry-wide collaboration.



ELVIRA GONZALEZ

Senior Vice President for Commercial Growth B2B Europe at Deutsche Telekom AG



During her 20 years of international experience working for Deutsche Telekom and Vodafone, Mrs. Gonzalez Sevilla held various leadership roles in Spain, Netherlands, UK and Germany across Strategy, Consumer, Business and Wholesale functions.

She currently serves as Senior Vice President for Commercial Growth B2B Europe at Deutsche Telekom AG. In her role, she has driven strong growth across the European B2B organization and positioned B2B as #1 in the TRI*M Index across all European markets where Deutsche Telekom operates.

Mrs. Gonzalez Sevilla holds a university master's degree on Telecommunications engineering and an MBA from EOI School in Madrid. In addition, she is the Chairwoman of the Supervisory Board in Hrvatski Telekom in Croatia and also holds the positions of Member of the Board of Directors of Magyar Telekom Nyrt in Hungary and Member of the Board of Directors of OTE S.A. in Greece.



CHEUK TING HO

Developer Advocate



After having a career as a Data Scientist and Developer Advocate, Cheuk dedicated her work to the open-source community. Currently, she is working as AI developer advocate for JetBrains. She has co-founded Humble Data, a beginner Python workshop that has been happening around the world. She has served the EuroPython Society board for two years and is now a fellow and director of the Python Software Foundation.



CATHERINE MURAGA

MD- Microsoft, Africa Development Centre & Engineering Director



Catherine Muraga currently works as the Managing Director, Microsoft, Africa Development Centre; a Software Development center that builds some of Microsoft's products used globally. Catherine is well versed with the Technology (IT) landscape having led and worked with teams across different industry sectors; Manufacturing, Aviation, Banking, and the Technology industry. Prior to joining Microsoft, ADC, she was part of the Executive leadership team and led digital transformation at Stanbic bank Kenya/South Sudan as Head, Engineering and at Sidian Bank as Director, IT and Operations. Catherine is passionate about - using technology to create business outcomes, a champion for the inclusion of more women in technology and growing tech talent in Kenya and Africa.

KEYNOTE SPEAKERS



ANNIE CHENG
VP of Engineering



Annie is a VP of Engineering at Waymo, an autonomous driving technology company with a mission to be the world's most trusted driver. Before Waymo, Annie served as VP of Engineering at Nauto, a startup focused on professional driver safety. Prior to Nauto, Annie led the engineering team at Yahoo responsible for their multi-billion dollar Web Search and Search Advertising business. Annie has a CS BA degree from Berkeley and MS degree from CMU.



FERHAN GUNEN
Vice President, Operations UK



Ferhan Gunen, Vice President of UK Operations in Equinix, joined the company in 2023. In her current role, Ferhan leads the 13 data centres across UK critical facilities and the customer operations with 24x7 availability.

Prior to that, Ferhan led Network Investments in EMEA at Facebook(Meta). Focus of this role was to ensure Meta had the right strategy and execution connectivity within and between Europe, the Middle East, and Africa. This meant her team was leading in developing subsea cable infrastructure spanning the Atlantic, Mediterranean, and Indian Oceans, as well as enhancing terrestrial fibre connectivity across the EMEA region.

With a career spanning over 20 years, Ferhan began as a Network Planning Engineer following her studies in Electronics and Telecommunications Engineering. Since then, she has held numerous roles in network engineering, deployment, and operations with various mobile operators across multiple countries. Ferhan resides in the UK with her husband and their two sons, aged 9 and 19.



PIOTR SANKOWSKI
Director of the IDEAS Research Institute

Piotr Sankowski is a professor at the Institute of Informatics, University of Warsaw, where he received his habilitation in 2009 and where he received a doctorate in computer science in 2005. His research interest focuses on practical application of algorithms, ranging from economic applications, through learning data structures, to parallel algorithms for data science. In 2009, Piotr Sankowski received also a doctorate in physics in the field of solid state theory at the Polish Academy of Sciences. In 2010 he received ERC Starting Independent Researcher Grant, in 2015 ERC Proof of Concept Grant, in 2017 ERC Consolidator Grant, and in 2023 another ERC Proof of Concept grant. He was a president of IDEAS NCBR – a research and development centre, operating in the field of artificial intelligence and digital economy. Piotr Sankowski is also a co-founder of the spin-off company MIM Solutions.



NATALIA BARANOWSKA
Data Advisory & Insights Lead



Natalia Baranowska is an experienced leader with a diverse background in varied IT sectors. She holds a Master's in Computer Science and an MBA diploma, reflecting her dedication to technical expertise and strategic management. She has 19 years of experience in the IT industry and leading global IT teams.

Throughout her career, she has managed teams and overseen the delivery of business-critical solutions in the Data Science field, analytics solutions, and Medical Devices software. She has also dealt with change & project/program management, building effective teams, and creating an inclusive and innovative work culture. Since joining Roche in 2018, Natalia has taken on leadership roles across various data-focused units, shaping the company's data strategy and ecosystem. Her teams have played a key role in advancing the Data & Analytics products landscape at Roche. As a passionate leader, she combines deep enthusiasm for technology with innovative approaches to team management, embracing open innovation, as well as cross-disciplinary and cross-generational collaboration. In 2024 she was awarded Perspekwyw Top Women in Tech in 2024 in Business Applied Data Science.

KEYNOTE SPEAKERS



PAULINA BARTOSZEK

**Executive Director Head of Transformation & Strategy
and DEI Executive Sponsor**



Paulina specializes in business strategy, transformation, and AI & technology adoption. She is also a change management professional with a passion for the intersection of human behavior, organizational change, and technical implementation.

In her current role at Lingaro – a data, analytics, and AI services provider – she oversees select general management functions such as Transformation & Strategy, Communications, and Knowledge Management. She also serves as the executive sponsor for Lingaro's DEI initiatives, promotes inclusive leadership and women's empowerment, and is an active contributor to the LGBTQ+ network.

Paulina has over 17 years of experience in strategy, business design and organizational transformation, gained in roles at global professional services firms and management consultancies such as EY and PwC.



AMBHUJA BHARANI

Delivery Manager



With over 16 years of experience in the IT industry and an engineering degree in Electronics & Communication, Ambhuja has built a diverse and accomplished career across multiple domains, including banking, microbiology, and the automobile industry. She has held several key roles throughout her career, such as Quality Assurance, Onsite Coordinator, Business Analyst, Scrum Master, and Project Manager, gaining valuable expertise in both technical and leadership capacities.

She has been working at Continental for over 3 years as part of the Digital & Data Services - Software Delivery Center at Contitech. It is composed of experts in various fields, ensuring the highest standards of innovation and quality. In her current role, Ambhuja is responsible for the delivery of an innovative software product, Consteed – a smart horse sneaker. Working within a dynamic and multi-disciplinary team, she leads the delivery of this cutting-edge product, encompassing a wide range of development areas such as mobile and web development, cloud services.



ADONICA BLACK

**Senior Director, Talent, Inclusion, and
Employee Brand Global Head of Early Careers**



A visionary leader with extensive experience in advancing inclusion, equity, and innovation across industries. As Sr. Dir. of Talent, Inclusion, and EB and Global Head of Early Careers at Aptiv, she oversees strategic programs to attract, retain, and develop top talent globally, including Aptiv's global early careers programs and univ. partnerships.

Under her leadership, Aptiv has strengthened its position as an employer of choice while aligning workforce initiatives with its mission of creating a safer, greener, and more connected world. Her expertise in strategic development of emerging markets is informed by her Juris Doctor from The George Washington University Law School and Bachelor of Arts in Int. Comparative Studies from Duke University. Her early career in litigation honed critical thinking and problem-solving skills she's leveraged to drive transformational change in global organizations. An avid traveler who has visited over 40 countries, Adonica's global perspective enriches her passion for cultural exchange. Her career exemplifies the transformative power of inclusion, innovation, and visionary leadership in creating meaningful impact across inds. and communities.



TERESA CROCKETT

3M Senior Vice President and Chief Transformation Officer



Teresa has a proven track record leading prioritization of critical company strategies and initiatives ensuring execution and implementation. She drives outcomes and actions across teams by creating alignment, strengthening decision making, and embracing agility in environments of complex and interdependent systems. Over her 33 years with 3M, Teresa has held a variety of business positions spanning Electronics, Industrial, Safety and Graphics. She started her 3M career in manufacturing and supply chain and then transitioned to a mix of business roles including commercial, strategy, transformation, operations, environmental responsibility and most recently led the separation management office for the spin of the healthcare business group.

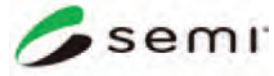
She has a Bachelor of Science and master's degree in chemical engineering from the University of Missouri-Columbia. An accomplished leader, enjoys navigating ambiguity, striving to make the impossible possible and investing in people & causes that add value to the world including food banks and the Shriner's Hospitals. She enjoys boating on Lake Superior, gardening and cooking for her family and friends.

KEYNOTE SPEAKERS



VICTORIA CUMMINGS

Senior Manager, Workforce Development & EU projects



Since joining SEMI Europe in 2023, Victoria facilitates programs that support workforce development and raise awareness of the different career paths in the semiconductor sector. Currently, she acts as the coordinator of the European Chips Skills Academy (ECSA) project and is involved in several European projects related to skills development and diversity in microelectronics. Prior to entering the semiconductor industry, Victoria worked as a policy adviser for regulation on financial services and energy markets. She received a master's degree in political science from Boston University in 2018.



ANNA DICANDER

Head of Radio & Transport Engineering



Anna is the Vice President and Head of Ericsson's Radio & Transport Engineering, where she oversees the comprehensive research and development of telecommunications hardware products. With a Master of Science in Engineering Physics, Anna has been a key figure at Ericsson since 1998, holding several leadership roles within the company's Research & Development division. Her leadership experience spans global development teams in Sweden, China, and the US.

Based in Gothenburg, Sweden, with her husband and three daughters, Anna is a passionate advocate for diversity and inclusion in the tech industry.



MARTYNA HRANKOWSKA

Global Analytics Technology Senior Lead



Martyna brings over 11 years of diverse professional experience, beginning her career in sales and marketing before making a successful transition into the IT sector eight years ago. She has gained experience in both startups and corporations, including Mars, Pandora, EY and DHL.

Throughout her career, she has successfully led a variety of projects, including co-organizing a global IT hackathon, implementing RFID technology in retail, transforming business processes, and enhancing core operations with cutting-edge IT solutions. She is dedicated to demonstrating that IT can be enjoyable and engaging for her colleagues.

Her professional philosophy centers on fostering innovation, keeping up with industry trends and market dynamics, adopting a business-focused approach, and building strong interpersonal relationships.

Currently, Martyna is a member of the Mars Global Services (MGS)- Global Enterprise Analytics Team, where she drives digital analytics initiatives and oversees projects across strategic use cases on new IT platforms for all segments of Mars.

Outside of work, she loves nature, enjoys watching documentaries, appreciates classical music, and embarking on high mountain treks.



KATARINA HUNT

Managing Director



Katarina leads Equity Derivatives and Equities Risk Engineering teams globally at Goldman Sachs.

Katarina is co-head of EMEA Tech Fellows and serves on the EMEA Women Engineering Committee as a sponsor to the Technical and Business pillar.

Katarina joined Goldman Sachs as an analyst in 2013, and was named Managing Director in 2021. Katarina earned an MSc in Computer Science from Queen Mary University in London in 2011.

KEYNOTE SPEAKERS



SILVIA LENAERTS
Rector Magnificus

Silvia Lenaerts (1966) obtained her PhD at IMEC and KULeuven. She then founded a high-tech company. For more than 20 years she has been working for the European Commission. Since 2022 she is EIT board member and since May 15th, 2023, she has become the Rector Magnificus at the Technical University in Eindhoven.

In the academic world, she founded the department of bioscience engineering and her own research group. As Vice-rector Valorisation & Development she realized 3 open innovation hubs, 34 active spinoffs, a tripling in industrial cooperation and licence income.

Only by creating long term strategic partnerships and connecting people, long lasting socio-economic impact can be achieved.



MARINA MARCETA
Director Global Information Security

Marina joined HEINEKEN in 2014 as part of the HEINEKEN Global Audit IT team, bringing with her years of IT auditing and security consulting expertise gained in Deloitte, after obtaining a master's in computer science majoring in Information security from the University of Zagreb, Croatia.

In HEINEKEN Marina held several roles in Global Audit and Global D&T which gave her the privilege to get to know many of the Global Functions and Operating Companies. The combination of Security Incident Manager within Cyber Defense and Operations (CDO) team and Chapter lead for Security SMEs gave her the opportunity to understand the full extent of security in HEINEKEN. In 2022 she stepped into the role of Product Owner of the global Cyber Defense and Operations product which in 2023 evolved into a Tribe and Marina became the Tribe Lead which consisted of 3 product teams and a capability team of 100+ security experts ensuring HEINEKEN's safe operations.

Marina's interest in security started in childhood when she wanted to be a hacker, which later turned into a passion for Cyber Security in her professional career. Personally, she is an avid mountaineer, skier, cyclist, and rock climber.



MAGDALENA PERNAK
People Unit Manager (Specialized Testing) & Coach

Magdalena is an experienced leader and coach at Capgemini Polska, passionate about people development and continuous learning. With a background in people management, coaching, and organizational development, she supports professionals in high-pressure environments by fostering resilience, a growth mindset, and emotional agility. With extensive international experience in banking and real estate, she transitioned to the IT sector in 2022. As a People Unit Manager, she oversees the Specialized Testing Unit and coordinates the Security Community, advancing security testing expertise and promoting knowledge sharing. She also co-leads the Women@Capgemini Community, empowering women to unlock their potential and accelerate their professional growth. Magdalena is committed to creating supportive environments where individuals take ownership of their development. She holds a degree in economics and has expanded her expertise through postgraduate studies in Coaching with elements of psychology and the Mental Trainers Academy.



KEYNOTE SPEAKERS



VIRGINIA SHEPARDSON
VP Engineering

Honeywell

I have been at Honeywell Aerospace Technologies for over 30 years. I have an Industrial Engineering degree from Purdue University and a Master's Degree in Industrial Engineering and Management of Technology from ASU. I grew up in the Supply Chain, working in the Aerospace in Operations, Lean Manufacturing, Planning, Purchasing, Six Sigma, Quality, ISC Engineering, Customer Support Operations, OEM and Aftermarket Plant Management, Engineering Strategy, Optimization of Resources, Managing Capital and Engineering Funding as well as driving the Right Tools for Engineering and Supply Chain to use for Analytics and Design. I worked 22 years in Supply Chain, 4 in Customer Operations and now 3 in Engineering. I am actively engaged in the Development of Women and diversity in the workforce as well as retention of women. I am married and have 3 Kids ages 14, 15 and 16. I consider that learning is an everyday thing and continue to learn and I am passionate about working with global teams.



OLGA SURUGIU
Chief Executive Officer (CEO), Orange Moldova S.A.



Olga Surugiu is the CEO of Orange Moldova and a visionary leader shaping the future of technology in Moldova. With a bold, human-centered approach, she plays a pivotal role in the country's digital evolution – from launching 5G to driving innovation in telecom and IT.

A powerful voice in the industry, Olga is President of Moldovan Association of ICT Companies (ATIC) and board member of Moldova Innovation Technology Park (MTIP), European Business Association Moldova (EBA Moldova), and American Chamber of Commerce in Moldova (AmCham Moldova).

Passionate about inclusion and empowerment, she is a strong advocate for women's empowerment and inclusion in technology, serving as a UNICEF Moldova Business Advisory Board member, Tech Women Ambassador, and supporter of initiatives like the Women Digital Center, promoting access to digital education and professional growth for women and girls.

Her leadership of Orange Systems, the company's IT innovation hub, transformed it into Moldova's second-largest IT employer, setting new standards in automation, nearshoring, and digital excellence. Olga leads with courage, empathy, and vision – proving that when women rise in tech, entire ecosystems transform



ERIKA VELAZQUEZ
Head of Market Development for Europe

Hitachi Energy

With over 15 years of experience driving innovation and strategic growth, Erika is an experienced leader in the energy and technology sectors.

In her current role, as Head of Market Development for Europe at Hitachi Energy, Erika is responsible for developing a comprehensive growth strategy in the region; establishing partnerships, developing deep multi-year relationships with customers and key decision makers; and leading collaboration across the sales organization – region, countries, various business units.

Prior to joining Hitachi Energy, Erika held several leadership roles at ABB where she led venture clienting and venture building activities, focusing on disruptive growth areas, strategic partnerships and scaling up successful innovations. Her extensive experience includes strategy, business development, product management and marketing assignments in relevant verticals including digital, microgrids, energy storage and renewables.

Erika holds a Bachelor's Degree in Mechanical and Electrical Engineering, a Master's Degree in Sustainable Energy Futures, as well as has completed executive education and IMD Business School.

PANELISTS



TRACY NORTHUP
*Prof. University of Innsbruck
 (Austria)*



ELVIRA GONZALEZ
*Senior Vice President for
 Commercial Growth B2B Europe
 at Deutsche Telekom AG*



CHEUK TING HO
Developer Advocate



**IZABELA
 NAJDA-JĘDRZEJEWSKA**
*Deputy Director, Department of
 Innovation and Development*



ALICIA ARGÜELLO
Head of Sustainability



DOMINIKA BETTMAN
*Leader in Digital Technologies, former
 Microsoft*



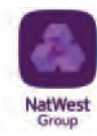
MONIKA KRÓL
*Vice-President of the
 Management Board*



MICHAŁ BOMASTYK
*Plenipotentiary of the mayor
 of Toruń for equality*



ELA BONDA
*Head of DEI & Productivity NatWest
 Group Poland*



PANELISTS



MAGDALENA BUDZISZEWSKA
Assistant professor of Faculty of Psychology, University of Warsaw



SYLWIA CZUBOWSKA
journalist



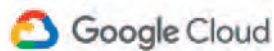
MARINA DUBAKINA
Country Retail Manager and Country Sustainability Officer



ZUZA DYŁĘGOWSKA
Senior Engineering Director



MAGDALENA DZIEWGUĆ
Google Cloud Poland Country Manager



SYLWIA BILSKA
CEO Edenred Poland



MARTA FIJAK
Lead Game Designer



MARTA KRYWANIS
Senior Research Officer



WERONIKA FURTAK
CEO and Co-Founder



PANELISTS



KATARZYNA GAWEL
*Head of Diversity, Equity & Inclusion
 (DEI) / Forbes Women*



TOKTAM GHAFARIAN
*PhD, Assistant Professor |
 AI & Cloud Computing Researcher*



WERONIKA GŁOWADZKA
PhD Student



KATARZYNA GRONWALD-GIL
*ESG Reporting Lead /
 Process Owner*



KINGA GRUSZECKA
*President of the Polish Space
 Professionals Association*



MICHAŁ GULCZYŃSKI
*Co-founder and board member
 of the Polish Association for
 Boys and Men*



MARTA MUZIŃSKA
Director of Product Operations



**IZABELA
 KAROLCZYK-SZAFRAŃSKA**
*Vice President of the Management
 Board, Chief Marketing Officer & ESG
 Officer InPost Group*



KAMIL JANOWICZ
Post-doctoral Researcher



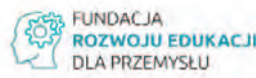
PANELISTS



MARTA KARCZEWSKA
*Government Relations and Public Policy
Manager, Central & Eastern Europe*



EWA ŁABNO-FALĘCKA
*Advisor to Mercedes-Benz
VANS Project Jawor*



ZOFIA ŁAPNIEWSKA
Professor



MATEUSZ PANEK
Head of Sustainability Analytics



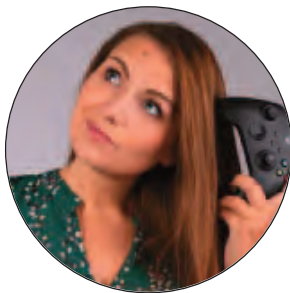
AGNIESZKA ŁUKASZCZYK
CEO



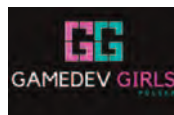
JAN MENCWEL
Warsaw city councillor



MACIEJ SZUREK
Chief Commercial Officer



MARTYNA NEUMANN
Co-Founder



ANNA NOWAK-JAWORSKA
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PANELISTS



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CHRISTIN SCHACK
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ALINA-STEFANIA UJUPAN
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President



MACIEJ ZIELIŃSKI
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ANNA MALINOWSKA
Climate Change Officer



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TECH TALK SPEAKERS



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LAURA ESPOSITO
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LILIANA RELIGA
Project Coordinator



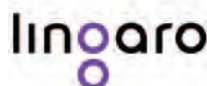
MAGDA GACYK
*Journalist, Author, Technology
trends analyst*



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WERONIKA IDZIK
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MARCIN JUSZKO
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ALEKSANDRA KAZANOWSKA
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KATHRYN KOEHLER
Director, Engineering



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ANNA NORDSTROM
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MALGORZATA PLACHETKA
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Marketing Technologies & Digital
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PETRA BLIXT
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EDDIE SHIGETA
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IT Development*



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ZOSIA TARANT
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EWA WARDZIAK
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BI LING WU
Data Engineer



YULIA ZOZULYA
Product Manager



KRZYSZTOF ABRAMCZYK
VP of Technologies



KATARZYNA KAROLCZYK
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AGNIESZKA TATARCZAK
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LUIZA DE LANGE
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Founder of Digital University



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CONNIE CORMIER
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• APTIV •



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KAROLINA BRANDYS
Processing and Data Site Lead



SCIENCE SPEAKERS



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 (Austria)*



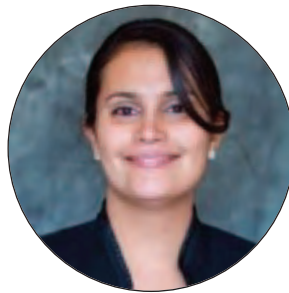
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Startup Mentor



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*A physicist, science
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ANNA BEATA KALISZ HEDEGAARD
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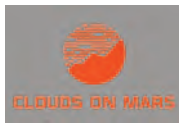
ANNA KAMIŃSKA
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SCIENCE SPEAKERS



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Deputy Director



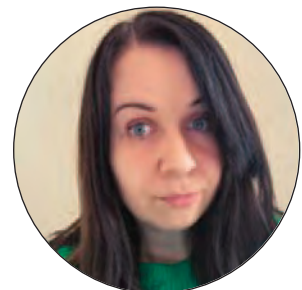
WITOLD SOBOLEWSKI
Lecturer



PRINEHA NARANG
Professor of Theoretical Physics



MARCIN PAWŁOWSKI
Group leader at ICTQT



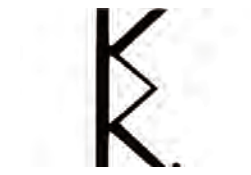
JOLANTA PODOLSKAŃSKA
Computer Scientist



SCIENCE SPEAKERS



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Sculptor



DENISE RUFFNER
Quantum Expert



KATRZYNA RYCZERZ
Researcher and TA



MARCIN SADOWSKI
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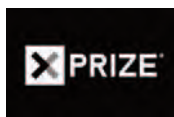
DR INŻ. JAKUB SITEK
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at the Ministry of Digitalisation*



KATHRIN SPENDIER
Quantum Applications Expert



SYLWIA STEFANIAK
Academic Lecturer



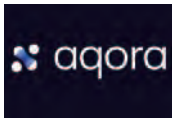
MAGDALENA STOBIŃSKA
Quantum Information Professor



SCIENCE SPEAKERS



JANNES STUBEMANN
Co-Founder & CEO



NATALIA DIANA SZCZEPANEK
*Scientific Computing & Data
Analytics Engineer*



MICHAŁ PIOSIK
boss of bold bets @ the100



GEORGY KORNAKOV
Associate Professor



SOFIA VALLECORSA
*Coordinator of the CERN
Quantum Technology Initiative*



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*Head of Innovation Coach Project in the
Centre for EU Research Projects in the
IPPT PAN*



NATALIA WALOCH
Journalist



AAYATI DASH KAR
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Researcher & Academic Teacher*



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ANETA LEWKOWICZ
Researcher



MARTYNA CZARNOMSKA
Researcher



EMILIA GRUSZCZYŃSKA
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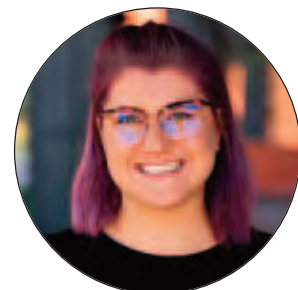
TOMEK JĘDRKIEWICZ
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AGATA ŁABĘCKA
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TRAINERS



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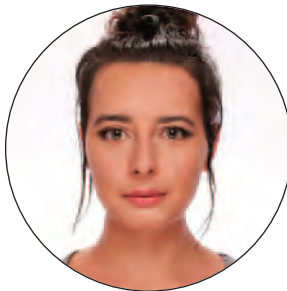
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MATEUSZ MARZEC
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NATALIA MAŚLANY
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ZUZANNA MOSKAŁA
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MISHKA BELIBASSAKIS
Product Manager



ANNA BELL
Technical Product Manager



MENTORS



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GOSLAWSKA**
Head of Compliance Office



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BARBARA BORCZYK
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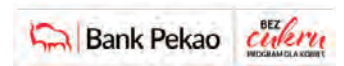
SZYMON BUCZAK
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BEATA BURYŃ
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POLA CHMIELARZ
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JOANNA CHMURA
Lead Financial Crime Fraud Prevention



KINGA CHWASTEK
Chapter Lead Scrum Master



KATARZYNA CUCHACZ-KOWALCZYK
Senior Manager Active Safety Algorithm Development



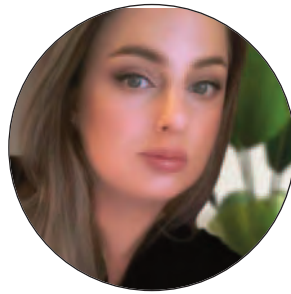
AGNIESZKA CZAPLICKA
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MENTORS



SABINA CZARNECKA
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KATARZYNA CZERWINSKA
Talent Acquisition Partner



JAREK DĄBROWSKI
Country Manager



DARIUSZ DAJSZCZYK
Sr. Director, Global Employee Support



MAGDALENA DAWIDOWICZ
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HANNA DOLBEN
Data Analyst



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MAŁGORZATA DUTKA
Senior Software Engineer / Dell Technologies



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Managing Director



ANNA DZIEDZIC
Environmental, Health and Safety
Manager for EMEA



**AGATA
FIRMAN OLKOWSKA**
Director Talent Acquisition



ANDŻELIKA FLOREK
Product Content Experience Team Leader,
Consumer Business Group, EMEA



AGATA FORIASZ
Senior ESM Consultant / Aspiring
ESM Architect



PAULINA GAJDA-WALACH
LEAD JAVA ENGINEER



KAROLINA GŁOWACKA
Data Scientist, Senior Consultant



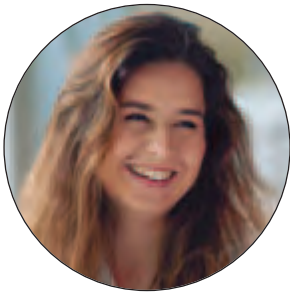
MAŁGORZATA GRABIEC - BĄK
Chapter Lead - Security



ANNA GRABOWSKA
Senior Product Manager



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Kierowniczka Zespołu HRBP –
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ADAM GRZYWACZ
Site Manager



HUBERT GRZYWACZ
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SABRINA HOFMANN
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OLLIE IVANOVA
Gaming Marketing Lead



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Software Engineer



GRAŻYNA JĘDRYKA
Sales Executive | Accredited Mentor & Coach



GABRIELA KALINOWSKA
Captain on Embraer fleet in PLL LOT



MONIKA KALISZ
Expert Quality Assurance Lead



MARTA KARCZEWSKA
Government Relations and Public Policy Manager, Central & Eastern Europe



MENTORS



IZABELA KASPAREK
*Regional Consumer Business
Group Leader*



ALICJA KASPRZAK
SAP Consultant



EKATERINA KHALEYEVA
IT Service Desk Team Leader



JULIA KHOKHLOVA
*Product Delivery Manager Lead /
Department Lead*



BARBARA KLAR
Transition Manager



ALEKSANDRA KODZIK
*Senior Technical Program Manager |
Amazon Artificial General Intelligence*



PAULINA KOŁAKOWSKA
Vice President



IRYNA KONOPLIANKO
Global operations analyst



PATRYCJA KOPAŁA
Head, Authentication Services



MENTORS



KATARZYNA KOPAŃSKA
Operations Manager



MARTA KORPAS
Software Development Manager



NATALIA KOSZYCZAREK
Director, Group Product & Engineering



PAULINA KOTOWSKA
Global Director of Product Support



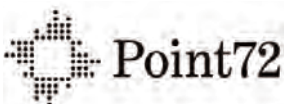
AGNIESZKA KOWALCZYK
Voice Systems Expert



DARIUSZ KOWALSKI
manager of the Cloud Data Platforms Team



MAGDALENA KOZŁOWSKA
Product Manager at Point72



GABRIELA KOZŁOWSKA-BURAK
Learning & Development Leader, Manager



TOMASZ KOZUBOWSKI
Web Platforms Lead



MENTORS



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*Business Architecture Associate
Manager*



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*Specialist of Integrated Management
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Senior Software Engineer in Test



KATARZYNA KULPA - DYBEL
*Senior Principal Software
Engineer*



MAGDALENA KUPRYJANIUK
IT Architecture Expert



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*Software Development Engineer | Amazon
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DANUTA LALKO
Business Finance Manager



MENTORS



EWA LAMPART
CMO



ALICE G. LAMPE
Manager, Cyber Skills
Development



NATALIA LAZARENKO
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Migration Service



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Data and Reporting Specialist



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JULIA LEGAT
EPM Product Owner



KATARZYNA LEŚCIORZ
IT Manager (Chapter Lead)



RAFAŁ KUSZNERUK
Senior Engineering Manager/
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AGNIESZKA LEWARTOWSKA
Manager, Group Category
(Collectibles & Art)



MENTORS



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Northern & Central Europe*



MONIKA LITWINIEC
*Head of IoT Solution Design
Section*



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Privacy Products Director



TANJA LUBITZSCH
ESG and DEI Lead



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Team Leader, Manager



MACIEJ MACHAŁA
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GABRIELA MAJEWSKA
Vice President



MENTORS



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Chapter Lead Senior Technology
Specialist - DBB Production



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Senior Manager, Software
Engineering



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KATARZYNA MOTELSKA
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Organizacyjnej i Zaangażowania



IZABELA MUSZYŃSKA
Senior Product Engineer



**AGNIESZKA
MYSZKIEWICZ-KURKIEWICZ**
IT Area Lead II - DevOps



MENTORS



SYLWIA NADOLNA
Tribe Liderka Consumer Finance



JOANNA NAMIOTA
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MONIKA NAWROT
Staff Software Engineer



ŻANETA NAWROT
Senior Test Consultan



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Product Manager



KIRA NOWICKA
Senior Business Analyst



PIOTR PACZOCHA
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KATARZYNA PAŁ
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- PR Strategy & Communication*



MENTORS



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SAI MOUNICA PALAKODETI
Principal Cloud Operations Engineer



MAGDALENA PARADOWSKA
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Head of MSS Tech Poland



SYLWIA PAWELSKA
People Experience Department Director



MAGDALENA PAWŁOWSKA-TALAREK
Strategy & Planning Lead (Identity & Access Management)



ALINA PIELASZKIEWICZ
Pedago Lead & IT Specialist



ANNA PIETRUCHA
EMEA Service Desk Manager



MENTORS



SEBASTIAN PIOTROWSKI
Head of EU Data Engineering



TOMASZ PIWOWARSKI
*IT Director and Data Foundation
DevOps Leader*



MARZENA PODHORSKA
Customer Delivery Lead



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Learning*



EWA POPOWSKA
*Director of Customer Service
Process Quality*



JUSTYNA PTACZYŃSKA
Senior User Experience Designer



PATRYCJA PUSTUŁA
Quality Engineer



PAULA RACIBORSKA
*IT&D Platform Manager,
Microsoft Automation*



MENTORS



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Talent Acquisition Partner



DARIA RUDZKA
Senior Manager – Data & Analytics



EWELINA RUDZKA-MSZYCA
Senior Manager, Head of PMO & CI



MALGORZATA RYCAK
Program Management Office (PMO) Manager



JUSTYNA RYCZEK
IT Manager (Chapter Lead)



VIRGINIA SHEPARDSON
VP Engineering



NATALIYA SIROMAKHA
VP, Engineering, HiCC DU Head in GlobalLogic



EWA SKARBOWSKA
Director, Diagnostics & Communications, Special



JOANNA SKŁADANOWSKA-WSZOŁA
Marketing Leader, Abrasives Systems Division, EMEA



MENTORS



MARTA SKRZYNECKA
*Technology Transformation
Leader*



ZUZANNA SKULSKA
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KATARZYNA SŁOWIAK
Delivery Lead



**KATARZYNA
TURKIEWICZ OGLUDEK**
*Senior Project Manager/ IT
Release Manager*



ANNA STALA
HR Consultant



ADRIANNA STAWSKA
Head of Account Management



ANNA STĘPIEŃ
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KATARZYNA SUSKA
Engineering Excellence Lead



MENTORS



AGA SWIATOWA
Founder and President



MARCIN ŚWIDER
Chief Executive Officer



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*Information Systems Depart.
 Manager*



MARIA SZALĘGIN-BRYGIDER
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*Senior Manager, Global People
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ANNA SZEWCZYK
Engineering Director



ANNA SZOLTEK
*cyber security service delivery
 manager*



KRZYSZTOF TABAK
*Application Architect / Senior
 Java Developer*



KAROLINA TOBOLSKA
Talent Acquisition Partner



MENTORS



DOROTA TRZEBIENIAK
*Global Sourcing Manager | Travel,
Fleet, Marketing & Meetings | People
Development & DEI*



MADINA TURAVA
*Product Owner | Head of
Automation and Orchestration*



ARINA TURONCHIK
DevOps Engineer



MAREK UZIEMBŁO
Head of B2C Strategy



ALEXANDRA VLADOVSKAIA
Apps Vertical Lead



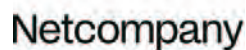
EWELINA WACHULEC
*Site Lead / Senior Engineering
Manager*



PATRYCJA WALENCIK
Product Manager



PAULINA WARELUK
Talent Acquisition Consultant



ANETA WAŻ
Senior ITSM Analyst



MENTORS



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MACIEJ WIERZBOWICZ
Software Development Manager



SANDRA WINNICKA
Software development manager



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Data Innovations Unit Head



KATARZYNA WIT
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OLGA WIZNY
Director of Software Engineering



LORETTA WOOTTON
Director Engineering



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SEBASTIAN WYBORNÝ
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Program Delivery Leader, EMEA



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Head of Strategic PR and Communications Operations and Programmes



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In-house Development Chapter Lead



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Kierowniczka Zespołu HRBP – Technologia



LUISA PUDDU
Mechanical engineer



GRZEGORZ IDZIK
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Technical Program Manager



MENTORS



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INGA SOPRÚN
Mobile Developer



SEBASTIAN STANIAK
Tech Lead Manager, Waymo



KAMILA WOSIŃSKA
Independent consultant and business trainer



SPEAKERS



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*Business Coach, Mentor,
People&Tech Advisor*



ALINA ASHORTIA
*Founder of Joidy Company &
Joidy AI Agency*



MATEUSZ BARTOCHA
Technical Program Manager



INEZ BESZTERDA-ŚWIDARSKA
*Mobile Network Systems Design
Expert*



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Senior Sustainability Manager



NIKOLA BOCHYŃSKA
Head of the Cybersecurity Awareness Team



GIULIA BRANCA
Product Manager



AGNIESZKA CHYLEWSKA
Senator



URSZULA CZAJKOWSKA
Phd Student



Wrocław
University
of Science
and Technology

SPEAKERS



**TETYANA
DOROSHENKO-KACPERSKA**
Programming Team Leader



LILIANA RELIGA
Project Coordinator



EWELINA GDANIEC
Vice-Rector for Education



YANINA HAHINA
Student



MAE HERNANDEZ
Customer Success Manager



ALEKSANDRA HIRSZFELD
Philosopher & Author of "Entuzjastki" shaping leadership through inner coherence and collective transformation



ALEKSANDRA JACH
Co-CEO of the Huba Foundation



DAGNA JAKUBOWSKA
CEO of the House of Culture and Nature „Ferment” and the „Nowa Przestrzeń” Foundation



WIKTORIA JĘDRUSZKOWIAK
Activist & Campaigner



SPEAKERS



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AGNIESZKA KARLIŃSKA
Head of the LLM Department



MARTA KIELKOWSKA
Panelist



POLINA KOLODYAZHNA
Senior Campaigner at Greenpeace
Ukraine



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Enterprise Engagement Manager



AGA KOZAK
Journalist, Wellbeing Coach



IVA KOZLOVSKA
Co-founder Qubit Labs, Women
in Tech Ukraine



MARTA KRAJEWSKA
Co-founder of Climate Human Tech



JACEK KRAJEWSKI
Yang-style Tai Chi Chuan
instructor

SPEAKERS



MAGDA KUFREJ
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MONIKA DZIEKAN
Managing Director at Kulczyk Foundation



JOANNA MALISZEWSKA – MAZEK
Director of the Project Department



ANNA SAMSEL
Project Manager



MARTA BEM
Coordinator



JOANNA LACH
IT Professional



JOANNA LANGE
IT Expert



OLGA LEONOWICZ
Chair of the Organizing Committee Leaders Summit 2025



PAULINA LEWANDOWSKA
Site supervisor



SPEAKERS



JOANNA LISIECKA
Co-Founder and Chief Operating Officer



ANNA MALCHER
Supervisor in Remote Support Team



MONIKA MALINOWSKA-BŁASZCZAK
Brand Manager



BEATRIZ MARTINEZ
Senior Legal Counsel



VERONIKA MEDYANYK
Co-founder of Eventmate



WIKTORIA MICHNOWSKA
Medical Student



AGNIESZKA MIRKOWSKA
Assistant Professor



NATALIA MOTYLIŃSKA
Programmer



ALEKSANDRA MURAWIECKA
HR Business Partner



SPEAKERS



DOROTA MUSIAŁ
Lead IT Systems Designer



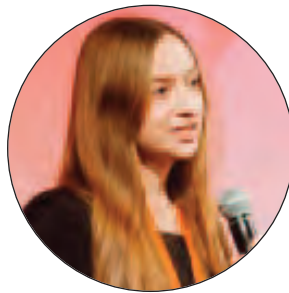
KATARZYNA NAWROTEK
Assistant Professor



NIKYARA NIKYARA PURSAMBETOVA
Founder of Modest Beauty



MAGDALENA NOWAK
Senior Staff Data Scientist



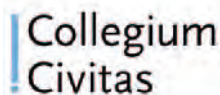
ALEKSANDRA NOWIŃSKA
Founder of Lumidata | Data Science Researcher



ALEKSANDRA PAWŁOWSKA
Psychologist



KATARZYNA ANNA PRZYBYŁA
Peace and Conflict Studies Scholar



SANDRA PRZYKLENK
Team Leader in Remote Support



AGNIESZKA ROKITA
Circle Lead



SPEAKERS



RÓŻA RÓŻAŃSKA
Science Ambassador



MATEUSZ SĄDAJ
Transformation Expert Lead & People Manager



AGNIESZKA SAEID
Scientific and teaching professor



ANNA SANDS
Head of Policy



MAGDALENA SAWICKA
Branch Director



ALICJA SERAFIN
Founder



ALINA SEVASTYUK
Chief of Marketing and Communications in VisionFund Ukraine



KAROLINA SEWERYN
PhD student at the Information and Biomedical Technologies



AGATA ŚMIAŁOWSKA
Public Relations Specialist



SPEAKERS



ANASTASIIA SOLODOVNIKOVA
Strategic Program Manager



TOMASZ STANKIEWICZ
Senior Brand Manager



ROBERT STATKIEWICZ
UX Expert, Accessibility and Inclusive Design Expert



PALOMA ÁLVAREZ SUÁREZ
Data Communicator



ZUZANNA ŚWIRAD
Assistant Professor



IRYNA SYDORCHUK
HR Director at Nova Post Polska



MARTA SZELKOWSKA
Executive Assistant



JOANNA TALEWICZ
DEI Expert, CEO of Fundacja W Stronę Dialogu



KATARZYNA TYĆ-OKOŃSKA
Support Department Director



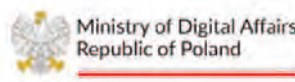
SPEAKERS



PIOTR WIECZOREK
*Chair of the Rainbow Lions
 Poland*



KAROLINA WIŚNIEWSKA
*HR Director in the Director
 General Office*



MAGDALENA WRÓBEL-LACHOWSKA
Assistant Professor



JOANNA WYPUSZ
*Program Lead | Senior Project
 Manager*



MAGDA WYPYCH
*HR Project Manager & Leader of
 Lingaro Pride Group (ERG)*



NATALIA SCHMIDT-POŁOŃCZYK
Scientist



DAGMARA STEFAŃSKA
Professor at the Institute



DUŠANKA BOŠKOVIĆ
Director Elect (Region 8)



AMELIA KLIMEK
PhD Student



SPEAKERS



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PhD Student



JULIA LIŚOŃ-KUBICA
PhD Student



ANNA MAGIERA
Managing Director



PIOTR MECHLIŃSKI
Head of AI & Data



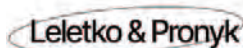
AGNIESZKA OKONSKA
Vice President at Polskie Sieci
Elektroenergetyczne SA.



ANNA PANCHENKO
Project Manager



KATE PRONYK
Co-founder and CMO of L&P
marketing agency



BEATA RURARZ
Assistant Professor



KATARZYNA SIUZDAK
Head of the Department



ENGINEERING SPEAKERS



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Technical Support Engineer



ANNA GAWLICKA
Digital HR Senior Manager



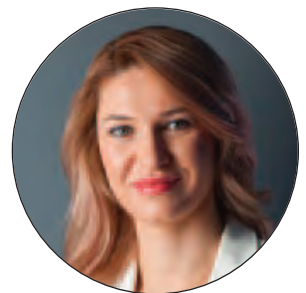
JUDYTA GRZYB
Bot Architect



JADWIGA MARCINIAK
Senior Manager



JULIA KWIECIŃ
HR Project Manager



ELENA LUCHIAN
Director - Software Development



URSULA MBOCK
Technical Support Engineer



JULIA WILK
Edison Engineering Development Program



FIRESIDE CHAT



CAROLINE BURGER
Global Head of Marketing



JAREK DĄBROWSKI
Country Manager



DON HUGHES
*Vice President, General Counsel
M&A and EMEA at Hitachi Digital*



JULIA ŁYSIK
Head of International Projects



KRYSTYNA PIETRZYKOWSKA
*Head of Technology Center,
Krakow & Country Lead (GA, Poland)*



ANNA PIWOWARCZYK
*Gł.Specjalista - Program
Manager(THub)*



ANNA SZEWCZYK
Engineering Director

