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2024

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PERSPEKTYWY
**WOMEN
INTECH
SUMMIT**

12-13 JUNE
2024
WARSAW

**THE BOLDEST
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Welcome from **Bianka Siwińska**

Summit Creator

TIME FOR TECH-LIFE BALANCE!

We invent, research, and create. Technology is our superpower. It gives us safety, comfort, efficiency, and entertainment. We are constantly bombarded with innovation, news, and updates, tethered to our devices in a perpetual state of connectivity. Finding the balance between our digital lives and the essence of our existence is more crucial than ever - not only from a personal state of mind but also from a social and global perspective.

Tech-life balance is about reclaiming control over our lives - our society, science, business, and innovation - and using technology as a tool to enhance our potential and experiences rather than dominate them. We can be confident that women in STEM, Tech & IT will ensure this balance, striving for the sustainable development of new technologies, with neurodiversity, inclusion, and equal rights of all of us in mind.

So let's define your Tech-Life Balance at the Perspektywy Women in Tech Summit 2024 together!

B. Siwińska

Bianka Siwińska
Perspektywy Education Foundation CEO,
Summit Creator

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OLGA LEONOWICZ
Gender Equality Expert and Activist

A portrait of Gitanjali Rao, a young woman with dark hair pulled back, wearing a light grey blazer over a dark blue top and large gold hoop earrings. She is smiling slightly and looking towards the camera.

GITANJALI RAO,
the 19-year-old inventor
awarded KID OF THE YEAR
by Time magazine in 2020
and special guest of the
**Perspektywy Women
in Tech Summit 2024,**
is interviewed
by Magda Tytuła.

- When you were 15 years old, you were named Kid of the Year, winning against 5,000 other US candidates and nominees. What significance did this award have for you and your later choices?

- I felt honored and nervous at the same time! It was exciting for me to be able to share my story in this way and to represent children from different backgrounds, people of different genders, backgrounds and ages. In this way, I hope I proved that anyone can be an innovator. That you can start one step at a time.

**I will do everything
I can for others!**

- You were also the first person awarded this title by TIME magazine...

- I was named Kid of the Year the year the world was going through COVID-19. TIME magazine, by awarding this honor for the first time, did an amazing thing: it directed attention to optimism, kindness, the need to learn and have a positive attitude, especially in difficult times. Above all, too, TIME proved what a great generation we are.

Personally, the award was a call for me to do more, to continue spreading the





idea of being innovative and influencing the curriculum around the world in solving problems and supporting youth.

- Well, that's right, in the context of the Kid of the Year title, but also your other successes, you often talk about responsibility. What does this word mean to you?

- I see it this way: recognition brings with it the responsibility to do more for society. I know that I am in a privileged position: I have the support of parents, mentors and teachers. In the world, only a fraction of children and young people are similarly fortunate, and some of these people don't even have basic resources such as internet access, computers and books.

Therefore, my role is to do my best for others.

- This is quite a bold declaration for a young person like you...

- But it is not just a declaration, by the way, everyone can do something for others. I, among others, work for young talented people living in refugee camps in Kakuma. Thanks to this, great talents are gaining support around the world. When I see places where people lack basic resources, I decide to help them overcome their limitations by first enabling them to get basic resources and then introducing them to the outside world. Working with the leaders at the camp results in students being able to gain skills that will help them pursue their educational plans on their own.

” During the workshops, that I conduct, I focus on the five-step process from idea to implementation of the innovation that I use when working on my inventions. ”

- How did it happen that you entered the scientific path?

- It's not that I consciously started to follow the scientific path. I was introduced there by being shown art, literature, science, culture and history. If I wanted to learn more, my teachers and parents tried to find all possible resources for me in local museums or libraries, for example. Or we tried to solve problems at home by playing games and tackling topics ranging from creating homeless shelters to ways to start a world-class restaurant. After such a game, in which my dad judged and my mom and I presented our concepts, we always went for ice cream at the end. Soon it became a habit for me to solve problems using basic knowledge.

Of course, a deeper understanding of a problem takes years. Once we understand the problem, who the people are who are affected, and what the gaps are in current solutions, finding answers is easier because we can see from the perspective of the people in the situation. ➤

I will do everything I can for others!

- - **Is that your recipe for innovation?**
- Exactly. For example, when I understood the process of drug addiction and that the root of the problem is the lack of tools for both patients and doctors (they prescribe drugs without knowing that the person may be susceptible to addiction), it became obvious to me that doctors need something more accurate than a questionnaire; some device that gives results almost in real time before prescribing drugs. As a 13-year-old, I had an idea, but didn't have the necessary resources to implement it. So I had to reach out to University laboratories.
- **Speaking of inventions: what, besides you, do your inventions (Kindly, Epione, Tethys) have in common? Each of them relates to different fields...**
- They are all based on a multidisciplinary approach to problem solving - they draw from chemistry, engineering, programming, artificial intelligence, biology. In a world where we can learn what the scientific process is all about and learn research skills, all the art is in the design thinking skills to create a product. The beginning is always to discover an area that needs more attention in the search for innovative solutions.
- **You said in an interview that your goal is, among other things, to inspire other young people to take action, to make scientific discoveries. What can persuade teenagers today to do this, how should you speak to them to get them to get involved?**
- My way is to simplify the innovation development process. In practice, this means demonstrating, for example in my workshops, simple educational tools and pointing out a flowchart/process according to which anyone can strive to develop a solution.

” I believe that there should be a support system for children so that they feel that someone/an organization or institution believes in them and requests access to tools on their behalf or possibilities.

”



Gitanjali Rao with US First Lady Jill Biden

During the workshops I conduct, I focus on the five-step process from idea to realization of the innovation, which I use myself when working on my inventions. These workshops have already been attended by 85,000 students in 46 countries, and Poland could be the next place where young people will be introduced to this concept when I visit Warsaw during the Perspektywy Women in Tech Summit 2024.

- **You repeat: "Don't feel pressure to come up with something great." Is this a good argument to convince young people today to work on their own ideas?**

- It was the positive words of my mentors and teachers that motivated me to keep working. Because it's very easy to give up - as students, even privileged ones, we have very limited access to research tools. That's why I always start my workshops with what the participants in these classes are passionate about. It helps to find a problem in our area of passion, something we have experienced, and solve it using our talent.

Many times I have been surprised by the authentic problems defined by young people and their determination to find ideas. For example: a person with dyslexia would like her teacher to understand how she sees letters; someone who loves ballet wonders what to do so that her shoes don't cause pain in her toes; another loves to swim in the ocean and would like to



prevent shark attacks. These are simpler matters than, for example, the problem of global warming or disease treatment, and yet they are important.

- You've said about the limited ability of children and young people to access research tools. So how can researchers be persuaded to let them into laboratories?

- Based on my own experience, I think there should be a support system for children to feel that someone/any organization or institution believes in them and comes forward on their behalf to access tools or existing opportunities. This could be parents, teachers or mentors. And my advice to young people: contact your local universities and don't be afraid of rejection. I myself have failed more times than succeeded, moreover, I still hear "no" more often than "yes". That doesn't stop me from trying. I encourage you to ask for help honestly and sincerely, and to persevere in your efforts.

- Skin color, age, gender, religion, sexual orientation - these are all close issues for us as Perspektywy in the context of inequality in fields like STEM. How do we make STEM fields more accessible to young girls?

- There are now increasing efforts to encourage girls into STEM. Schools, companies and organizations are fostering a future where girls and boys have equal opportunities.

While these groups are working on this, we girls must also do our part. We need to realize that all of us learn differently. Coding and programming with robots and machines may be a poor introduction to STEM for some girls. It's better to introduce young girls to a variety of topics and let them combine them with tools and knowledge from the STEM field. I usually start my workshops by finding out what each of us likes to do and finding problems to solve in those areas.

- You revealed that your dream is to work on solutions to the most complex problems in our communities and to run a biotechnology company - what's behind this choice?

- I believe that the future is medicine that responds to individual problems, based on each person's genetics. We are increasingly looking at a future in which diagnostic techniques and traditional treatments will be replaced by gene-based methods in most cases. But for such solutions to be more efficient, they must be created using what will become several traditionally separate technological disciplines.

- And your place in such an outlined future?

- I would like to develop sensors to identify known and unknown pathogens using their genetic code, as well as techniques to treat both genetic and acquired diseases. And further: I would like to develop inexpensive and reliable products that can have a real positive impact on humanity.

- Thank you for the interview.

GITANJALI RAO

Currently a student at the Massachusetts Institute of Technology, Cambridge, MA. Recognized as the best young scientist in the US by the Discovery Education 3M Young Scientist Challenge in 2017. She was a finalist for Junior Eureka by Shanghai Media Group. In 2019, she was named to Forbes' "30 under 30" list for scientific achievement. She is also a recipient of the EPA Presidential Award and is recognized as a Gloria Barron "Young Hero" Honoree for her impact on the community. In 2020, she was named Kid of the Year by Time magazine. She is an inventor (Tethys, Kindly, Epione), author of books (Young Innovator's Guide to STEM, published in 2021 and translated into 6 languages; A Young Innovator's Guide to Planning for Success, 2024), and STEM promoter.

Read more about : gitanjaliirao.net





Exploring Quants and Qubits

– insights from Bianka Siwińska

Quantum computers mean engineering ahead of its time and, most of all, physics. With capital PH. In order to really comprehend the way they work, one needs to be really familiar with quantum mechanics... So, we will not even try. Which does not mean we cannot, in great simplification, talk about the rules governing this area, enabling us to play with quants. So how, in the most general way, does a quantum computer work?



Two kinds of physics and one cat

Let us start with the fact that there are two kinds of physics: classical, Newtonian physics that we know from school, and that weird, non-intuitive kind – quantum physics.

Classical physics explains the world and the laws governing it as we see them. Action-reaction, mechanics-dynamics, etc. And quantum physics focuses on the world not accessible to us, invisible, on the scale smaller than nano, composed not of things that exist but of events and probability. This world runs according to different laws – it is possible to catch up to light, there is true randomness, and events can exist and not exist at the same time. This subsequent being and non-being is the biggest unknown that destroys the foundations of our thinking, makes us uneasy (although it can also be pleasant) and throws us way out of our comfort zone. Even worse – when we finally establish that something does exist, it stops existing at the very same moment.

When we open the box, Schrodinger's Cat – meaning that beautiful possibility that the cat is either alive or dead – is no longer inside. As soon as we say "check" and lift the lid, we are left with only an alive or dead cat, unequivocal, defined. It is no longer the Schrodinger's Cat, defined only by the rules of probability. It is no longer there. And that is the beauty of it.

Quants and qubits

Quantum computers use that uniqueness of subsequent being and non-being for... calculations. This is how qubits work – the mad cousins of traditional, digital bits. Those cousins arrive from the faraway land of quantum physics and start brawls.

And what are quants? They are the smallest, non-divisible "portions" of various phenomena (e.g., such as diverse types of energy). And so, light is composed from "portions" of quants known as photons. This is electromagnetic energy. Photons are also heat energy, while magnetism is "packages" of magnons, etc.

Too many difficult names?

Let us not even look at the elementary particles that make up matter. These are various fermions, leptons, bosons, and – the best – quarks. Among those we can find such beauties as, e.g., charm quarks, truth (top) quarks, and my favourite – strange quarks... And in this quantum world beautiful and strange things happen. But this story is not about that. Let us go back to quants.

Entanglement

Among many qualities of quants there is one that is key to the creation of quantum technologies: they can... **ENTANGLE**. Entanglement happens in pairs and is a type of unusual connection. No matter where one quant is located, the other, entangled one goes through the same changes of state. If something happens to it, it is mirrored in the other simultaneously. This phenomenon is so distressing and incomprehensible that Einstein called it spooky action at the distance.

A quantum computer is based on entanglement and Schrodinger's characterisation of quants.

Between 0 and 1

For the above-mentioned qubit to work, it must be in a superposition. This term is easiest understood with an example of a coin. If we throw it, we will see heads or tails – 0 or 1. But there is also a third possibility – the coin may spin on its edge and become

neither heads nor tails but all the possibilities between those two. This is how qubits work and this ailment of theirs is the key to understanding the difference between a quantum computer and a classic digital one.

Classic vs. quantum

A classic digital computer is based on a system of zeros and ones. The current is either flowing or it is not. There is a signal or there is not. Simple. This is how bites work. The result of calculation is a series of variously ordered zeros and ones making up a solution. The faster the computer, the quicker the series is created. This is a strictly linear action.

In a quantum computer, on the other hand, everything happens at once, zeros and ones both are and are not there. Only probabilities exist. Instead of bits we get qubits. Calculations happen in multiple channels simultaneously; all possibilities are checked out. In the end we read the "result" – 0 or 1. But along the way, everything probable happened. Multiple options.

This multiplicity is exactly the enormous difference between what is happening in a classical, one-line computer, and a quantum one. On top of that, the qubits are entangled, so they are constantly influencing each other; in effect, **EVERYTHING** is happening **EVERYWHERE** and **AT ONCE!**

Madness. And this is where the unimaginable potential computing power of quantum computers comes!

Instead of Apocalypse

What can a quantum computer do? It will help us create and test new medication in a few seconds – checking never-ending combinations of molecules, currently impossible to analyse with traditional methods. It will allow a vaccine for covid or another dangerous virus to be created immediately, it will help tailor medication to our individual **DNA**, it will help solve other problems of utmost complexity – such as the stock exchange and financial prognoses, or optimising road traffic. We will also be able to really predict weather – in an exceptionally long term. All that is too difficult even for the best supercomputer connected to the most developed AI.

And I almost forgot 😊: quantum calculations will save the world from catastrophe! They will enable us to analyse the climate change conditions and design counteractions. Not bad, huh?

Dominant technology

But before that happens, we need to decide on the technology for creation of quantum computers. There are quite many around at the moment, each one evoking some serious respect with its name 😊 – ion traps, quantum points, topological order, work on photons using interference, nitrogen defects in the diamond crystalline structures. Regular Wild West...

However, the most effective one is probably the superconductor technology. Superconductors are unusual materials, transmitting electricity with no resistance, losing no energy. It is only possible in critically low temperatures. Achieving those temperatures, necessary for the circuit to remain stable, is the hardest challenge faced by the scientists and engineers building quantum computers.

The superconductor technology is currently dominating the worldwide quantum race.



Qubits are together entangled, so they constantly interact with each other, which gives the effect that **EVERYTHING** is happening **EVERYWHERE** and at the same time!

Exploring Quants and Qubits – insights from Bianka Siwińska

► The most beautiful

Quantum computers built using superconductors have one more characteristic, extremely important for me personally. They are **THE MOST BEAUTIFUL**. They look like golden, glittering and intricately designed baroque chandeliers or lovely jewellery. One can fall in love with them at first sight, get fascinated by the very difference between them and what we are used to consider to be a computer.

These “chandeliers” have on the very bottom a can with chips on which our qubits are happening. And the golden madness around them is just a cooling system – a cryostat. Each segment of the “chandelier” is another cooling stage, from 77 kelvins on the top to almost absolute zero on the bottom.

Cryptography

The quantum entanglement phenomenon is also used in other technologies; it can be a breakthrough in cryptography, i.e. securing information from outside interference. Encryption is the basis of cybersecurity and therefore the safety of our data, of entire countries, and the world’s whole electronic banking system. Quantum cryptography will totally change the approach to security.

Taking over valuable data with quantum protection is practically impossible. Why? Because of **ENTANGLEMENT**. When someone interferes with one quant, it is immediately visible on the other, no matter what the distance. There is no way to make an imperceptible change. A cypher with quantum protection cannot be broken. Quantum cybersecurity is the best security in the history of the world as it is based simply on the laws of physics. Checkmate!

But there is also a dark, reverse side to using quants in cybersecurity. At the moment encryption is mostly based on the fact that even the fastest supercomputers have problems with large numbers factorisation. Factorisation means reducing large numbers into the product of prime numbers. To attack such a cypher successfully, you need huge computing power that we do not have at present.

Teleportation

In case of quantum communication – also one of the important and currently developed fields of quantum technologies – entanglement

gives hope that humanity’s great dream of **TELEPORTATION** might come true. This is no longer science fiction. If a change of status in one quant may be shared in absolutely the same moment to another at any, infinite distance, we do not only – as some say – break the laws of classical physics and Einstein’s assumption that the speed of light is unsurpassable, but we are also proving that teleportation is possible. **For now, we are working on teleporting a single electron...**

If we manage to confirm theoretically that it is possible, teleportation of a human will be only a matter of time necessary to develop the suitable hardware.

Dogs in space

Do you know that Russian scientists proved “on paper” that flight into space is possible? Over 50 years before the first successful flight! The scientists knew that it can be done but the available technology took the following years to grow so that the theory might have been put to practice. This happened in 1957 and it was the famous Sputnik 1, while Belka and Strelka were already preparing for their flight... In 1961 in the orbit around Earth, a certain Gagarin made an appearance. And quite recently – a Tesla.

The most beautiful thing about the human species is that while tiny and fragile, with short expiry date, we keep on looking towards the stars and drawing our path towards them. For that, we use our brains and infinite imagination. This is why our theories outrun the present. It will most likely be the same with teleportation.

Everything important

Classical physics and quantum physics exist separately but parallel. For us, they are tools to understand the macro and micro world, depending on the needs. The world in which things are defined and the one where everything is possible. Both possibilities are true – as much as a theory can be true – so, until some other one is proven correct.

What is the most fascinating is the possibility of destroying the wall dividing those two worlds and joining them into one. Another great proposal of interpreting the world and matter will be built on the discovery of the laws true both for classical physics and the mad quantum physics. And on understanding their common, broader context.

When we understand the common context, we will understand everything. Almost.

DR BIANKA SIWIŃSKA



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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 both students and scientists by creating a variety of programs and projects to improve the quality of education and promote innovation.

One of the main goals of the Ministry of Science and Higher Education is to help talented students develop their scientific careers and support young inventors. The Ministry rewards the best, promotes good practices and strives to create conditions conducive to scientific development.

*“We want to support the entire academic community so that it is obvious to everyone that it is worthwhile to learn, study, work, start a family and live in Poland. We don't want young people to go abroad” – said **Dariusz Wiczorek, Minister of Science.***

Important elements of academic activity include international cooperation and exchange, which is why the Ministry negotiates and implements international agreements and contracts, providing Polish students, researchers and lecturers with various opportunities for academic exchange and supporting the internationalization of Polish universities. Among the many programs and projects implemented at Ministry are:

- National Academic Team
- Academic Legion
- Regional Excellence Initiative
- Grants for grants
- European Funds for the Modern Economy 2021-2027
- European Funds for Social Development 2021-2027
- Implementation PhD
- National Program for the Development of the Humanities
- Virtual Library of Science
- Social responsibility of science II
- Pearls of science

The Ministry also places great emphasis on cooperation between science and the economic environment. It is constantly working on solutions that benefit scientists and entrepreneurs, so that cooperation for the development of the Polish economy is as strong as possible. Building relationships

between these areas not only strengthens innovation, but also accelerates economic growth and the creation of new jobs. The Ministry of Science and Higher Education is also concerned about ensuring that the achievements of Polish scientists are widely recognized internationally. To this end, it undertakes activities aimed at promoting Polish science abroad, participating in international conferences and symposia and establishing cooperation with leading scientific centers around the world. In this way, Polish researchers can exchange knowledge and experience with foreign colleagues, which promotes the development of science and technology in Poland.

– We are very keen to use the potential of our universities. The key thing is to put the best ideas into practice. Our role is to create such a mechanism so that Polish entrepreneurs can benefit from the work of Polish scientists – said Dariusz Wiczorek, Minister of Science.

The Ministry strives to make the results of scientific research available to the general public. Programs to popularize science are supported, with the aim of bringing scientific achievements to the public and showing how science affects everyday life. Various events such as science festivals, open lectures, workshops and exhibitions are organized to bring scientists into direct contact with the public. Science is used to integrate different social groups, promoting interdisciplinary projects and initiatives that involve both academia and the local community. The goal of these activities is not only to popularize science, but also to build a knowledge-based society that can consciously use scientific and technological achievements. In this way, science becomes a tool for solving social, economic and environmental problems, contributing to the sustainable development of the country. ■

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PLN 6 million worth of financing for:

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- that meet demand in the ICT labor or in terms of securing the development of industries in a specific region/country;
- that will improve women's digital competences and the competitiveness of trainees in the labor market.



„At the Ministry of Digital Affairs, we take action to promote equal rights for women and men. Greater participation of women in the ICT sector will boost diversity, which will not only help promote innovation in the industry but also reduce the ever-growing deficit of qualified staff. Women's professionalism and skills are needed in IT industries.”

– says Krzysztof Gawkowski, Deputy Prime Minister, Minister of Digital Affairs.



CYBERSEC CEE EXPO & FORUM

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CYBERSEC CEE EXPO & FORUM 2024 is a key and unique event on cyber security in Europe. Since 2015, CYBERSEC has provided a space for the exchange of views, discussions and presentations on the biggest challenges facing not only society, but also the virtual world. CYBERSEC is not only a FORUM - it is also one of the largest EXPO spaces, which provides an opportunity to develop business contacts for key entrepreneurs from Poland and around the world, as well as a chance to showcase their innovative products and their services.

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The **18th** edition of **CYBERSEC** will be centered around merging markets and players in the field of cyber security and promoting innovative solutions in Central and Eastern Europe.

This year, both EXPO and FORUM have their own themes:

BRIDGING EUROPEAN CYBERSECURITY MARKETS – the essence of our EXPO zone's motto is to build bridges between diverse cybersecurity markets, allowing for the interchange of knowledge, technology, and best practices, in order to face the challenges in the digital sphere effectively.

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BEYOND DEFENCE – TOWARDS PROACTIVE CYBERSECURITY – FORUM's leitmotif underscores the need to take a new approach towards cyber defense in order to effectively address today's challenges. The goal is to go beyond the political aspects, focusing on the need for strategic thinking, knowledge sharing and the use of assertive tactics to strengthen Europe's digital resilience.

Check out the event agenda!

about FORUM - CYBERSEC CEE EXPO & FORUM 2024 (cybersecforum.eu)

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AI is the new Tech-for-Good Force Multiplier

AI for Changemakers Accelerator is a multi-year initiative that Tech To The Rescue, a global movement of more than 1,500 technology companies committed to supporting nonprofit organizations, AWS and Google.org launched to help nonprofits and social businesses worldwide boost their impact with AI. Now your organization can join it too.

This is our Call for Action to all you AI innovators: tech businesses, philanthropists, and software companies.

We find ourselves at the brink of an AI-driven era, it's too easy to overlook one of the largest opportunities of our time: the chance to arm impact organizations with a real advantage against the key challenges of modern humanity like world hunger, climate change or humanitarian crises in war-torn areas.

Empowering Changemakers: AI for Social Impact

The AI for Changemakers Accelerator will select more than 100 nonprofit organizations and social businesses worldwide, with a proven track record of addressing critical local and global challenges, to participate in this program and amplify their impact through AI. If you'd like to apply, learn more here.

The invitation to the program is also open for tech companies worldwide to join and collaborate, offering pro-bono services to the selected organizations. To ensure that AI solutions are innovative, responsible, and applicable, participants will benefit from the support of a community of practice, consisting of impact leaders, AI innovators, and expert mentors.

Applications for the accelerator are open in stages, with each stage concentrating on different impact areas. Disaster Management and Climate, Health, Education, and Economic

Opportunity. Tech companies interested in providing pro bono services to support the accelerator can apply here.

The accelerator, which launched with initial support from AWS and Google.org, will provide participating nonprofits with access to key resources to innovate with AI:

- **Six-week AI strategy bootcamps** covering essential AI concepts and strategy development. Guided by industry experts, participants will expand their knowledge and skills in AI, discovering the most promising applications within their organization, culminating in the ability to craft their own AI strategy and submit powerful AI implementation requests to companies.
- **Matching platform**, a flagship service of the Tech To The Rescue Foundation that will match AI implementation projects submitted by organizations with tech companies interested in developing them on a pro-bono basis.
- **Demonstration day** where nonprofits can pitch their ideas to potential donors, paving the way for follow-up funding.
- **Access to expert mentors** invited to the program and those from Tech To The Rescue's network who will





help guide participants on common pitfalls and how to develop secure and trustworthy AI product implementation.

- **Access to cutting-edge AI-based products** and services, including cloud computing credits, AI-powered Customer Relationship Management Systems (CRM) and team collaboration software for working on AI prototypes.
- **Biannual hackathons**, offering rapid prototyping of innovative concepts and multinational collaboration.

Join the movement

Over the past three years, **Tech To The Rescue** has welcomed more than **1,500 companies into its community**, who have pledged support to address society's most pressing challenges. Additionally, over 2,000 nonprofits have joined, contributing impactful projects aimed at tackling these challenges, further enhancing the network's impact. Now, the AI for Changemakers accelerator aims to empower nonprofit organizations seeking to scale their impact with AI. For more information and to apply, visit [here](#).

Among the companies that have already joined the initiative as program partners are

IDEO, Monday. com, Clutch, SoftwareOne, Globant, FTI Consulting, Netguru, AIConsole, Speednet, and Intranove. On the nonprofit side, partners include UN Women, Thomson Reuters Foundation, Trustlaw, CyberPeace Institute, Ashoka, and Fast Forward.



„The power of AI is huge, but with high demand for AI talent, nonprofit changemakers are too often forgotten about. Whilst social changemakers are the crucial actors in solving modern challenges, to create lasting change they need access to funds, skills, knowledge and cross-sector support. It is now our job to mobilize tech companies and digital agencies to join the accelerator and offer pro bono tech support to nonprofits, in the spirit of Tech for Good.” – Jacek Siadkowski, CEO and co-founder of Tech To The Rescue.

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STEAM EDUCATION, WHICH IS BASED ON THE INTEGRATION OF SCIENCES, TECHNOLOGY, ENGINEERING, ARTS, AND MATHEMATICS, IS INCREASINGLY MAKING ITS WAY INTO POLISH SCHOOLS, OFFERING STUDENTS NOT ONLY KNOWLEDGE BUT ABOVE ALL THE OPPORTUNITY TO CREATIVELY AND PRACTICALLY APPLY SCIENCE IN EVERYDAY LIFE.



AGNIESZKA OLSZEWSKA
FOUNDER OF EDISON
INTERNATIONAL SCHOOL

INSPIRING MINDS: THE MAGIC OF STEAM LEARNING



An example of such an innovative initiative is **Edison International School** - a network of educational institutions consisting of Magic Fish Preschool, Edison Primary School, Edison Tech-High School, and Edison High School. These institutions were the first in Poland to initiate a scientific revolution, becoming pioneers of the **STEAM teaching model**. Edison International School also utilizes new technologies in the educational process, transforming traditional teaching methods into an exciting, innovative adventure, making learning a fascinating experience that opens the doors to a future full of possibilities for young people.

At **Edison International School**, we're not just educators; we're visionaries, dedicated to shaping the future leaders of tomorrow through the transformative power of STEAM education. Our mission is simple yet profound: to inspire young minds, ignite their curiosity, and equip them with the skills and knowledge they need to thrive in an increasingly complex world. Through a dynamic blend of Science, Technology, Engineering, Arts, and Mathematics, we're not only preparing students for the challenges of today but also empowering them to become the innovators, problem solvers, and changemakers of tomorrow.

What is STEAM Education?

STEAM education isn't just about memorizing facts and figures; it's a holistic approach to learning that encourages students to think critically, solve problems creatively, and collaborate effectively. By integrating multiple disciplines, STEAM education provides students with a comprehensive understanding of the world around them and equips them with the tools they need to navigate it successfully.

Whether it's designing a sustainable city, coding a computer program, or creating a work of art, STEAM education empowers students to explore their passions, unleash their creativity, and make meaningful contributions to society.

Benefits of STEAM Education:

Holistic Development: STEAM education goes beyond academic achievement; it nurtures the whole child, fostering intellectual, emotional, and social growth. By engaging students in hands-on, interdisciplinary learning experiences, STEAM education helps them develop essential skills such as critical thinking, problem-solving, communication, and collaboration.

Real-World Relevance: In today's rapidly changing world, traditional educational approaches are no longer sufficient. STEAM education bridges the gap between theory and practice, providing students with opportunities to apply their knowledge and skills to real-world problems and challenges. Whether it's designing renewable energy solutions, exploring space exploration, or addressing global health issues, STEAM education prepares students to tackle the pressing issues of our time.

Creativity and Innovation: Creativity is the lifeblood of innovation, and STEAM education is a breeding ground for both. By integrating the arts into STEM disciplines, STEAM education encourages students to think outside the box, take risks, and explore new possibilities. Whether it's designing a new product, inventing

a new technology, or crafting a piece of music or art, STEAM education empowers students to unleash their creativity and bring their ideas to life.

Career Readiness: In today's knowledge-based economy, STEAM skills are in high demand. From computer programming to biomedical engineering, from graphic design to environmental science, STEAM education opens doors to a wide range of exciting and rewarding career opportunities. By equipping students with the knowledge, skills, and competencies they need to succeed in the 21st-century workforce, STEAM education prepares them for lifelong success and fulfilment.

Global Citizenship: In an increasingly interconnected world, global competence is essential. STEAM education promotes global awareness, cultural understanding, and empathy by engaging students in cross-cultural learning experiences and collaborative projects. Whether it's studying climate change, exploring biodiversity, or addressing social justice issues, STEAM education prepares students to become responsible, informed, and active global citizens who can make a positive difference in the world.

The Engaging World of STEAM:

Hands-On Learning: One of the hallmarks of STEAM education is its emphasis on hands-on, experiential learning. From conducting science experiments to building robots, from designing prototypes to creating works of art, STEAM education engages students in active, inquiry-based learning experiences that deepen their understanding and ignite their passion for learning.

Project-Based Learning: In STEAM education, students don't just learn about concepts and theories; they apply them to real-world problems and challenges through project-based learning. Whether it's designing a sustainable city, creating a video game, or conducting a scientific research project, project-based learning empowers students to take ownership of their learning, work collaboratively with their peers, and make meaningful contributions to their communities.

Technology Integration: Technology is an essential tool in STEAM education, enabling students to access information, solve problems, and communicate ideas in new and innovative ways. From laptops and tablets to 3D printers and robotics kits, technology provides students with the tools they need to explore, create, and innovate in the digital age.

Artistic Expression: The arts are an integral part of STEAM education, providing students with opportunities to express themselves creatively, explore their passions, and develop their talents. Whether it's painting, drawing, sculpture, music, dance, or theatre, the arts foster creativity, imagination, and self-expression, enriching

the STEAM learning experience and inspiring students to think creatively and critically about the world around them.

Field Trips and Guest Speakers: STEAM education extends beyond the classroom walls through field trips to museums, science centres, nature reserves, and other educational venues. These experiences provide students with opportunities to explore new ideas, interact with experts, and engage in hands-on learning activities that deepen their understanding of STEAM concepts and inspire their curiosity about the world.

Community Partnerships: STEAM education thrives on collaboration and partnership. By forging connections with local businesses, industries, universities, and community organizations, schools can enrich the STEAM learning experience, provide students with real-world learning opportunities, and inspire them to pursue careers in STEM fields.

Nurturing Creativity:

At the heart of STEAM education lies a deep appreciation for creativity and innovation. By encouraging students to think creatively, explore new ideas, and experiment with different solutions, STEAM education nurtures the creative spark within each student. Whether it's designing a new invention, composing a piece of music, or crafting a work of art, creativity is celebrated as a fundamental aspect of learning. Through hands-on projects, interdisciplinary exploration, and open-ended challenges, students are empowered to unleash their imagination, think outside the box, and create solutions to real-world problems that are as innovative as they are impactful.

Unlocking Potential Through STEAM:

At Edison International School, we're committed to unlocking every student's potential through STEAM education. Our dedicated teachers are passionate about inspiring young minds, empowering them to explore their interests, and equipping them with the knowledge, skills, and confidence they need to succeed in school and beyond. Whether it's through hands-on learning experiences, collaborative projects, or real-world internships and mentorships, we're dedicated to providing students with the support and guidance they need to discover their passions, pursue their dreams, and make a positive impact on the world.

Join the STEAM Revolution:

Are you ready to unleash your child's potential? Join us at Edison International School and embark on a journey of discovery, innovation, and limitless possibilities. Together, let's shape the future—one brilliant mind at a time.





Join us to make a difference

become part of our amazing expert team, do meaningful work,
helping to shape the future of the organisation!

The **European Investment Banking Group's Digital Ambition** is the vision of the organisation we want to be, fostering the creation of business value and the adoption of digital technologies, continuously improving the way we do business with our customers and stakeholders. We are progressing to delivering this ambitious goal and enabling EIB Group to continue to deliver billions in lending and advisory services, helping not only Europe but other regions prosper and **make transition towards greener, healthier, and more secure future** for us all.

The success of our digital transformation depends on the **diversity of skills and talent of our people**, their expertise, and commitment to make our vision a reality. Our ambition is to make EIB Group IT an **attractive workplace that offers opportunities and attracts new talents**. Access to state-of-the-art technologies and people who support them is crucial for the digitalisation of EIB Group in the years to come. We are transitioning towards an agile, cloud-based future, leveraging AI and modern platform technologies.

Consequently, a **Centre of Excellence (CoE)** has been **established** with the aim of cultivating new capabilities in four areas that form the 'backbone' of many of EIBG IT and business projects over the next few years:

- **Cloud:** Strengthen Cloud capabilities and support 'Cloud First' strategy
- **M365:** Establish Cybersecurity activities and M365 capabilities
- **Pega:** Bring on board PEGA skills, to support and accelerate our main projects
- **CompatibL:** Ensure market and financial risk applications meet operational, security, reliability, and performance expectations for Finance and Risk clients

The establishment of the CoE Poland will yield several tangible advantages for the Group, including the infusion of **niche expertise, heightened competitiveness, fostered innovation and collaboration**, the CoE serving as a business continuity hub, enhanced ease of talent attraction, etc.

Upon successful onboarding, we aim to **expand our in-house teams by collaborating with local IT providers**, capitalising on Poland's technology capability.

We expect the CoE to **drive transformational success and revolutionise the way we work, interact, and create** within the EIB Group.

Open Job positions in our Center of Excellence:

- **Pega lead** – senior system architect (job ID: I09496)
- **M365** – azure engineer (job ID: I09814)



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Girls Do Engineering: How Amazon Development Center Poland Is Shaping the Future

Amazon Development Center Poland (ADCP) has long stood at the forefront of technological advancement and innovation. Known for pushing the boundaries of what's possible with technologies like Alexa, Blink and Ring, we have taken a proactive step to shape the future of the tech landscape through our flagship initiative Girls Do Engineering program. This project, now celebrating the successful completion of its fourth edition, has been important in paving the way for young women to break into the traditionally male-dominated fields of engineering and technology.

10 Years of Amazon in Poland

2024 is a special year for Amazon in Poland. 10 years ago Amazon became interested in the start-up Ivona Software, which specialized in text-to-speech technology, and that's why we like to say that "Alexa was born in Poland." Alexa, Amazon Polly, and other technologies were developed based on Ivona Software, and this technology is also used in Amazon devices by the VoiceView Screen Reader, a tool that ensures the accessibility of these devices for blind and visually impaired individuals. Although we theoretically date the start of Amazon's operations in Poland to 2014, when the first three logistics centers were launched in Sady near Poznań, Bielany Wrocławskie, and Wrocław, it's interesting to note that the company's presence in Poland can actually be traced back two years earlier.

ADCP: A Hub of Innovation and Inclusion

ADCP is not just a workplace; it's a think tank where creativity meets technology to create solutions that simplify lives worldwide. As part of Amazon's global network, our centres in Gdańsk, Kraków and Warsaw focus on developing technologies that lead the way in Gen AI, and machine learning, driving innovations that power Amazon's services and customer experiences. Currently, at the Amazon Development Center Poland (ADCP), teams of specialists are also developing other globally impactful products and technologies, such as Ring devices and services, AWS Database Migration services, and Polly speech synthesis. This dedication to advancement goes hand in hand with our commitment to social engagement, prominently displayed in the Girls Do Engineering initiative.

Inspiring a New Wave of Female Engineers

Ewa Kolczyk, the program's initiator and Senior Software Development Manager at ADCP, emphasizes its transformative impact: "Through Girls Do Engineering, we present engineering not just as a career, but as a calling. We are passionate about empowering these young women to see themselves not just as participants in the tech world, but as its future leaders." By offering a rich educational bounty, including an 8-hour Python course, hands-on training with AI technologies like Alexa and Ring, and extensive soft skills workshops, the program equips participants not just with technical skills but with a confidence that transforms.

Celebrating Achievements and Breaking New Ground

The final of each edition, a gala event, showcases the projects developed by participants. This year it was opened by Lucyna Chwastowska, Director of Research and Development at Amazon's Technology Development Center, AGI, who highlighted the power and importance of mentoring in opening doors to a world full of possibilities. The US Ambassador to Poland, Mark Brzezinski, shared his optimistic vision for Poland's future, emphasizing the mutual need for supporting the participants and their indispensable contributions to the STEM fields. The Mayor of Gdańsk, Aleksandra Dulkiewicz, also pointed out that failures are part of life, providing valuable lessons and experiences.



Leading Change with Alexa Technology

The participants showcased their creativity, empathy, analytical thinking, and public speaking skills. Several teams successfully integrated Alexa technology into their projects, enabling interactions with the voice assistant. Projects presented included: AID, which offers support for those managing households; Cloudy Mind, which connects individuals with psychological support; Frender, aimed at reducing loneliness; Pomocna Dłoń, which facilitates local support exchanges in Gdańsk; UniYou, helping young people make informed decisions about their education and future city of residence. Other projects like Boxy, Creashion, and Match.it addressed needs from choosing gifts to simplifying fashion shopping, while Bottlefly and Pet Travel focused on environmental care and pet-friendly travel. Pinpet connected volunteers ready to help animals in need, underscoring the program's commitment to addressing a wide range of challenges.

Inspiring a New Wave of Female Engineers

Girls Do Engineering is more than a program - it's a promise. A promise of a future where women are not only participants in the technology landscape but are also its architects. The continued success of the program, supported by high-profile endorsements and an expanding network of tech and academic partners, sends a powerful message: the future of tech is female, and it is being written now, in code and in courage, at Amazon Development Center Poland. As we look forward to the future editions of Girls Do Engineering, we see not just a program, but a revolution. A revolution that empowers, educates, and elevates - ensuring that every young woman who dreams of a tech career can turn her aspirations into achievements. At ADCP, the motto is clear: innovate, inspire, include. And the journey has just begun.



How RISE Arose: The Story Behind Decades of Innovations That Bring CFM to a Pivotal Moment

In 1941, the United States government asked GE to develop the first American jet engine. Allied defense, industrial collaboration, technological advancement, and economic growth were at stake. GE delivered the very next year.

Now, more than 80 years later, GE Aerospace finds itself at the cusp of another era-defining moment. With climate change impacting communities and economies around the world, the aerospace industry is in the midst of what feels to some like a seismic shift.

To meet this challenge, CFM International, a 50-50 joint company between GE Aerospace and Safran Aircraft Engines, unveiled the Revolutionary Innovation for Sustainable Engines (RISE) program in 2021. The CFM RISE program aims to reduce fuel consumption and carbon dioxide emissions by more than 20% compared with today's most efficient aircraft engines. Improved engine efficiency is key to helping the aviation industry achieve a larger target: net zero CO₂ emissions by 2050.

In terms of sustainability, it's a bold goal. But as Arjan Hegeman, GE Aerospace's general manager of advanced technology, recently put it: "History will judge us to be on the right side of the fence."

Notwithstanding the urgency of the moment, the groundwork laid for the CFM RISE program has been decades in the making. Indeed, the innovations at the heart of the program — open-fan architecture, carbon-fiber composites, ceramic matrix composites, and additive technology — are the result of years of painstaking research, testing, and validation.

One particular advancement that CFM RISE will utilize involves a variable-pitch engine design. Variable-pitch fan blades were first put into action in 1978 when GE teamed with NASA to develop the Quiet Clean Short-Haul Experimental Engine (QCSEE). The QCSEE had an unprecedented bypass ratio at the time of 11:1, meaning that for every unit of air that passed through the combustion chamber, 11 units bypassed the combustion process. (The bypass ratio describes the relationship between the thrust that



GE Aerospace

the rotor, or fan, generates and how much energy it takes to drive the rotor.) At 11:1, the QCSEE was highly efficient.

The innovation at the heart of the RISE program is the open-fan architecture, also known as an “unducted fan,” which was first developed by GE and Safran in the 1980s. Open-fan technology derives its name from the absence of a case surrounding the fan. The architecture enables the engine to maintain the speed and performance of traditional turbofans while further increasing fuel efficiency and lowering carbon output. When the GE36, an experimental engine, debuted at the Farnborough International Airshow in 1988, it made a splash with its two sets of fully exposed, counter-rotating fan blades.

The CFM RISE program’s single-stage, variable-pitch demonstrator engine with stationary outlet guide vanes builds on the innovations GE Aerospace and Safran developed in the QCSEE and GE36 experimental engine programs. While the single set of variable-pitch fan blades rotate in front, a second set of outlet guide vanes help guide airflow.

Describing the work that GE Aerospace has done to take the technology even further in the RISE program, Hegeman points out that “our accuracy and capability of understanding how [an open-fan engine] works, and our optimization of the overall designs, have enabled us to go to a single-stage fan with stationary outlet guide vanes of a smaller diameter while meeting the performance target as well as the acoustics targets.”

The result is an open-fan engine with higher fuel efficiency, lower emissions, less noise, and turbofan flight speeds. “Bypass ratio is the name of the game,” Hegeman adds. “This is physics. It works. There’s no way you can ever get this level of efficiency in your fan when you put a duct around it.”

Despite realizing significant fuel savings, the GE36 fell victim to a dramatic drop in fuel prices in the late 1980s. While it never was put to use commercially, the technologies that engine pioneered helped chart the course of aviation for the next 30 years. Its carbon-fiber composite fan blades helped give birth to GE Aerospace’s higher-bypass jet engines, such as the GE90, the GEnx, and the GE9X. These, in turn, helped plane-makers build efficient, twin-engine long-haul jets like the Boeing 777, 787 Dreamliner, and 777X.

When the GE90 entered service in 1995, it became the first certified commercial jet engine to use lightweight carbon-fiber composite fan blades, which reduced weight and greatly increased fuel efficiency. Since then, GE jet engines have logged more than 200 million flight hours using composite fan blades. (Fast fact: The GE90-115B went on to set a Guinness World Record in 2002 by producing 127,900 pounds of thrust, making it the world’s most powerful commercial aircraft engine. It was only eclipsed in 2019, when the GE9X achieved 134,300 pounds on the test stand.)

But building a bigger and lighter fan isn’t the only way to make an engine more efficient. “Every time you make the fan a little bit bigger, you also add a little bit more drag” due to the bigger casing around the fan, Hegeman notes.

In addition to the open-fan design and carbon-fiber composite fan blades, the CFM RISE team is focused on improving the core of the engine, the section that holds the compressor, combustor, turbine, and other components that convert the fuel’s energy into efficient rotary motion. To do this, they’re using a groundbreaking material that has been tested inside both the CFM LEAP and GE9X engines: ceramic matrix composites. The CMC parts that GE Aerospace has developed over the past decade are one-third the weight of steel but can withstand temperatures as high as 2,400 degrees Fahrenheit, which is beyond the melting point of many advanced metallic superalloys.

When the CFM LEAP engine went into service in 2016, it marked the first use of CMCs and 3D-printed additive parts in the hot section of a commercial aircraft engine. These parts, which are lighter, stronger, and more heat-resistant and damage-tolerant than traditionally manufactured metal parts, helped make the LEAP engine 15% more fuel-efficient than its predecessors.



GE Aerospace

Taking a lead from the LEAP program, the engineers working on the RISE program are studying how to make a more compact engine core. Through another multimillion-dollar partnership with NASA, announced in late 2021, GE Aerospace has been awarded contracts to test and mature new jet engine core designs, including compressor, combustor, and high-pressure turbine technologies to improve thermal efficiency.

Last year, GE Aerospace teamed up with NASA again to test a megawatt-class, multi-kilovolt hybrid electric propulsion system in simulated high-altitude conditions (up to 45,000 feet) for the first time. GE Aerospace has spent more than a decade developing the hybrid electric system, building on its expertise in electric motors, generators, and power converters. The company will continue testing its hybrid electric system as part of NASA's \$260 million Electrified Powertrain Flight Demonstration (EPFD) project, with the aim of performing ground and flight tests by the mid-2020s. The CFM RISE program plans to incorporate this hybrid electric capability to optimize engine efficiency and lower CO₂ emissions in its open-fan concept.

It's important to remember what's driving all of this marvelous engineering know-how: climate change. Single-aisle planes could make up 70% of the world's rapidly growing commercial aviation fleet in the near future. And aviation currently accounts for roughly 2% of global CO₂ emissions.

That explains the urgency as well as the excitement behind the CFM RISE program. "We are convinced that with climate change the cost of carbon emissions is going to make sure that the cost of fuel, whether it's carbon-based, synthetic, biomass, or completely alternative fuels like hydrogen, is going to increase over time," Hegeman says. "So, investing in fuel efficiencies is not only the right thing to do for the planet and for following generations, it's also going to be much more of an economic differentiator for the operators compared to what it was in the past."

The Road to RISE

CFM International, a 50-50 joint company between GE Aerospace and Safran Aircraft Engines, unveiled the Revolutionary Innovation for Sustainable Engines (RISE) program in 2021. The RISE program aims to reduce fuel consumption and CO₂ emissions by more than 20% compared with today's most efficient engines. The innovations at the heart of the RISE program have resulted from years of pioneering research and experimentation. Here are five major GE Aerospace innovations that have paved the way.



1978
High-Bypass Geared Turbofan Tested
GE Aerospace teams with NASA on the Quiet Clean Short-Haul Experimental Engine (QCSEE). First use by GE of a gear system, variable-pitch fan blades, and composite materials.



1988
Unducted Turbofan Crosses the Atlantic
The GE36, an experimental unducted turbofan engine developed with Safran, completes first transatlantic flight to UK's Farnborough International Airshow.



1995
Carbon-Fiber Composites Lift Off
GE90 is first certified commercial jet engine to use lightweight carbon-fiber composite fan blades, which reduce weight and increase fuel efficiency.



2016
CMCs and Additive Parts Can Take the Heat
CFM LEAP engine enters service with first ceramic matrix composites (CMCs) and additively manufactured components in hot section of commercial aircraft engine.



2022
Hybrid Electric System Works at 45,000 Feet
GE Aerospace and NASA test the industry's first megawatt-class, multi-kilovolt hybrid electric propulsion system in simulated high-altitude conditions.



CFM RISE Program Goals:

20%+
gains in fuel efficiency

100%
compatibility with sustainable aviation fuel (SAF)

Reinventing the Future of Flight



\$2 billion

GE Aerospace R&D spending in 2022*



200 million

composite fan blade flight hours since 1995



1,000+

engineers dedicated to CFM RISE

*GE, customer, and partner funded.



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(Culture without Barriers Foundation)

Who are we?

The Culture without Barriers Foundation is a seasoned team of accessibility experts, including individuals with disabilities. Our work extends far beyond the domain of culture.

We provide training for institutions and companies. We offer insights on how to employ individuals with disabilities to harness their potential and positively impact your business growth. We are passionately dedicated to promoting accessibility and diversity.

With years of experience, we specialize in professionally organizing and ensuring the accessibility of live and online events, as well as various venues.

Trusted by:

Procter & Gamble, Disney Poland, Nickelodeon, Sieć Przedsiębiorczych Kobiet (Network of Entrepreneurial Women), ADN Academy, NatWest, Sense Consulting, the Capital City of Warsaw, Ministry of Development Funds and Regional Policy, Ministry of Culture and National Heritage, National Centre for Culture, State Fund for Rehabilitation of Disabled People. Millenium Docs Against Gravity Festival, LGBT+ Film Festival, Five Flavours Asian Film Festival.

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What makes us stand out?

- We prioritize supportive and collaborative relationships with our clients.
- We understand DEI, ESG, and EAA, and we know how to assist you in implementing them.
- We will guide you through every stage – from assessing your situation and selecting the best solutions tailored to your needs, to implementing those solutions. Our approach is comprehensive.
- We work with individuals with disabilities and those who are neurodiverse.

What can we offer you?

- We train teams on how to interact and communicate effectively with individuals with disabilities and those who are neurodiverse
- We offer training in various accessibility areas: accessible promotion and communication, accessibility basics, the needs of individuals with disabilities, and more.
- We provide advice on employing individuals with disabilities.
- We teach how to manage diversity within your team.
- We ensure accessibility for live and online events, as well as various venues.
- We create audio descriptions for people with visual disabilities and subtitles for the Deaf and hard of hearing. We install induction loops and provide Polish Sign Language interpretation.
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PROGRAM

12 JUNE – Wednesday

MAIN STAGE

9:00 – 9:50

PANEL DISCUSSION: “Women Leadership Factor” – Impact Made by Female Tech Leaders

Embark on a journey of inspiration and empowerment with our panel discussion highlighting the remarkable contributions of female tech leaders in shaping the future of technology and fostering inclusivity in the industry. Despite facing barriers and biases, women continue to break glass ceilings and drive innovation across various sectors of the tech industry. Our esteemed panel of female tech leaders will share their personal journeys, insights, and strategies for success in a male-dominated field. From founding startups and leading research initiatives to driving corporate innovation and advocating for diversity and inclusion, our panellists represent a diverse array of experiences and expertise. Through candid discussions, we will explore the challenges and opportunities faced by women in tech, as well as the importance of mentorship, allyship, and creating inclusive cultures. Join us as we celebrate the achievements of female tech leaders and empower the next generation of women to thrive in technology and beyond.

Moderator: **Aneta Legeza**, EY

Panellists:

- **Nanssia Fragoudaki**, Technology Chief Operating Officer, Point72
- **Magdalena Ostrogórska**, Engineering Manager, Volvo Cars
- **Magdalena Skorupa**, Global IT&D Director, Global Technology & Security, Digital Workplace, Reckitt
- **Dorota Strojowska**, Member of the Management Board, Santander Bank Polska
- **Anna Urbańska**, CEO, Standard Chartered Poland

9:55–10:10

Keynote speech: **Breaking barriers – embracing neurodiversity and women in tech for a thriving future workforce**

Speaker:

- **Amanda Gethin**, Global Talent Leader, Consulting



10:15–10:35

Keynote speech: **Rethinking myself to empower my future**

Speakers:

- **Marta Buchlovská**, Software Engineering Lead
- **Anna Surdacka**, Software Engineering Lead



11:00–12:00 GRAND OPENING*Speakers:*

- **Krzysztof Gawkowski**, Deputy Prime Minister, Minister of Digital Affairs
- **Barbara Nowacka**, Minister of Education
- **Mark Brzezinski**, Ambassador of the United States to Poland
- **Olga Leonowicz**, Gender Equality Expert and Activist
- **Katarzyna Kotula**, Minister for Equality
- **Anna Clunes**, British Ambassador to Poland
- **Dr Maciej Gdula**, Undersecretary of State
- **Bianka Siwińska**, President & CEO of Perspektywy Women in Tech

Grand Opening will be transmitted to TECH STAGE 1 and TECH STAGE 2

12:05–12:20 Keynote speech: Building Trust in the AI Era

- **Dominique Leroy**, Board Member for Europe, Deutsche Telekom AG

**12:25–12:40 Keynote speech: Learning from Trailblazing Women Leaders: Insights for Future Leaders***Speaker:*

- **Heather Oxley**, Chief People Officer

**12:45–13:00 Keynote speech: Leading with Purpose: The Power of Authentic Leadership***Speaker:*

- **Mette Grolleman**, SVP Government Engagement, Europe

**13:05–13:20 Keynote speech: To add value you must know your value***Speaker:*

- **Dawn Jones**, Chief Diversity & Inclusion Officer, Vice President of Social Impact

**13:25–13:40 Keynote speech: Empowering Innovation – navigating technology disruption through customer centric product development and an agile culture***Speaker:*

- **Michelle Prance**, CEO, Mettle



13:45–14:00 *Keynote speech:* **Intersection of Banking and Technology: A New Era of Innovation***Speaker:*

- **Anushree Srivastava**, Managing Director, Fixed Income, Currency and Commodities Engineering


Goldman Sachs
14:05–14:55 **PANEL DISCUSSION: Between generative and general: Future made by AI**

Dive into the future of artificial intelligence with our captivating panel discussion on the evolution of AI, including generative and general intelligence. As AI continues to advance at an unprecedented pace, fuelled by breakthroughs in machine learning, deep learning, and neural networks, questions arise about the trajectory of its development and its potential impact on society. We will delve into the latest advancements, challenges, and ethical considerations surrounding AI, including concerns about bias, transparency, and control. Additionally, we will discuss the potential applications of AI across various sectors, from healthcare and finance to education and entertainment, and the implications for jobs, privacy, and security.

Moderator: **Sylwia Czubkowska**, Journalist, Co-author of the Techstories podcast on TokFM radio

Panellists:

- **Inga Apiecionek**, Head of GenAI and AI Solution Manager, Ringier Axel Springer Polska
- **Dominique Leroy**, Board Member for Europe, Deutsche Telekom AG, T-Mobile
- **Rajvansh Kaur Sandhu Harban Singh**, Head of Applications Services, British American Tobacco
- **Aleksandra Piasecka**, owner & Senior product designer, Bayer
- **Dorota Żurkowska**, Member, Group Senior Vice President – Revenue, TVN

15:00–15:15 **SPECIAL GUEST – Sławosz Uznański***Speaker:*

- **Sławosz Uznański**, ESA Project Astronaut

**15:20–15:35** *Keynote speech:* **Live Long and Code Sustainably***Speakers:*

- **Bartek Kozłowski**, SVP of Software Engineering, Head of Centres of Excellence
- **Aldona Studzińska**, Senior Manager of Software Engineering

**16:00–16:15** *Keynote speech:* **Women go shopping***Speaker:*

- **Justyna Błaniesz**, Senior Product Cost Manager



16:20–16:35 *Keynote speech: Gen AI is here, how do we use it responsibly?**Speaker:*■ **Dan Bennett**, Head of Technology & Data**S&P Global****16:40–17:10** **PANEL DISCUSSION: Sex education, pregnancy, childbirth, postpartum, menopause: FEMTECH – Technology in the Service of Women**

Femtech is a term that has appeared in our agenda since the very beginning of Perspektywy Women in Tech Summit.

Why organise a separate panel exclusively devoted to femtech now?

Indeed, it is a common knowledge what femtech is – new technologies serving women. Among Polish femtech startups, the most famous one is PelviFly, an app and a gadget used for exercising pelvic floor muscles. The type of femtech most recognizable worldwide are ovulatory calendars permitting women to determine precisely the moment of a planned conception. However, is femtech only about reproduction? This is an important issue, but not the only one concerning women. What are other areas that femtech covers and what challenges may it face in the future? Does it fulfil our hopes and expectations or are there things that it could be “doing” better? This will be the topic of our discussion with Martina Tataruj, strategist and investor in, among others, healthtech companies, Katarzyna Wierzbowska of Sophia Health, a startup offering employee benefits for women based on a holistic approach towards their health, Martyna Wyrzykowska from SexEd fund covering various issues within sexual education and... a surprise guest who may change our way of thinking about fighting gender-motivated violence.

Moderator: **Karolina Wasielewska**, journalist, Girls Gone Tech

Panelists:

- **Joanna Gzyra-Iskandar**, Spokeswoman Against Gender Based Violence, Fundacja Feminoteka
- **Martina Tataruj**, Business Advisor and Tech Consulting Expert, Alqama Capital
- **Kasia Wierzbowska**, Entrepreneur, Co-Founder and CEO of Sophia Health
- **Martyna Wyrzykowska**, Managing Director at SEXEDPL Foundation

17:15–17:30 **Special Guest Speaker – professor Christiane Floyd***Speaker:*

■ **Christiane Floyd**, Prof. em.
University of Hamburg

17:35–18:05 **PANEL DISCUSSION: Women Driving Data Science: A wide road to success**

Join us for an empowering panel discussion celebrating the impactful contributions of women in the latest developments in data science. Despite being historically underrepresented in STEM fields, women have been at the forefront of driving innovation and advancements in data science. In this panel, we will showcase the groundbreaking work of female researchers, engineers, analysts, and leaders who are shaping the future of data science. Our esteemed panellists will share their insights into recent developments in areas such as machine learning, artificial intelligence, big data analytics, and data visualisation. We'll discuss the unique perspectives and approaches that women bring to the field, as well as the challenges they have overcome to succeed in a male-dominated industry. From cutting-edge research to real-world applications across various sectors, this discussion will highlight the diverse talents and contributions of women in data science.

Whether you're a seasoned professional, a budding data scientist, or simply interested in learning more about the latest trends in data science, this panel promises to inspire and inform as we celebrate women's achievements in driving innovation and positive change in the field.

Moderator: **Anna Wittenberg**, Dziennik Gazeta Prawna

Panellists:

- **Dominika Bettman**, General Manager of Microsoft in Poland, Microsoft
- **Ewa Baranowska**, Head of Wholesale IT Poland, HSBC
- **Margot Gerritsen**, Professor, Activist for Women in Data Science, Stanford University
- **Emily McMahon**, Manager, Remitly

18:10–18:55 **GALA AWARDS – Top 10 Women in Data Science**

The Excellence in Data Science Awards ceremony celebrates the outstanding achievements of the 10 most prominent female data science experts in the country. These women will be recognised for their significant contributions to the field of data science, and their dedication to creating a more inclusive and equitable industry. The gala event is a powerful reminder of the importance of diversity and the need for greater representation of women in tech.

The jury for TOP10 Women In Data Science in Poland is chaired by Dominika Bettman – General Manager of Microsoft Poland.

Jury:

- **Dominika Bettman**, General Manager of Microsoft in Poland, Microsoft
- **Edith Elkind**, Professor at the University of Oxford, University of Oxford
- **Piotr Sankowski**, CEO, IDEAS NCBR
- **Bianka Siwińska**, President & CEO, Perspektywy Women in Tech
- **Kamila Staryga**, Member of AI Team, Ministry of Digital Affairs
- **Katarzyna Szymielewicz**, President, Panoptykon Foundation

TECH STAGE 1

9:00–9:25 **What does the future hold for automation?**

Automation and digitisation of processes are issues that many companies have been addressing for several years. These solutions are implemented on low-code platforms, the purpose of which is to shorten the implementation time and enable citizen developers to carry out implementation work. At the same time, the development of artificial intelligence is underway. AI is already able to prepare the entire IT solution on its own. So, what will the future of automation look like, to what extent will it be the use of artificial intelligence for even more effective operation?

Speakers:

- **Małgorzata Kowalczyk**, Associate Director
- **Dawid Ochrymuk**, Automation & Low Code Manager



9:30–9:55 **How Technology Enables Netflix Productions**

We will explore the role of technology in the lifecycle of Netflix Originals, from pitch to play. We will delve into the mission of Studio Engineering at Netflix, a team dedicated to building a unified, global, and digital studio that powers the production of fantastic content. We will also

show how technology supports the production process, from script to screen, optimises efficiency, and enables creative resources to focus on what truly matters: producing engaging content. Join us for a fascinating journey behind the scenes of Netflix productions and discover how technology is reshaping the world of filmmaking.

Speakers:

- **Lydia Chatziioannou**, Engineering Manager
- **Nataliya Pasichnyk**, Engineering Manager

NETFLIX

10:00–10:25 **Enhancing Employee Experience through a GPT powered Employee Assistant**

In this session we will outline the initial results of the rollout as well as vision for the GPT agent to assist with:

- Answer – provide information to employees to assist them with queries
- Act – interfacing with software to perform the actions from those queries
- Advise – providing guidance on actions to ensure optimal outcomes for the employee and the business

Speakers:

- **Anna Gawlicka**, Digital HR Senior Manager
- **Judyta Grzyb**, Bot Architect
- **Julia Kwiecień**, HR Project Manager

Schneider
Electric

10:30–10:45 **Ctrl+Z My Schedule: Harnessing Tech to Reclaim Time and Chase Dreams in College**

Current and future students often have clearly defined expectations for their education. They want flexibility in choosing courses to study what truly interests them. They seek practical studies to support their passions and career goals, allowing them to discover and develop their interests. Students boldly envision using modern tools like AI, VR, and drones.

Technological progress is embedded in their DNA. So, it's worth asking if educational institutions are ready for this, with their administrative processes, staff, and infrastructure. Or maybe such a question is irrelevant because the answer doesn't matter? Perhaps, as students would say, "is the tail wagging the dog?"

A related topic is the educational process itself. Students prefer simple platforms that effectively perform tasks instead of complex corporate applications.

They want knowledge delivered quickly, briefly, and dynamically, just like their world, especially the digital one. Technology can accelerate the educational process, meeting young people's expectations while freeing up precious time to achieve their dreams and goals. Perhaps our approach to building and implementing programs should maintain study-life balance. Shouldn't we be using the same tools our students use? Maybe it's time for technology to bring more balance to academic life, not the other way around.

Speaker:

- **Piotr Zieliński**, of Academic Centre for Technology and Innovation, Faculty at the Department of Management and Economics



11:00–12:00 GRAND OPENING – transmission from Main Stage*Speakers:*

- **Krzysztof Gawkowski**, Deputy Prime Minister, Minister of Digitisation
- **Barbara Nowacka**, Minister of Education
- **Mark Brzezinski**, Ambassador of the United States to Poland
- **Olga Leonowicz**, Gender Equality Expert and Activist
- **Katarzyna Kotula**, Minister for Equality
- **Anna Clunes**, British Ambassador to Poland
- **Dr Maciej Gdula**, Undersecretary of State
- **Bianka Siwińska**, President & CEO of Perspektywy Women in Tech

12:05–12:30 Girls, we want you! Why we need more women in tech and digital business?

The global IT talent shortage is a pressing concern. By 2030, more than 85 million IT jobs might remain unfilled due to the shortage of skilled individuals. At the same time, the percentage of women in IT is remaining at the same low level or is even decreasing. Additionally, research shows that diverse teams perform better. Let's discover how to unlock the full potential of women in the tech world to fulfil this huge gap.

Speaker:

- **Ewa Kondera**, Executive Director, Global ServiceNow Go To Market Leader, EY GDS

**12:35–13:00 My Friends with Disabilities Want to Have Fun Online Too**

Have you ever wondered about the impact that technology has on the lives of people with disabilities? This brand-new digital world has definitely removed some communication and interaction barriers that many people face in the physical world. Right?

Well, it seems that in the pursuit of more technological innovations, we have lost sight of the main principle of the Web. It is fundamentally designed to work for all people, whatever their hardware, software, language, location, or ability. When the Web meets this goal, it is accessible to people with a diverse range of hearing, movement, sight, and cognitive ability. Let me show you that digital accessibility is simple and has a huge impact on users. And maybe also on ourselves?

Speaker:

- **Monika Osiak**, Product Manager

**13:05–13:30 Anticipating the Future: The Influence of Artificial Intelligence on Business**

From manual task automation to enhanced decision-making, AI technology is revolutionising various aspects of business operation. Join us for the presentation that provides a comprehensive overview of the opportunities and challenges that AI implementation represents for businesses. We will also share practical examples of how these advancements already allow enterprises to drive innovation, efficiency, and competitive advantage by revolutionising IT Operations Management.

Speaker:

- **Sara Nagaoka**, AI Engineer
- **Przemysław Ordyszewski**, Intelligent Operations Senior Director



13:35-14:00 Cloud as a Catalyst: Transforming Concepts into Code

Practical solutions for organisations to save money while effectively utilising cloud services. Key strategies include savings plans, rightsizing resources, establishing cost governance policies, leveraging cost-effective options like spot instances and reserved capacity, optimising storage, and using cloud cost management tools for better visibility. These topics will be covered with real world examples and lessons learned.

Speaker:

■ **Dave Wall**, Manager of Cloud Infrastructure at Hitachi Vantara

**14:05-14:30 From Concept to Reality: Implementing Industry 4.0 in the Factory**

Industry 4.0 and Digitalisation has been seen as an enabler of productivity and efficiency in the manufacturing environment. Benefits such as costs reduction and better quality of the product can be achieved by improving established processes and collecting information of the productive environment. The usage and analysis of big data can lead to important innovations.

However, applying these concepts, into an established, running shopfloor environment can also become a challenge. During this presentation the participants will have the possibility to understand how IT and Engineering needs to work together in order to bring digital transformation into the shopfloor of a running factory. Deploying new systems and code with few impact on the productive environment is a key factor for the success of a digital transformation.

Speaker:

■ **Ana Duarte**, of Solution Development Centre Continental Tires

**14:35-15:00 AI as a Builder of our Cyber Fort – how to use AI capabilities for our protection**

Building digital security for our families, companies, communities and countries is a necessity and at the same time an increasing challenge. How to use the capabilities of AI to build a Cyber Fort and neutralise attempts to violate it also from... AI. How to ensure that the protective function of AI stays ahead of increasingly advanced and sophisticated cyberattacks, take advantage of growing opportunities and build a strong surplus of benefits over threats? Let's find the best path in a complex reality and make the most of the available AI capabilities.

Speaker:

■ **Agnieszka Wilk**, Lead IT Product Manager, Associate Director

**15:05-15:30 Unleashing the Potential of GenAI: Opportunities & Key learnings**

Join us for an exciting and creative Tech Talk on AI in Digital Marketing Operations, where we delve into the context of our expectations, when we decide to implement Generative AI into our work and processes. Explore the fine-tuning process for translations and discover how to enhance marketing activities by utilising AI capabilities. Dive into our focused efforts on achieving even better translation results and uncover key learnings from the introduction of AI.

Speakers:

■ **Mateusz Kulejewski**, Marketing Automation Specialist and Project Manager

■ **Joanna Rajca-Rychlewska**, EMA Product Content Services Leader and Team Manager



15:35–16:00 **htmx, or how to convert backend dev into full-stack dev overnight**

Abstract: In this talk I would like to present htmx non-framework and how to create dynamic web applications with zero lines of JavaScript. Today's front-end development got mighty complicated and requires a lot moving parts: frameworks, transpilers, package managers, bundlers, etc. All this complex technology results often in bloated and heavy applications, requiring megabytes of JavaScript code to start. Another downside of modern SPA (single-page application) approach is that development is often split between two teams: backend and frontend. These teams use different technologies and require different skillsets but must be closely coordinated. It leads to communication bottlenecks and duplication of work.

Speaker:

■ **Wojciech Wiśniewski**, Haskell Developer

**16:05–16:30 **Harnessing the Swiss Army Knife of AI: Scaling GenAI in the Real World****

A critical, retrospective look at the landscape since GenAI's meteoric rise. We'll explore the transformative impact it has had on problem-solving strategies, for better and for worse. With GenAI's versatility, we've seen solutions in search of problems and misapplications of technology where simpler, more effective methods might suffice.

We will do this through the prism of considering the realities of implementing large language model (LLM) driven solutions on an enterprise scale. We'll navigate through the challenges, successes, and lessons learned from integrating generative AI into complex business environments. Central to our exploration is the indispensable role of human intelligence. In a world increasingly reliant on automated solutions, the importance of human-driven decision-making in solving human-centric problems cannot be overstated. This session aims to demystify the process of scaling generative AI, highlighting how human insight remains at the heart of meaningful technological advancement.

Speaker:

■ **Jaci Badenhorst**, Head of Financial Insights and Innovation (PI COE)

**16:35–17:10 **PANEL DISCUSSION: Research at MIT, lecturing at Harvard & Berkeley and neuroscience at UCL – how to enter the STEM space at top global universities?****

Ready to uncover the secrets of the world's top technical universities? Join students from MIT, UC Berkeley, NYU Abu Dhabi, UCL, Wellesley College as well as a Visiting Lecturer at Harvard University & UC Berkeley where we will talk about the application process, what mistakes to avoid, how to plan ahead, and how to make the most of your time once you are accepted. It will be dynamic, energetic, and very honest discussion including the secrets that admission offices don't tell you at info sessions. This panel is a must-attend for aspiring women in STEM!

Panelists:

■ **Aleksandra Banaś**, Masters of Architecture Candidate, MIT

■ **Zofia Kierner**, CEO of Girls Future Ready, Visiting Lecturer Harvard University, UC Berkeley, Girls Future Ready Foundation

■ **Anna Lipiec**, Student, NYU Abu Dhabi

■ **Kaja Pośnik**, Neuroscience student, UCL

■ **Alicja Siejka**, Student, Wellesley College

9:00–9:30

Przyszłość projektowania: architektura wzmocniona sztuczną inteligencją

TECH-TALK IN POLISH

Sztuczna inteligencja (AI) odgrywa coraz większą rolę w architekturze, wpływając na sposób projektowania, wizualizowania i realizacji projektów architektonicznych. W niniejszym wykładzie przedstawione zostaną następujące obszary, w których AI wspomaga i ulepsza procesy projektowe:

- Wizualizacje 3D i sztuczna inteligencja: jak narzędzia AI ułatwiają tworzenie realistycznych wizualizacji projektów architektonicznych.
- Procesy projektowe wspomagane sztuczną inteligencją: jak algorytmy AI mogą generować i optymalizować proces projektowy, biorąc pod uwagę różne parametry i ograniczenia.
- Zrównoważone projektowanie i sztuczna inteligencja: jak narzędzia AI mogą pomóc w tworzeniu budynków, które są bardziej przyjazne dla środowiska i oszczędzają energię, symulując i analizując warunki klimatyczne i materiałowe.

Pokazane zostaną także przykłady inspirujących projektów, w których AI i wizualizacje 3D zostały wykorzystane do stworzenia niezwykłych efektów architektonicznych, zarówno w praktyce, jak i w badaniach. Omówione zostaną przyszłe trendy i wyzwania związane z AI w architekturze, takie jak planowanie urbanistyczne, inteligentne budynki i etyka. Wykład ma na celu pokazanie, jak sztuczna inteligencja może być używana jako narzędzie kreatywności, innowacyjności i zrównoważonego rozwoju w architekturze.

Speakers:

■ **Agnieszka Malinowska**, architect, MEng■ **Karolina Taraszkiewicz**, architect, MEng

9:35–10:00

SRE around data analytics platforms

In modern digital bank "Chase" there are a lot of divisions and engineers in IT. We would like to focus on two: data engineering and site reliability engineering called SRE – the roles and responsibilities they have for building good platforms.

Whole journey starts with users and applications data that's flow into data analytics platform. One widely known "Data Lake" is a source of company's data for analytics, reporting. Data Lake consumes terabytes of data daily and operates on thousands of processes. Analytics tools that are used to fetch and understand data needs to be maintained and monitored. SRE comes into place to make sure tools used by analytics team are reliable and stable. Engineers should know and have been alerted about problems before end users will notice!

Chase is built on cloud – all with AWS. After the talk you will be guided via AWS services like S3, Redshift, Glue and you will get familiar with the SRE.

Speakers:

■ **Beniamin Kalinowski**, Senior DevOps Expert■ **Małgorzata Mateusiak**, Senior Data Engineer

10:05–10:30

Stay ahead of the competition with AI

In today's rapidly changing technology world, artificial intelligence (AI) is becoming a key element that can mean the difference between success and stagnation. The "Stay Ahead of the Competition with AI" presentation is an inspiring look at how you can use the power of AI

combined with PC to not only keep up with trends, but also set new directions in technology, education and entrepreneurship. In this session, participants will discover how AI can transform the way we learn, work, and create. They will see real examples of how AI supports creativity, collaboration, and productivity, opening the door to new opportunities and innovations. They will learn how Copilot can become their personal assistant, helping them with everyday tasks, from simple to complex projects. The presentation will also highlight how important it is to stay up to date with the latest AI tools and technologies to not only stay ahead of the competition, but also contribute to building a better future using technology. This is an opportunity to understand and use AI, becoming leaders in the digital era. We invite you to join us and discover how AI can help you stay ahead of the competition!

Speaker:

■ **Monika Kałas**, Distribution Lead



10:35–10:50 **How to use LLMs and not be used – conscious work with language models in the era of AI**

There is a lot of talk about large language models (LLMs). Not a week goes by without a new model appearing. But despite the huge hype on LLMs and the prevalence of solutions based on them, it still happens that when asked, we don't know how to explain what LLMs actually are and how to use them. The purpose of this talk is to familiarise participants with the theoretical basics, the possibilities they present and the know-how on how to use them consciously. We will talk about what is hidden in the mechanism of LLMs, how we can apply them in a more or less technical way and what to keep in mind when using them, whether we are developing a new system with LLMs or are end users of ready-made solutions like chatGPT.

Speaker:

■ **Dominika Wnuk**, Lecturer at PJATK



11:00–12:00 **GRAND OPENING – transmission from Main Stage**

Speakers:

- **Krzysztof Gawkowski**, Deputy Prime Minister, Minister of Digital Affairs
- **Barbara Nowacka**, Minister of Education,
- **Mark Brzezinski**, Ambassador of the United States to Poland
- **Olga Leonowicz**, Gender Equality Expert and Activist
- **Katarzyna Kotula**, Minister for Equality
- **Anna Clunes**, British Ambassador to Poland
- **Dr Maciej Gdula**, Undersecretary of State
- **Bianka Siwińska**, President & CEO of Perspektywy Women in Tech

12:05–12:30 **Innovate with Impact: Mission-Critical Networks Redefining Connectivity Standards**

In today's world, staying connected is more than just important – it's absolutely essential for the public safety. That's where we come in. Ericsson plays a significant role as a leader in providing top-notch solutions to keep crucial networks running smoothly. We specialise in understanding the unique needs of Communication Service Providers (CSP) and other key players, especially when it comes to public safety and critical infrastructure.

Our goal is simple: to deliver strong, reliable, and secure connectivity, no matter what challenges

our customers face. We know that these networks are the backbone of modern society, so failure is not an option. Technology is our secret weapon. We use the latest innovations to boost reliability, improve awareness, and streamline operations.

With our solid solutions and dedicated support, Ericsson is ready to accelerate progress in the mission critical networks – regardless of whether it applies to the government, public safety, or industries like rail and utilities. Join Agata & Jagoda to hear about new standards for critical connectivity and journey towards a safer and more connected future.

Speakers:

■ **Jagoda Niżnik**, Line Manager

■ **Agata Sroka**, Line Manager



12:35–13:00

Transformation in Connectivity & Networking

Connectivity and networking services, like wide area network, virtual private networks (VPN) or internet access are mostly viewed as commodity infrastructure services mainly driven by cost efficiencies and stability. However, these services are from utmost importance in terms of making sure that employees can work properly and Manufacturing plants can produce continuously. Concepts like agile work styles and DevOps elements can support in creating an attractive work environment while managing costs. Through Infrastructure as Code operational efficiencies can be gained by minimising efforts for configurations. SD-WAN offers us opportunities in terms of network resilience and additional features like direct Cloud breakouts per location. Zero Trust concepts help us to increase security and transparency. Finally, also there lie opportunities in utilising cloud services instead of classical hardware.

This requires comprehensive change management, mindset and skill development. This keynote will give some insights into the exciting transformation journey and will point out some key success factors for the transformation in Connectivity and Networking.

Speaker:

■ **Carolin Kolodziej**, Head of Connectivity Services



13:05–13:30

Tech Democratised: The Shift in Building and Adopting Enterprise AI

As technology evolves and becomes more accessible, the process of creating AI solutions has transformed dramatically. A rapidly growing array of components can now be integrated and customised, making the selection process critical. At the same time, these components must be thoughtfully assembled into end-to-end solutions that not only perform and drive value but also comply with regulations, ensure security, and remain scalable and future-proof. With higher stakes than ever, the potential costs of failure and benefits of success are amplified.

How can businesses leverage these changes to increase value? Where should the focus be during the creation process to mitigate risks? How can the value of engineering work be maximised? And how has the role of business owners evolved in this new landscape? Join us in this discussion as we explore these questions and more.

Speakers:

■ **Dominika Jurczyk**, Technology Consulting, Senior Platform Engineer, EY Poland

■ **Ewa Nowakowska**, Partner, EY AI Lab Leader, EY Poland



13:35–14:00 FUTURESHAPERS

Our role in creating solutions to support future developments is critical. Each day, each hour, each minute people are facing challenges, they're looking for solutions – on their own or asking others to help. In Honeywell we're creating safe, reliable solutions to help aviation companies to create safer world. During our Tech Talk we want to show you how important is to stay creative and not wait for the future. We want to prepare you to create it!

Speaker:

- **Anna Szewczyk**, Director Engineering
- **Loretta Wootton**, Director Engineering

Honeywell

14:05–14:30 Is Gen AI a Woman?

Picture this: if the AI training team is mostly female, could the AI's decisions reflect a feminine perspective? Every aspect, from age to background to beliefs, is open for exploration.

However, the intrigue doesn't end there. Let's zoom in on the wild world of autonomous cars. Imagine hopping into a driverless vehicle only to wonder: will this AI be a speed demon or a cautious cruiser, akin to its female creators?

Now, let's peel back this technological onion to uncover a darker truth: bias in Artificial Intelligence. These biased algorithms aren't just reinforcing stereotypes; they're exacerbating societal divisions at an alarming rate. But fear not, for this presentation isn't merely about identifying problems. No, we're rolling up our sleeves and diving into actionable solutions.

From diverse datasets to ethical design principles, we're arming ourselves with the tools needed to fight back against biased AI. And we need everyone involved as, after all, shaping the future is a team effort.

So, buckle up for a journey through the thrilling terrain of gendered AI, biased algorithms, and the quest for a brighter, fairer future in the realm of Artificial Intelligence.

Speakers:

- **Katarzyna Paluch**, Senior Manager – Engineering
- **Ewelina Wacławik-Macura**, Project Manager – Engineering

GlobalLogic
A Hitachi Group Company

14:35–15:00 From Good to Great: Elevating Your Product Management Game

Product Management is emerging as the new training ground for future tech CEOs, combining engineering, design, data analytics, marketing and customer success. Owning the decisions and driving the strategy, product managers are crucial for the future of tech companies. In this talk, we will dive into what it takes to be a great product manager and how to position yourself for a successful career in the tech industry.

Speaker:

- **Sam Dhindsa**, Senior Product Manager

amazon Development Center
Poland
alexa **ring**

15:05–15:30 Harnessing the Power of AI/ML for Customer Value Management – Orange use case

In today's fast-paced business landscape, understanding and predicting customer behaviour is key to driving growth and staying competitive. We will delve together into the exciting realm of Customer Value Management (CVM), where cutting-edge AI and Machine Learning models are

revolutionising the way telco businesses interact with their customers.

Imagine being able to anticipate your customers' needs and preferences before they even realize them themselves. That's the promise of CVM. By harnessing the power of advanced data analytics and AI algorithms, we can accurately predict the likelihood of various customer behaviours, enabling us to tailor our offerings and interactions for maximum impact. But CVM goes beyond mere prediction. It's about leveraging these insights to drive tangible business outcomes.

In this talk, we'll explore how traditional telco commercial processes are being transformed by DATA&AI, paving the way for more personalised and effective customer engagement. We'll dive into the mechanics of Next Best Action recommendation engines, which orchestrate personalised offers across all customer touchpoints.

Speakers:

■ **Żaneta Łucka-Tomczyk**, Customer Value Management Director (Xsell/Upsell)

■ **Kamila Nowińska**, Director of Customer Retention Value Management



15:35-16:00 **Technologic speed race vs. ESG principles – are these puzzles matching?**

Hello everyone! I would like to encourage you to participate in an excited journey with me as Play's Ambassador on the Women in Tech Event. The subject was chosen by me not by the accident – what does “ESG” mean and how Play is contributing to this aspect.

First the definition: when we think about the definition of “ESG” – no one even tries to investigate what this shortcut mean, we usually think of it as of the environmental protection, reduction of the energy consumption, transformation of our economy to “green friendly”.

But is not enough! It is about the environmental, social, and governance principles supporting approach of “responsible business”. Is it about the inclusion and gender equality? Yes, it part of the ESG as well.

Second: how Play is operating in these aspects? Are the new technologies ((5G implementation, FTTH rollout, HFC network upgrade to FTTH standard) in the contrary to the ESG principles?

Third: why does Play participate in this strong and competitive speed race?

This is not everything: we will tackle Play's educational role, support of local societies and charity events.

Are you curious? I hope you are.

Speaker:

■ **Anna Karwowska-Wróbel**, Director of the Fiber Optic Network Development Department



16:05-16:30 **Software Defined Vehicles: Evolution of Vehicle Architectures**

Want to know why the future of cars depends on good software? How did the cars of the future... or rather the cars of the present are computing machines on wheels? Our engineering manager from Tech Hub Poland at Volvo Cars, Magdalena Ostrogórska will talk more about Software Defined Vehicles and the Evolution of Vehicle Architectures. Explore with Volvo Cars how automotive technology has shifted from hardware-centric to software-defined models.

Speaker:

■ **Magdalena Ostrogórska**, Engineering Manager



16:40–17:05 How the Power of Women in History Can Shape the Future

How Women's Experience, Knowledge, Assets, and Pride Add Value to Companies Worldwide

1. The Early 20th Century: Women as Employees

- Explanation of the situation of women as employees at the beginning of the 20th century.
- How major changes led to significant progress and the recognition of women as citizens, fully qualified experts, and managers.
- Highlights of the benefits employers gained by promoting diversity and inclusion (D&I) through visionary strategies.

2. The Current Situation: Women in the Workforce**3. Inspiration from the Past: Driving Future Change in D&I**

- Exploration how the achievements of women in history can inspire and motivate us.
- Identification actionable steps to further advance diversity and inclusion in high-tech industries.

Speaker:

■ **Katarzyna Pąk**, Head of Marketing & Communications, Ericsson Poland

**17:10–17:35 A Look into the Future: The Role of AI in Cybersecurity Operations**

In the years to come, AI will be playing a key role in cybersecurity operations. While a holistic approach to cybersecurity is necessary, it is simply too extensive to be handled by humans alone. For that reason, AI is becoming crucial in detecting and fighting against advanced threats, and the widespread use of machine learning capabilities seems to be the inevitable future. A powerful tool for cyber defenders, in the hands of hackers AI can become a dangerous weapon. From the rapid creation of advanced malware to the unsettling world of facial and vocal impersonation, we'll explore the evolving threats posed by AI in today's digital landscape. You will learn about phishing attacks, biometric manipulation, and the automation of vulnerability discovery, all reshaping the cybersecurity arena. New opportunities for criminals to exploit AI are being discovered every day, so understanding its two-sided application in the context of cyber security is a key issue today. Join Paula to get the full picture and prepare for the upcoming challenges.

Speaker:

■ **Paula Januszkiewicz**, Founder & CEO

CQURE

CAREER STAGE

9:00-9:20 NEXT, BOLD STEP in your Career – MAKE THE MOST of the Summit

9:00-9:40 Meet Us – 3M

Speaker:

■ **Katarzyna Kopańska**, Operations Manager



9:40-10:00

Meet Us - Hitachi Energy

Speaker:

- **Natalia Gierach**, Talent Acquisition Manager
- **Krystyna Pietrzykowska**, Head of Technology Centre



10:00-10:20

Meet us: Amazon

Speakers:

- **Kasia Jagielska**, Recruiting Business Partner at Ring
- **Patrycja Kuznicka**, Sourcing Recruiter, Ring



10:20-10:40

Meet Us: Continental

Speakers:

- **Anne Heidemann**, HR Manager



10:40-11:00

Meet Us: Standard Chartered

Speakers:

- **Iwona Siwkowska-Sasal**, Recruitment Manager



12:00-12:20

Meet Us: Equinix

Speakers:

- **Wiktoria Krużolek**, New To Career Talent Acquisition Recruiter
- **Martyna Miłoś**, Talent Acquisition Senior Recruiter



12:20-12:40

Meet Us: GE Aerospace

Speakers:

- **Karolina Tobolska**, Lead HR Specialist



12:40-13:00

Meet Us: Paramount

Speakers:

- **Katarzyna Dziedzic**, HR Manager in Poland
- **Katarzyna Freluk**, Senior Scrum Master



13:00–13:20 Meet Us: HSBC

Speaker:

■ **Philippe J De Brouwer**, SENIOR VP, Model Risk Management

■ **Joanna Ryś**, Country Business Manager



13:20–13:40 Meet Us: JPMorgan Chase

Speaker:

■ **Monika Pylińska**, Recruitment Partner



13:50–14:10 Meet Us: Google

Speakers:

■ **Ajitesh Chaudhury**, Technical Program Manager

■ **Rani Pallavi Mohapatra**, Staff Technical Solutions Consultant



14:10–14:30 Meet us: Motorola Solutions

Speakers:

■ **Jacek Drabik**, Country Manager, Chairman of The Board Motorola Solutions Poland

■ **Joanna Nasarzewska**, Talent Acquisition Manager



14:30–14:50 Meet Us: ING Hubs Poland

Speakers:

■ **Kamila Heitzman**, Lead Employer Branding and Diversity&Inclusion Centre of Expertise

■ **Alicja Jura**, Expert Lead Recruitment



14:50–15:10 Meet Us: Hitachi Vantara

Speaker:

■ **Dariusz Dajszczyk**, Senior Director, Global Employee Support



15:10–15:30 Meet Us: GlobalLogic

Speaker:

■ **Jadwiga Czech-Strzelczyk**, Lead Specialist, People Development

■ **Kamila Szkwarek**, TAG Head Poland & Croatia



15:40-16:00 Meet Us: Goldman Sachs*Speaker:*■ **Magda Groszek**, Vice President**16:00-16:20 Meet Us: Intel***Speakers:*■ **Paulina Naumenko**, Diversity & Inclusion Leader at Intel Poland■ **Morgan Tribolet**, Director in assembly and wafer level packaging**16:20-16:40 Meet Us: KPMG***Speakers:*■ **Magdalena Brach**, Recruitment Manager■ **Ewa Żurowska**, Employer Branding Manager**16:40-17:00 Meet Us: Philip Morris International***Speakers:*■ **Jessica Medygral**, Talent Acquisition Specialist■ **Ewa Medyńska**, Senior Team Lead Talent Acquisition**SCIENCE****9:00-9:20 Bringing STEM Closer to Students: The Story Behind an International Youth-Led Science Magazine**

Recent surveys show that a majority of European teenagers are interested in science and engineering and appreciate the positive impact that breakthrough innovation brings to society. However, only a minority continue to pursue scientific careers. Many students would like to publish their articles and research as a way to develop their interests further, but they face immense publishing costs and a lack of credibility.

Innovation Hub, a youth-led international science and technology magazine founded in 2021, aims to bridge this gap. The magazine brings the global young scientific community closer and makes popular science accessible by allowing students to publish their work cost-free, thereby promoting STEM education among young people. With over 80+ authors from 25+ countries, including Cambodia, Trinidad & Tobago, Saudi Arabia, and the United States, Innovation Hub is a thriving community of future changemakers.

Panellists:■ **Maya Komar-Fletcher**, Management Team Member, Innovation Hub■ **Patrycja Namysł**, Team Member, Innovation Hub■ **Nicola Stanisławska**, Founder, Innovation Hub

- **Julia Wojas**, Team Member, Innovation Hub
- **Simon Zernicki-Glover**, Team Member, Innovation Hub

9:25–9:40

Breaking Barriers: Women in Science Program – Perspectives for Empowerment

Marta Gmurek and Katarzyna Zabielska-Koczywās will delve into the initiatives and perspectives propelling the advancement of Women in Science Program, including a discussion of the program's foundational principles. This presentation explores the pivotal role of our program ambassadors, emphasising their proactive engagement in event organisation and the cultivation of supportive communities for women in STEM. Through a series of impactful events, our program ambassadors have played a vital role in fostering collaboration, mentorship, and skill development, thus paving the path towards enhanced gender equity and empowerment within the scientific community. Join us as we delve into the strategies, successes, and future directions of this transformative program.

Speakers:

- **Marta Gmurek**, Chemical Engineer and Promoter of Diversity in STEM, Lodz University of Technology
- **Katarzyna Zabielska-Koczywās**, Cancer Research Specialist and Head of the Laboratory of Experimental and Clinical Nanooncology, Warsaw University of Life Sciences

9:45–10:00

Czy AI doda nam skrzydeł? Czy je podetnie?

Każda technologia może nam dodać skrzydeł albo może być kamieniem u szyi. Każda, ale sztuczna inteligencja szczególnie. Dokładnie te same algorytmy mogą służyć do zabijania ludzi, jak również do ich ratowania. W trakcie wykładu Tomasz Rożek opowie o tym, czym jest sztuczna inteligencja oraz poda kilka konkretnych przykładów, kiedy może być ona użyta w dwojaki sposób. Zwróci też uwagę na to, że szczególnie w przypadku sztucznej inteligencji bardzo istotna jest edukacja i świadomość, bo to od niej będzie zależało czy ta doda nam skrzydeł, czy pociągnie nas w dół.

Speaker:

- **Tomasz Rożek**, CEO, Nauka. To lubię



10:05–10:50

Women of CERN – Breaking Barriers. Shaping Science.

Meet women scientists, who are involved in experimental research, theoretical physics, engineering, computing, administration, and management. They contribute to international collaborations and experiments that seek to answer fundamental questions about the nature of the universe, such as the origin of mass, the existence of dark matter, and the properties of subatomic particles. Women at CERN are great role models and mentors for the next generation of scientists and engineers, inspiring young girls and women to pursue careers in STEM.

Learn about THE BIGGEST and most fundamental SCIENCE we know.

Join us for an inspiring panel discussion that celebrates the remarkable contributions of female scientists and engineers at the European Organisation for Nuclear Research (CERN), the world's largest particle physics laboratory. Our distinguished panellists will share their personal journeys, professional achievements, and the unique challenges they have faced in a traditionally male-dominated field.

Moderator: **Aleksandra Karasińska**, Journalist, Activist, Director, RASP Foundation

Panellists:

- **Eleanor Jones**, Post-doctoral researcher at DESY, working on the ATLAS experiment, CERN
- **Weronika Król**, Data and Reporting Specialist, CERN

- **Clara Nellist**, Particle Physicist on the ATLAS Experiment, CERN
- **Zhechka Toteva**, Technical Leader and Deputy Engagement Manager, CERN
- **Sławosz Uznański**, ESA Project Astronaut, ESA

11:00–12:00 GRAND OPENING – **transmission from Main Stage**

Speakers:

- **Krzysztof Gawkowski**, Deputy Prime Minister, Minister of Digital Affairs
- **Barbara Nowacka**, Minister of Education,
- **Mark Brzezinski**, Ambassador of the United States to Poland
- **Olga Leonowicz**, Olga Leonowicz, Gender Equality Expert and Activist
- **Katarzyna Kotula**, Minister for Equality
- **Anna Clunes**, British Ambassador to Poland
- **Dr Maciej Gdula**, Undersecretary of State
- **Bianka Siwińska**, President & CEO of Perspektywy Women in Tech

12:10–12:25 **Converging Minds – What We Learned from Writing With AI?**

In “Converging Minds” Aleksandra Przegalińska and Tamilla Triantoro explore the transformative potential of human-AI partnerships in modern work environments. This book provides a comprehensive analysis of how artificial intelligence (AI) can enhance, augment, and in some cases, challenge human capabilities in the workplace. Drawing upon a variety of interdisciplinary studies and real-world applications, we delve into the nuances of AI as both a technological tool and a collaborator. The core of our discussion centres on the integration of AI in complex decision-making processes, creative endeavours, and routine operational tasks, highlighting both the benefits and potential pitfalls of these interactions. Through theoretical insights and practical examples, “Converging Minds” offers readers a roadmap for navigating the landscape of work, where AI plays an increasingly significant role in shaping tasks, workflows, and professional relationships.

Speakers:

- **Aleksandra Przegalińska**, Vice-Rector for International Cooperation and ESR, Kozminski University, Head of the HumanRace Research Center
- **Tamilla Triantoro**, Co-Director M&T Bank Center for Women & Business, Quinnipiac University

12:30–12:50 **SCIENCE STAGE – OPENING**

Speaker:

- **Dr. Agnieszka Jankowska**, Head of the Digitisation Council, Ministry of Digital Affairs
- **Pamela Krzyrkowska**, Director of Research and Innovation Department at Ministry of Digital Affairs
- **Bianka Siwińska**, President & CEO, Perspektywy Women in Tech

13:00–13:15 **Introduction to Quantum Technologies**

Speaker:

- **Magdalena Stobińska**, Quantum Information Professor at University of Warsaw and CEO of levelQuantum



13:20–13:35 Q! Particle physics and quantum entanglement with the LHC

In this talk, we will delve into the fascinating world of particle physics and explore the concept of quantum entanglement of particles produced in the collisions of the Large Hadron Collider (LHC). We'll discuss how the LHC is helping us unlock the mysteries of the universe, from understanding fundamental particles to probing the nature of dark matter. Through this journey, we'll highlight the groundbreaking discoveries made possible by the LHC and how they contribute to our understanding of the quantum world.

Speaker:

■ **Clara Nellist**, Particle Physicist on the ATLAS Experiment

**13:40–13:55 Q! How to Build a Quantum Computer? A Tension between Practical Challenges and Prospects in the Near Future**

General Introduction
– Various Approaches to Building Quantum Computers from a Hardware Perspective Current Approach and Achievable Parameters with Examples of Superconducting Qubits and Ions Main Problems and Challenges, i.e., What We Need to Do to Achieve “Quantum Supremacy.” Prospects for the Near Future and the Most Interesting Career Paths General Introduction.

Speaker:

■ **Anna Kamińska**, Quantum Technologies Business Development Manager

**14:00–14:15 Q! IQM’s roadmap towards quantum advantage**

Quantum computing teams worldwide are dedicated to showcasing quantum utility, demonstrating that despite still presenting errors in their operations, Noise Intermediate-Scale Quantum (NISQ) computers can still execute valuable tasks. In addition, there is the need of establishing clear roadmaps towards achieving fully error corrected systems that will enable quantum advantage in many applications. In this presentation, I will describe how our team at IQM is developing innovative solutions to tackle both these pivotal aspects of quantum computing advancement.

Speaker:

■ **Ines De Vega**, Quantum Physicist and VP Innovation

**14:20–14:50 PANEL DISCUSSION: (Super)position of Women in Quantum**

The panel focuses on the crucial contributions of women in the rapidly evolving field of quantum science and technology. Our panel of esteemed female scientists, researchers, and industry leaders will delve into their groundbreaking work, share their personal and professional experiences, and discuss the unique challenges and opportunities for women in quantum.

Moderator: **Katarzyna Gawel-Brudkiewicz**

Panellists:

■ **Anna Dawid**, Research fellow at the Centre for Computational Quantum Physics, Flatiron Institute, New York

■ **Irene Fernández de Fuentes**, Researcher & Co-founder, Quantum Women

- **Magdalena Stobińska**, Quantum Information Professor, University of Warsaw and CEO of levelQuantum
- **Sylwia Barthel de Weydenthal**, Country Director Poland & CEE, IQM Quantum Computer
- **Maria Violaris**, PhD student and quantum educator, University of Oxford

14:55-15:10 **Embracing ADHD: From hunter-gatherers to CEOs**

ADHD, autism, and dyslexia are linked with lateral thinking, creative problem-solving, and unwavering dedication to areas of passion. These cognitive traits serve as catalysts for driving groundbreaking innovation in fields ranging from the arts and entertainment industry to tech, finance, and scientific research.

An evolutionary perspective on neurodiversity can change current paradigms and lead to an increased awareness of the unique needs and abilities of neurodivergent minds. As a population geneticist, I unveil the main hypothesis for the evolution of divergent neurotypes such as ADHD and autism. Neurodivergent brains have been essential in the advancement of human culture and technology since the dawn of time.

Embracing neurodiversity means recognising that different human beings function differently and that there is no one-size-fits-all solution when it comes to neuroinclusive practices. However, providing adequate support systems and promoting mental and physical well-being of neurodivergent folks will benefit enterprises and individuals alike as we empower them to express their full potential.

Speaker:

- **Barbara Ilardo**, Population Geneticist, CEO & Founder, ADHDologia

ADHDologia

15:15-15:30 **High heels on Mars: RAF Mission**

For 10 days, a mining heap from a former coal mine in Bytom was transformed into an analogue space base. It became a hub of scientific activity as young researchers embarked on an innovative project to simulate Martian conditions.

The RAF-Analog Space Mission aimed to replicate space conditions, applicable in outer space.

Natalia Godlewska, the co-leader of the project, and her teammates, spent 10 days living and working in a space base on the heap.

Analog space bases are terrestrial simulations of space conditions in this case, Martian. Astronauts live and operate under space-like rules and strict constraints, e.g. leaving the base only in space suits to maintain the illusion of being on Mars.

The mission's objective was to conduct scientific research, including geophysical, geological, psychological, and astrobiological research to understand the challenges that astronauts would face on Mars.

Speaker:

- **Natalia Godlewska**, Astronomer



15:35-15:50 **Q! From Ada Lovelace to Quantum – The Rise of Computing Machines**

Quantum computing represents a revolutionary approach to computation, diverging from classical computing through its use of quantum bits or qubits. Unlike classical bits that process information as 0s or 1s, qubits exploit quantum superposition and entanglement to perform multiple calculations simultaneously. This enables quantum computers to solve complex problems much

faster than classical machines. The field has evolved rapidly since the 1980s, with milestones like Shor's algorithm in 1994 and quantum supremacy claimed in 2019, heralding a new era of computational potential. During this session, I'm going to take you through the journey from the early beginnings of computer science and first classical machines to the advent of quantum computing's dominance. I will focus on main differences between both, explain why it took so long (or maybe not) to get to the place where we are today and what can we expect in the nearest future.

Speaker:

■ **Maciej Kuske**, Head of Technology



15:55–16:10

HARD Q!: Quantum Technologies: Cryptography and Data Security in Quantum Era

Quantum technologies have developed rapidly in recent years, introducing risk of rendering traditional cryptographic systems vulnerable, while also offering promising solutions for strengthening data protection.

In this talk, you will learn:

- What quantum technologies might be used in present cryptographic solutions
- How quantum computers will impact cryptography and data security in our digital landscape and how we can prepare for this.

Speaker:

■ **Diana Starodąb**, Cryptologist



16:15–16:30

HARD Q! Introduction to quantum computing

In this talk, I will give an introduction to the quantum computing domain, explaining the basic concepts (like qubit, superposition, and entanglement) and algorithms, how it is different from the traditional way of computing, and what are the biggest challenges in this field. I will also explain the difference between circuit-based models and the quantum annealing approach and talk about the possible applications of quantum computing.

Speaker:

■ **Paweł Góra**, Founder & CEO, Fundacja Quantum AI



16:35–16:50

HARD Q! Quantum Cryptography Unleashed

1. (Beyond Classical Limits): The Imperative of Post-Quantum Cryptography – Understanding what it is and why it's crucial for your company's future.
2. (Navigating the Quantum Shift): Challenges in the Post-Quantum Era – Exploring Cryptography Discovery and Inventory, and the role of Post-Quantum Certificate Authorities.
3. (Quantum Leap): Harnessing Quantum Technological Advancements – Opportunities in Quantum Key Distribution and Quantum Random Number Generation.
4. What is Q-Day, and is it a threat we should fear? Understanding Q-Day and Its Implications.

Speaker:

■ **Ewelina Świątek**, Cryptography Technical Lead



16:55–17:10 HARD Q! Unlocking Quantum Potential for Optimisation Tasks

In this talk, I will examine the potential of quantum computing to revolutionise optimisation by solving complex problems more rapidly than traditional methods. I will discuss the novel algorithms used by different quantum devices, such as quantum annealers and gate-based systems, as well as how hybrid classical-quantum systems further enhance these capabilities. Despite challenges like hardware limitations and algorithm efficiency, I will highlight how tools like QHyper are making quantum optimisation more practical and accessible, promising a brighter future for problem-solving.

Speaker:

■ **Justyna Zawalska**, Software Engineer at ACC Cyfronet AGH and PhD student, AGH University of Krakow

**17:15–17:30 HARD Q! Quantum optimisation for High Performance and Cloud Applications: research projects and teaching experience.**

This talk presents an overview of quantum approaches to an optimization problem important for High Performance (HPC) and Cloud scientific computing, namely workflow scheduling. Many important computational problems in the field of astronomy, bioinformatics, high energy physics or computational medicine can be expressed as scientific workflow that has to be scheduled on computational resources efficiently. The talk will also contain brief overview of master theses related to that topic supervised at Faculty of Computer Science AGH, with special focus on that conducted by female students. We will also briefly mention experience related to teaching Quantum Computing at computer science major which significantly differs from physics major. In particular, we will present the QUIDE tool developed by students themselves for that purpose, which is currently also used in LMU, Munchen. We will also present overview of quantum research project at ACK Cyfronet AGH Computer Centre.

- Application of hybrid classical-quantum algorithms for the optimisation of workflow scheduling problem, important for scientific computing in the clouds and HPC environments.
- Examples of master's theses on that topic supervised at the Faculty of Computer Science AGH (focus on those conducted by female students).
- Quantum computing education for computer science students with QUIDE tool developed by themselves
- Examples of quantum projects at ACK Cyfronet AGH

Speaker:

■ **Katarzyna Rycerz**, Assistant Professor at the Faculty of Computer Science, AGH University of Science and Technology

**17:35–17:50 HARD Q! Special Presentation of Quantum Computer from ORCA Computing based on photonic technology**

Photonic quantum computing is an emerging field that harnesses the unique properties of photons, particles of light, to perform quantum computations. At the heart of ORCA quantum system lies a quantum photonic processing unit that implements the boson sampling model

of quantum computation. Single photons are sent into an optical interferometer, producing a complex probability distribution over photon numbers in the outputs. The quantum nature of photon interference makes the output of even relatively small interferometers difficult to simulate classically within a reasonable amount of time. In my talk, I will walk you through the fascinating principles behind photonic quantum computing and uncover how the seemingly simple behavior of photons can unlock unprecedented computational power, paving the way for revolutionary advancements in various fields.

Speaker:

■ **Rossy Nguyen**, Head of Product, ORCA Computing



WORKSHOPS

9:30–10:40

Room A

How will Gen AI affect the world of work?

At Visa, we are driven by a common purpose – to uplift everyone, everywhere by being the best way to pay and be paid. As our products and technology have evolved with the world, Visa remains ubiquitous, reaching new customers in new and often invisible ways.

We are at the center of this digital revolution with a network that connects people with over 80 million businesses all over the world. And Visa's network is expanding, accelerating our growth. Our resilient business model, with its strong track record of success, will provide you with amazing opportunities to grow in your career, as well.

We are shaping future of payments. As the world leader in digital payments, we are facilitating more than 215 billion payments transactions between consumers, merchants, financial institutions, and government entities across more than 200 countries and territories each year. Our mission is to connect the world through the most innovative, convenient, reliable, and secure payments network, enabling individuals, businesses, and economies to thrive.

Trainer:

■ **Lori Fisher**, Senior Director, Software Engineering



9:30–10:40

Room B1

Beyond the Mirror: A Lipstick Odyssey Through Time and Trends

Delve into the history and trends of the lipstick industry, merging historical context with modern social listening techniques. Learn how Meltwater and Sprinklr platforms provide insights into consumer preferences and product attributes, driving strategic marketing decisions.

During this workshop you will hear about:

- Historical Journey of Lipstick
- Evolution of the Beauty Industry
- Social Listening with Meltwater
- Product Insights with Sprinklr
- Case Studies and Best Practices

Don't miss this unique opportunity to gain a deeper understanding of the lipstick phenomenon and unlock actionable insights to drive your brand's success in the ever-evolving beauty landscape.

Trainers:

- **Katarzyna Grochowska**, IT&D Business Analyst
- **Marta Kowalczyk**, IT&D Product Manager – Social
- **Urszula Wasilewska**, IT&D Senior Business Analyst



9:30–10:40

Room B2

Conquer JSON with jq!

This workshop will equip you with the power of jq, the go-to command-line tool for wrangling JSON data.

In this hands-on session, you'll learn:

- The basics of jq syntax – navigate, filter, and transform JSON with ease.
- Powerful techniques for extracting specific data and manipulating arrays and objects.
- Practical applications of jq for real-world tasks.

By the end of this workshop, you'll be able to:

- Parse and understand complex JSON structures.
- Effortlessly select and modify the data you need.

This workshop is perfect for anyone who:

- Deals with JSON data on a regular basis.
- Wants to become more efficient at data analysis.
- Wishes to unlock the potential of the command line for JSON manipulation.

Prerequisites:

Basic understanding of JSON structure is helpful.

Familiarity with the command line is a plus, but not required.

Get ready to unleash the power of jq and transform your JSON wrangling skills

Trainers:

- **Karol Janik**, Software Development Engineer
- **Aditi Roy**, Principal Engineer
- **Michał Soboń**, Software Development Engineer



9:30–10:40

Room B3

Hear & Connect: Navigating Business Bonds

Capgemini team extends a warm invitation to join a distinctive workshop centered around enhancing communication within our daily interactions. With a special emphasis on fostering connections and gaining deeper insights into cultural nuances, this workshop promises to benefit all participants in both their professional and personal spheres. Anticipate engaging exercises tailored to help you actively observe and experience these vital aspects of communication. We look forward to your participation and the enriching experiences it will bring.

Trainers:

- **Kamila Bubak**, Project Manager
- **Małgorzata Łuszkiewicz**, Project Manager
- **Zbigniew Stachowiak**, Project Manager



9:30–10:40

Room C4**Opening the Black Box: LLMs Behind the Scenes**

What is the science behind the superpowers of Large Language Models (LLMs)? Is it based on mathematics, or does it seem like some kind of magic? Join our workshop to see the truth with your own eyes. We aim to clearly explain the fundamental mechanisms driving LLMs in a way that's easy to understand, assisting you in developing a comprehensive understanding and intuition for navigating the new era of AI. We will also show you how to start from scratch and run a small-scale LLM using PyTorch, encouraging you to explore deeper into the exciting world of recent AI innovations. Note: This is a technical hands-on workshop, please take your laptops.

Requirements: This workshop is of interest to participants who can write a basic program using any modern programming language.

Trainers:

- **Jakub Debski**, Software Development Engineer
- **Mateusz Górski**, Software Dev Engineer
- **Katarzyna Konczalska**, Software Development Manager at Amazon AGI
- **Anna Linchak**, Data Science Manager
- **Adrian Najczuk**, Data Engineer
- **Magdalena Sykut**, Software Development Engineer – iOS
- **Iryna Yemialyanava**, Software Development Engineer



9:30–10:40

Room D**Lokalne duże modele językowe (LLM) dla początkujących**

Droga osobo uczestnicząca, czy zawsze fascynował Cię świat sztucznej inteligencji, ale obawiałaś się, że jest to zbyt skomplikowane? A może chcesz dowiedzieć się, jak wykorzystać potencjał dużych modeli językowych (LLM) w swoich projektach? Jeśli tak, to ten warsztat jest właśnie dla Ciebie!

Podczas naszego spotkania, w przyjaznej atmosferze, odkryjemy tajniki świata LLM. Nie martw się, jeśli nie masz dużego doświadczenia technicznego – będziemy prowadzić Cię krok po kroku. Dowiesz się, gdzie szukać informacji o dostępnych modelach językowych i jak je pobrać. Pokażemy Ci również, jak uruchomić LLM na swoim komputerze, niezależnie od tego, czy posiadasz superkomputer, czy zwykłego laptopa. W trakcie warsztatu nauczysz się, jak połączyć lokalne LLM z programami pisanymi w języku Python. Będziesz mieć okazję zobaczyć, jak te potężne narzędzia mogą wzbogacić Twoje projekty, niezależnie od tego, czy jesteś programistką, badaczką, czy po prostu pasjonatką nowych technologii. Nie przegap okazji, aby zgłębiać fascynujący świat sztucznej inteligencji. Bez względu na Twoje dotychczasowe doświadczenie, ten warsztat da Ci solidne podstawy do dalszej eksploracji i wykorzystania LLM w praktyce.

Trainer:

- **Andrzej Agria**, Red Team Expert



12:00–13:10

Room A**Czy deweloper = programista? Trochę inna ścieżka rozwoju w IT**

Krótką opowieść o możliwościach rozwoju w IT bez konieczności wchodzenia w twarde programowanie. Na warsztatach zaprezentujemy przykłady rozwiązań wdrożonych w zespołach. Pokażemy również wybrane ścieżki karier naszych współpracowników.

Warsztat będzie prowadzony w języku polskim.

Trainers:

- **Dorota Kuciel-Rzepka**, IT Area Leader
- **Przemysław Rogacki**, dev engineer – IT chapter leader



12:00–13:10

Room B1

Budowanie wartościowych produktów. Wprowadzenie do Continuous Discovery (PL)

Continuous Discovery to podejście pomagające budować lepsze produkty w szybko zmieniającym się świecie. Skutecznie łączy potrzeby biznesowe i potrzeby użytkowników, dzięki informacjom uzyskiwanym w mniejszych, ale częstszych aktywnościach badawczych. Dodatkowo angażuje cały zespół produktowy oraz umożliwia jego członkom regularny udział w badaniach.

Na warsztacie dowiesz się czym jest Continuous Discovery oraz jak możesz wykorzystać je zarówno w dojrzałym, jak i całkowicie nowym produkcie.

Warsztat odbędzie się w języku polskim.

Trainers:

- **Martyna Gregorczyk**, Product Researcher
- **Małgorzata Skonieczna**, Product Discovery Field Coordinator



12:00–13:10

Room B2

Assertiveness – the ability to set boundaries

Assertiveness is a key skill in today's world of business and human relations. Do you find yourself pushing your boundaries to meet the demands of others? Do you feel uncomfortable having to say “no” or express dissatisfaction? If so, this workshop is for you! During our workshop we will teach you how to use assertiveness in your work and personal life. You will learn how to clearly express your needs and set boundaries in a way that is effective and respectful to both yourself and others. During the workshop you will learn assertiveness techniques that will help you:

- Express your needs and expectations effectively
- Set boundaries in a way that does not hurt others
- Build positive relationships with other people

Trainer:

- **Magdalena Galaj**, Senior Scrum Master



12:00–13:30

Room B3

Unveiling Tomorrow's Experiences: The Customer Experience Prediction Model

Are you a part of the CX generation? Take part in a workshop and find out about the role of predicting models on achieving cyber hygiene in today's dynamic and tech driven world.

What is CX generation?

What does technology have to do with it?

What is the connection between the anticipation of customer needs in empowering individuals and organisations to prioritise cyber hygiene?

Finally, how women empowerment in tech may influence all of the above?

Let's meet on the CX and technology-oriented workshop, acquire practical knowledge, share insights, experiences and strategies for success.

Trainers:

■ **Jaśmina Charytonow**, Customer Experience Chief Specialist

■ **Zuzanna Skulska**, Project Manager



12:00–13:10 **Room C2**

5-step process of innovation

Session using Gitanjali's personal experiences and examples. The workshop hopes to inculcate the spirit of innovation and a discipline of following a methodology that can be easily understood and adopted by everybody. This enables individuals – parents, students, mentors, mentees and educators to think beyond academics or regular jobs and adopt techniques for innovation to solve real-world problems.

Trainer:

■ **Gitanjali Rao**, America's Top Young Scientist



12:00–13:10 **Room E**

AI Act is here, there is time to explain, get into the car.

Embark on a journey to decipher the enigma of AI Explainability!

Learn about AI Act regulations and delve into the captivating realm of XAI (Explainable Artificial Intelligence)! Join us for a presentation where we'll unravel the complexities of AI regulations, with a sharp focus on Explainability. We will explore industry-standard methodologies such as SHAP, LIME, and Attention Mechanisms, crafted to demystify the inner workings of machine learning models, and we will walk through a real-world implementation of it at a leading UK bank.

Don't miss out on this opportunity to gain invaluable insights and elevate your understanding of AI ethics and transparency.

Trainers:

■ **Marek Brynda**, Data Scientist/ML Engineer

■ **Aleksandra Venditti**, Data Scientist



13:30–14:40 **Room A**

Create Your Artistic Portrait with Multimodal Generative AI and NVIDIA Technologies

Multimodal generative AI has recently seen significant advancements, enabling the creation of realistic images from textual or other inputs. Due to the complexity of these models, understanding how they function and how to apply them in practical settings can be challenging. We'll walk you through the concepts behind generative AI in visual content creation and review the evolution of these techniques and their application in a variety of industries. We'll focus on diffusion models and explain how they are trained and fine-tuned. For the hands-on, we will use a multimodal framework to fine-tune a pre-trained text-to-image model to generate a subject of your choice using a handful of images. We'll guide you through all the steps: preparing your dataset, training,

inference, and visualisation of the results. The workshop is intended for anyone interested in the current state of AI and its potential to produce realistic and immersive multimedia experiences.

Trainer:

■ **Ekaterina Sirazitdinova**, Senior Data Scientist



13:30–14:40

Room B1

Zorganizuj się wokół celu

Nasz warsztat skupia się na osiągnięciu celów w sposób efektywny i zrównoważony. Poprzez ćwiczenie praktyczne i dyskusje w grupach, nauczycie się, jak wyznaczać realistyczne cele oraz skutecznie dążyć do ich realizacji. Damy Wam zarys różnych metod planowania i monitorowania postępów, abyście mogli wypracować spersonalizowane strategie sukcesu. Naszym celem jest pokazanie sposobów na optymalizację celów tak, by były łatwiej osiągalne.

Przygotuj się na inspirujące dyskusje, praktyczne wskazówki i solidną dawkę motywacji.

Trainers:

■ **Magdalena Dzięgielewska**, Scrum Master

■ **Małgorzata Miksza**, Senior ScrumMaster

■ **Jakub Niewiński**, Scrum Master



13:30–14:40

Room B2

Demystifying Web Scraping: Saving Data, Time & Money

In the age of data, knowing how to efficiently gather and analyse information from the web can be a game-changer. During our workshop we'll unpack the power of web scraping. This tool allows for efficient data extraction from websites, saving you time and resources. We'll discuss what web scraping is and explore its diverse applications. We will also share some personal examples and practical use cases, demonstrating its real-world utility. Don't miss this chance to add a powerful tool to your data management toolkit!

Trainers:

■ **Patrycja Adamczyk**, Web Scraping Engineer

■ **Bartłomiej Kozak**, Web Scraping Engineer



13:30–14:40

Room B3

Unveiling the Power of GenAI: Extracting Insights from Chats

Join the experts from our IT Data Science team at Equinix to learn how we leverage NLP and GenAI models to gain actionable insights from customer support chats. We will cover a variety of subjects, including Questions & Answers datasets preprocessing, topic modelling and text summarisation, leading you step-by-step through our solution and sharing practical tips and feedback on using these techniques in business applications. For those hungry for technical details, we will elaborate on our choice of ML models, tools and libraries for this task, as well as discuss their limitations.

This workshop is meant for those having at least a basic understanding of machine learning algorithms and Python. You don't need to bring a laptop for this workshop, we will make our resources accessible after the session :).

Trainers:

- **Witold Chmielowiec**, Senior Data Scientist
- **Marta Janas**, Senior Data Scientist
- **Małgorzata Wachulec**, Data Scientist



13:30–14:40

Room D

Introduction to the fascinating world of data in finance

Join us for a workshop dedicated to exploring the lifecycle of data, designed for individuals keen to understand the process of data transformation. Discover how data analysis and visualisation drive everyday decision-making process and find out exciting development opportunities awaiting in the tech world. Join us for a workshop dedicated to exploring the lifecycle of data, designed for individuals keen to understand the process of data transformation. Discover how data analysis and visualisation drive everyday decision-making process and find out exciting development opportunities awaiting in the tech world.

Trainers:

- **Patrycja Grabowska**, Technology Graduate Trainee
- **Patrycja Potępa**, Technology Graduate Trainee



16:30–17:40

Room D

What to ask when buying AI-based services

Generating insights through AI-based products has become the norm, especially since the popularity of Generative AI services. Increasingly, market intelligence and analytical companies are embedding AI in their commercial offering whether they are bespoke services, product development, research operations, post-analysis, proprietary syndicated datasets, and so much more.

Join us in this practical workshop to gain valuable insights on how to navigate the ever-changing landscape of AI-based services. This knowledge will aid in your strategic decisions when purchasing AI-based services. Leverage the learnings from this session in your journey towards responsible, ethical, and transparent AI usage in your search for insights. ESOMAR is the voice of the data, analytics, and insights industry. Established in 1947, it brings together a community of insights and analytics professionals worldwide. Who is it for? Anyone looking to implement an AI-based service within their company.

Trainer:

- **Lucile Bergar**, Marketing Manager
- **Ajitha Lakshmi Gopalakrishnan**, Data Analyst

ESOMAR

15:00–16:10

Room A

Leveraging neurodiversity – effective leadership communication styles in the neuroinclusive IT teams

Have you been through a number of communication training sessions and still have the feeling that you are sometimes missing the point? Have you ever felt that it is difficult to communicate with your team and that not everyone reacts in a 'sensible' way? Have you considered that this might be influenced by how different people decode your messages, depending on their neurotype?

The term 'neurodivergence' doesn't necessarily refer to ADHD or being on the spectrum. Some individuals may not have these diagnoses, or they might choose not to identify with them for personal reasons. It is rather about characteristic ways of functioning that are noticeable to some people and those around them.

As IT managers working with large groups of people, we are aware of these different ways of working and know which of them may require special attention. By this we mean adapting our everyday behaviour and messages so that everyone in the team feels good, comfortable and, most importantly, understood.

Therefore, in this workshop we would like to introduce you to the concept of communication styles and how they can influence mutual understanding, the level of conflict, the achievement of goals, the level of innovation and, above all, the inclusion of all members in teamwork.

Trainers:

- **Patrycja Bajorska**, Competency Head
- **Justyna Wasilewska**, Project Manager – Engineering



15:00–16:10

Room B1

From Data Grave to Data Goldmine: Transforming Enterprise Architecture

This workshop offers a prime opportunity for professionals, whether new to the field or seasoned enterprise architects, to view IT Strategy through the lens of enterprise architecture. Designed to highlight its significance as a strategic asset, the session aims to equip participants with the tools, trends, and techniques necessary for crafting cohesive digital ecosystems that align with organizational objectives. This immersive experience aims to empower professionals to significantly contribute to initiatives revitalizing enterprise architecture.

Trainer:

- **Lore Dijan**, Head of ContiTech IT Strategy and Processes



15:00–16:10

Room B2

Improvisation is the future. A basic toolkit for better communication.

Improvisation is a very effective tool used not only for arts, but also in your everyday life for personal development and deepening of soft skills, also called human skills. It helps in communication, facilitates teamwork, develops creativity, adds inner confidence and courage, and strengthens public speaking. These skills, honed through improvisation, not only meet current organisational needs and trends but also prove invaluable in everyday situations. In these technological times, it is crucial to prioritise human communication. This should be our goal for the future.

Workshops on the basics of improvisation. During this workshops, we will discuss the fundamental obstacles in everyday communication and, based on our experiences in joint exercises, explore ways to overcome them. All in a very accessible and “soft” manner.

Workshop in Polish.

Trainer:

- **Ewa Aniela Gryczon**, Improvisation Instructor



15:00–16:10 Room B3**Designing in Figma: A New Approach to User Interfaces in SAP**

In this workshop, participants will have the opportunity to learn the basics of Figma and apply them to creating user interfaces. The workshop will include:

- Why do we need a UX in the SAP development team? – briefly about the role of a UX designer in the SAP development team.
- Introduction to Figma – a brief overview of the tool and its capabilities.
- UI/UX design basics – understanding key concepts and best practices.
- Practical exercises – designing a simple prototype of mobile application with a component library.

This workshop will allow participants to gain practical skills in interface design that can be directly applied to the SAP business environment and will encourage further development in this fast-growing field.

Requirements:

- Bring your own computer to workshop.
- You will need to create a FREE account at www.figma.com, we will need it to create a prototype.

Trainers:

■ **Sonia Brych**, UX/UI Designer in SAP Dev Team

■ **Adrian Skibiński**, Supervisor in SAP Dev Team

**15:00–16:10 Room D****Empower Your Future with AI: Embarking on Your Generative AI Journey**

Gen AI is revolutionising industries and changing the way we interact with technology. From ChatGPT to GitHub Copilot, the capabilities of Gen AI are vast and continue to evolve rapidly. In this workshop, we will delve into the impact of Gen AI on business, workforce, and society as a whole. We will discuss the breakthroughs that have enabled the rise of Gen AI and the foundation models that power these applications. Understanding the fundamentals of Gen AI is crucial for anyone looking to harness its potential in their work or personal projects. We will address the importance of AI regulations and Responsible AI practices. As Gen AI becomes more integrated into our daily lives, it is essential to consider ethical implications, security, privacy concerns, and the overall impact on society. During the workshop, we will showcase examples of what can be achieved with Gen AI and discuss how you can get started on your own journey. Whether you are a developer, engineer, or business leader, there are endless possibilities for innovation and growth through Gen AI.

Join us as we explore the exciting world of Gen AI and learn how you can take control of this transformative technology. Get ready to unleash your creativity and drive productivity to new heights. Don't miss this opportunity to be at the forefront of the AI revolution.

Trainers:

■ **Olga Budziszewska**, Security Delivery Manager

■ **Agnieszka Jach**, Data Science Manager

■ **Katarzyna Kubica**, Data Science Associate Manager

15:00–16:10 Room E**Identity Management – do I really have to worry about my password?**

The days internet emerged we use to have email and IRC (who remember what was IRC used for? 😊). To remember two accounts and two passwords it wasn't big challenge. Today, with social

media, streaming, online shopping, online governance services, it's very hard to remember all accounts and related passwords. In corporate world that's where Identity Management comes to the picture. Somewhere in between of Cyber Security, Information security, Data Management and AI. Grey zone which requires lots of effort and openminded approach, as every enterprise must cope within its own specific requirements. Join us to learn more.

Trainers:

■ **Areg Hakobyan**, IT Senior Manager, Identity and Access Management

■ **Amadeusz Pająk**, IT Senior Director, IAM Services & operations



16:30–17:40

Room B1

Are you ready to craft? A short session on the benefits of transforming work.

Job Crafting is a method of transforming work. It is an approach in which the final fit and way of performing work takes into account the strengths, passions and individual needs of the employee. The main benefit of using Job Crafting is a better adjustment of work to the individual needs and motivation of individual people and the circumstances in which they perform their tasks. The personalisation of work is associated with many empirically confirmed benefits, such as an increase in the sense of meaning, commitment, and well-being at work. During the session, participants will become familiar with the concept and empirical evidence confirming the effectiveness of job crafting and will self-assess their sense of meaning and readiness to transform work.

Trainers:

■ **Robert Czech**, Way of Working Coach, Agile Coach

■ **Karolina Paszkiewicz**, Way of Working Coach, Agile Coach



16:30–17:40

Room B2

Recruitment – a neurodivergent perspective on starting out

During our workshop, you will find out more about the recruitment process from the perspective of a neurodivergent candidate as well as learn about tips and tricks from a neurodivergent recruiter. Jakub will share his journey to IT and what challenges he faced as well as how he overcame them to become a successful ServiceNow consultant at DXC Technology. Alexandra will walk you through the entire recruitment process, identify areas that can be challenging, and share ideas on how other recruiters can aid such candidates. As part of the workshop, we will work on how to break down creating a CV to highlight your strengths and where to look for opportunities that match them. The goal of the workshop is for all participants, regardless of whether they are neurotypical or divergent, to have a better understanding of both the neurotypical recruitment process and how to navigate it as a neurodivergent candidate and to share with a wide audience what challenges neurodivergent people face and what solutions can be implemented to help them flourish in a professional setting.

Trainers:

■ **Jakub Oblizajek**, ServiceNow Consultant

■ **Alexandra Vogt**, Recruitment Specialist



16:30–17:40

Room B3**RoboRevolution: Transform your career with RPA Training Experience**

Embark on a journey into the world of automation with our Robotic Process Automation (RPA) Workshops, meticulously crafted for enthusiasts from all walks of life. Whether you're a seasoned IT professional or a curious novice, our workshops are tailored to ignite your passion for innovation and efficiency.

Unlock the Power of RPA: Dive into the heart of RPA, where you'll learn the basics of design, development, and deployment of intelligent software 'bots' that streamline complex business processes. Our hands-on sessions will empower you with the skills to transform mundane tasks into automated symphonies of productivity.

No Barriers, Just Possibilities: We believe in a world without entry barriers, where knowledge is accessible to all. Our workshops are a melting pot of ideas, encouraging participants to think outside the box and foster a community of forward-thinkers who share a common goal: to revolutionise the way we work.

Transform your Career: With low technical entry level RPA is a perfect solution for someone who wants to take the first steps in the world of IT. We want you to challenge mundane tasks and get them automated so you can have time for career growth.

Join us and be part of the automation (r)evolution, where everyone is welcomed. Your RPA adventure starts here!

Trainers:

■ **Mateusz Berezinski**, General IT Applications Development Manager

■ **Bartosz Bubel**, RPA Developer

■ **Kamil Krusiński**, RPA Developer

© **Hitachi Vantara**

16:30–17:40

Room E**Git Abyss: Delving into the Dark Side**

Welcome to "Git Abyss: Delving into the Dark Side," a workshop that takes you deep into the shadows of version control with Git. This session is a journey through Git's most daunting features, designed for those brave enough to explore its complexities.

In "Git Abyss," we don't just scratch the surface; we plunge into the depths where version control becomes a wild beast. Here, every commit is a leap into the unknown, challenging your skills and understanding. We'll navigate through the murky waters of rebasing, tackle the enigmas of merge conflicts, and master the art of perfect commit messages. This workshop is for the bold, the curious, and those ready to face Git's darker side head-on.

Prepare to leave optimism at the door. Our journey requires courage and a willingness to confront the abyss. But fear not, you won't be alone. Our guides have ventured into these depths before and returned with insights to light the way. By the end of this session, you'll emerge with a profound understanding of Git's advanced features, ready to harness their power in your projects. Join us, if you dare, for an enlightening expedition into the Git Abyss, where only the bravest souls thrive. Please note that you must bring your laptop to the workshop to truly enjoy the experience!

Trainers:

■ **Katarzyna Galwa**, Technical Lead

■ **Rafał Karwat**, Senior Software Engineer

StoneX

9:00–11:00

Room C1**New Technologies for Women – special alumnae meeting** *[by invitation]*

A special meeting for graduates of the New Technologies for Women & New Technologies for Women – UKRAINE programs.

New Technologies for Women (Nowe technologie dla dziewczyn) is the first Polish grant program for young women who see their future in the tech industry.

This pioneering initiative in Poland is intended to encourage young women to take interest in new technologies and education related to their creation. We want to help talented female high school graduates and students in planning and building their careers in the tech industry or science.

The INTEL-PERSPEKTYWY grant recipients will receive various kinds of substantive and financial support. They will come under the care of a Mentor – one of the experienced Intel employees. They will receive a scholarship grant of PLN 12,000 (gross) to cover part of their expenses related to studying. Some of them are invited to participate in an internship program at a very exciting place – at Intel Technology Poland sp. z o.o. In Gdańsk, the biggest Intel R&D centre in Europe.

More information: www.stypendiadladziewczyn.pl

9:30–10:40

Room E**Unleashing Creativity: A Workshop on Generative AI** *[sign up for the event]*

Generative artificial intelligence is one of the hottest topics in the past year. Riding the wave of interest, potential, and challenges it brings, we invite you to a unique meeting of women in GenAI.

The meeting will begin with an introduction to the world of generative AI. Then, at three thematic tables, we will delve into topics such as:

Legal and ethical aspects – a discussion on legal regulations, ethical challenges, and responsibilities associated with the use of AI.

Technology development – discussing the latest achievements and future directions of GenAI development.

Business applications – analysing case studies of GenAI usage in various industries and their impact on the growth and innovation of companies.

The meeting is intended for professionals, students, and anyone interested in the latest trends in technology.

If you want to participate fill in the form and wait for confirmation e-mail.

Limited number of seats available.

9:30–10:50

Room C3**Deutsch algorithm – a simple demonstration of the exponential speedup of quantum computing** *[free workshop – sign up]*

In this talk, we will explain the Deutsch algorithm and present its implementation in IBM Qiskit. This quantum algorithm provides a simple demonstration of the exponential speedup of quantum computing over classical computing. The presentation will be designed to be accessible to a broad audience, including those with limited prior knowledge of quantum computing.

This workshop is free for participants. SIGN up for this for this workshop [HERE](#) and wait for confirmation email.

Trainers:

■ **Paweł Góra**, Founder & CEO, Fundacja Quantum AI

■ **Justyna Zawalska**, Software Engineer at ACC Cyfronet AGH and PhD student at AGH University of Science and Technology

12:00–14:00

Room C1**Appreciate, empower, leverage the high-flying women in tech – networking lunch for women in mid career** *[by invitation]*

Networking lunch for women in mid-career aims to leverage the achievements of talented and experienced women and to empower them to reach for more.

The event provides a unique platform to exchange ideas and gain clarity on long-term goals, while cultivating a network of peers and seniors essential for achieving the next level in career. This lunch is meant to encourage participants to integrate and collaborate within the tech industry, unlock their full potential and pave the way to success.

This year, our program will focus on courage and self-advocacy, which are essential for women navigating the business world. Program includes inspiring speeches, introductions to various self-development programs and tools, lunch & coffee and facilitated networking to foster deep relationship building and exchange.

Program:

1. Opening Remarks

- **Kasia Piasecki**, MD, European Women In VC , Founder ENNBOW, Advisor, Perspektywy, moderator
www.linkedin.com/in/katarzynapiasecki

2. Courage & Self Advocacy – inspirational speeches

- **Olga Brzezińska**, Vice President of Adam Mickiewicz Institute, Program Director Leadership Academy For Poland
www.linkedin.com/in/olga-brzezińska-a5320919
- **Agnieszka Gajewska**, PWC, Global Government & Public Services Leader
www.linkedin.com/in/agnieszka-gajewskapoland/?originalSubdomain=pl
- **Mary Smiley**, Engineering Director Google
www.linkedin.com/in/mary-smiley-72678

3. Lunch with facilitated networking

4. Presentation of development programs for female leaders:

- **Akademia Henryki Bochniarz**, Fundacja Liderów Biznesu, Google, Lider She, Leadership Academy For Poland, Vital Voices

5. Closing Remarks & follow up!

- invitation to networking coffee | 13.06. | 8:30 | Digital Girls Zone
- invitation to Start Up After Hours | 13.06. | 11:25 – 12:15 | She Is Innovation Zone
- gifts: goodie bag Google & book “How Women Rise – Helgesen Sally”
- group picture

Speaker:

- **Katarzyna Piasecki**, Managing Director, European Women in VC

12:00–16:00

Room C3**Kickoff Meeting of IT for SHE Mentoring Program** *[by invitation]*

Inauguration of the 9th edition of IT for SHE Mentoring Program – Perspektywy's flagship initiative awarded by the European Commission.

Mentors and Mentees will meet for the first time to participate in goal-setting training session and to build the foundations for their 6-month collaboration.

The meeting will begin with the presentation of mentoring pairs and will be followed by the training session.

More info about the program: www.itforshe.pl

14:30–16:30 Room C2**Women Go Boards** *[by invitation]*

Special meeting with 30% Club Poland, European Women on Boards and management board members, dedicated to supporting rising stars – women who aspire to be part of C-Suite.

Until July 2026, all large stock-exchange-listed companies in the EU must meet the gender diversity targets of Women on Boards Directive. This means that diversity, equity, and inclusion is a strategic necessity for many corporates and opportunities are opening up for women who want to become executive and non-executive directors. European Boards of Directors are in need of young women who offer fresh perspectives, fostering innovative problem-solving approaches and sustainability. This event will feature insightful discussions, presentations, and case studies from successful executives, providing attendees with valuable knowledge on how to overcome common challenges, advance in their careers and how to get to the C-suite. This is a unique opportunity for women to network, exchange ideas, and learn from experienced leaders in the industry.

By invitation only.

Opening:

- **Katarzyna Piasecki**, MD, European Women In VC, Founder ENNBOW, Advisor Perspektywy Women in Tech Summit
- **Milena Olszewska-Miszuris**, Co-Chair 30% Club Poland, CEO WM Advisory
- **Ewa Kubin**, Committee Member, European Women On Boards

Case Study Women On Boards

- **Maike Klement**, Chief of Staff, Deloitte

Case Study: Why Is It Worth? (working title)

- **Agnieszka Belowska-Gosławska**, Head of Compliance, Nordea, VP, ABSL

Panel discussion

- **Aleksandra Hamryszak**, CCO, INTechHouse (moderator)
- **Małgorzata Lasota**, EMEA HR Hub Lead/ HR Director, Board Member, GSK
- **Monika Król**, Vice President of the Board, BLIK – Polish Payment Standard, Investor
- **Nanditha Raghavan**, EWOB, Executive Strategist
- **Dan Bennett**, Head of Technology & Data, S&P Global Commodity Insights
- **Daniel Flis**, Finance Director/Acting General Manager, IQVIA

15:00–18:30 Room C1**Write Your Future – program inauguration meeting** *[by invitation]*

The inaugural meeting of the WRITE YOUR FUTURE program, implemented by the Lancôme brand and the Perspektywy Educational Foundation, is addressed to women from disadvantaged backgrounds.

Its goal is to help young women enter the world of technology and spread their wings despite obstacles, including systemic ones. The program will allow participants to experience an inspiring transformation, encouraging them to develop in the areas of new technologies. During it, they will be supported by career coaches who will help them plan their further development.

More information about the program: writeyourfuture.perspektywy.pl

16:30–18:00 Room A**LeaderSHEp Academy – networking meeting for mentors** *[by invitation]*

Meeting for mentors in 4 editions of the LeaderSHEp in Tech Academy Program.

The mentoring and training program, implemented by Perspektywy Women in Tech with the

support of the Motorola Solutions Foundation, is aimed mainly at graduates of other expert Perspektywy programs, but not only. It is intended to help young women at the beginning of their careers develop as leaders, both through mentoring with role models from the world of technology, adaptive leadership workshops and exchange of experiences with people at a similar stage of career development. Participants will carry out #TechForGood projects in groups.

More info about the program: www.leadership.perspektywy.pl

Speakers:

- **Monika Goszcz**, Program Manager, LeaderSHEp Academy
- **Krystyna Pietrzykowska**, Head of Technology Centre, Hitachi Energy

16:30–18:00

Room C3

Cyberwomen Community Meetup – How About Cyber? *[sign up for the event]*

We invite you to a meeting where representatives of business and academia, the Ministry of National Defence, Polish cryptologists, NATO - will share what they do, what is important to them, and how they work to increase the number of women in the cyber sector.

We will discuss topics related to the threats arising from the development of artificial intelligence, talk about the upcoming KSC and AI Act regulations, and how the concepts of security and defence are evolving.

This is the first meeting of its kind, bringing together cyber women from such diverse sectors!

We warmly invite you to join us!

If you want to participate, fill in the form and wait for confirmation e-mail.

16:30–18:00

Room C4

TOP WOMEN in AI, 5G, Cybersecurity & Data science – networking meeting *[by invitation]*

The networking event for TOP WOMEN in AI, 5G, Cybersecurity and Data Science is attended by a diverse range of professionals from across the industry, all coming together to share ideas, make connections, and discuss the latest trends and developments in their respective fields. The event provides a valuable platform for women to showcase their expertise and share their experiences. Networking is a key focus of the event, and attendees are given plenty of opportunities to connect with one another.

17:00–18:30

Room C2

AlphaLab – Perspektywy: Scholarship Program – Final Meeting *[by invitation]*

Final Meeting of the AlphaLab – Perspektywy program.

The scholarship program, implemented by Perspektywy Women in Tech and AlphaLab, is addressed to high school graduates from all over Poland who associate their future with new technologies.

17:30–19:00

Room D

Networking meeting “Women Go Quantum!”

Professional Meetup for experts in quantum technologies from Poland, Europe, and the world. It will aim to get to know each other, present projects open to cooperation, create a common platform for communication and joint actions in the future. Together we will take care about next generation of Women in Quantum and build foundations of their strong position.

Are you interested in participation? Fill WOMEN GO QUANTUM – FORM and wait for confirmation (by e-mail).



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PROGRAM

13 JUNE – Thursday

MAIN STAGE

9:00 – 9:50

PANEL DISCUSSION: ESG: Another pointless task or revolution in reporting. Business practices for a sustainable future.

Join us for a thought-provoking panel discussion on the integration of Environmental, Social, and Corporate Governance (ESG) principles into business practices. As societal expectations and regulatory frameworks evolve, companies are increasingly recognising the importance of prioritising sustainability and responsible business conduct. Our panel of experts will delve into the significance of ESG considerations across industries, exploring how they impact corporate decision-making, risk management, and long-term value creation. From reducing carbon emissions and promoting diversity and inclusion to ensuring ethical supply chains and transparent governance structures, the discussion will highlight the multifaceted dimensions of ESG and its implications for businesses, investors, and society at large. Whether you are a corporate leader, investor, policymaker, or concerned citizen, this conversation will provide valuable insights into how ESG integration can drive positive change and contribute to a more sustainable and equitable future.

Moderator: **Joanna Maraszek**, Head of Product, PlanBe Eco

Penllists:

- **Katarzyna Pawłowicz**, Product Director, Go To Market, Visa CEE
- **Marilyn Perez-Mazan**, Director, Motorola Solutions in Kraków, Motorola Solutions
- **Małgorzata Rybak-Dowżyk**, Corporate Communication & ESG Department Director, T-Mobile
- **Rimmert van Luyn**, SVP, Head of the Global Supply Chain Group, Hitachi Vantara
- **Justyna Wysocka-Golec**, Partner Associate, ESG, Climate & Nature, KPMG

9:55–10:10

Keynote speech: Empowering Women in Tech: Let's shape a Diverse Future

Speaker:

- **Liudmila Climoc**, CEO and President of the Management Board



10:15–10:30

Keynote speech: Stars and Streetlights: Role Models in STEM

Speaker:

- **Sarah Chapman**, Senior Technical Manager



10:35–10:55 SPECIAL GUEST: Andrzej Dragan – Does AI have an I (IQ)?

ANDRZEJ DRAGAN is a professor of physics at the University of Warsaw and the National University of Singapore and leads a research group on combining relativity theory with quantum theory. He has received scientific awards from the European Science Foundation, the Minister of Education, Polish Science Foundation, National Science Centre, Polityka weekly. Fellow at University of Oxford, worked at Imperial College London and the University of Nottingham. Author of two books and 60 scientific articles. Winner of the Photographer of the Year title of the British magazine "Digital Camera", nominated for the Golden Lion at the Cannes Advertising Festival. Author of photography and short films for Netflix, HBO, Channel 4, Sky TV, Playstation, Converse, Energizer, Xbox. Creator of the photographic Dragan Effect, author of exhibitions in Milan, London, Paris, Amsterdam, New York and Tokyo. Winner, grand prize of the London Fashion Film Festival, Best in Show of the British "Creative Review", finalist of the Berlin Commercial and awards at the Golden Drum, Epica Awards, Corbis Awards, Photo Masters Cup London festivals. Author of music videos for Quebonafide, Behemoth, Hani Rani. As a teenager, he won awards in electronic music competitions. Never drank coffee.

Speaker:

■ **Andrzej Dragan**, Professor

Faculty of Physics, University of Warsaw

**11:00–11:15 Keynote speech: Great minds don't think alike: Uber technology enabling opportunities for Women.**

Speaker:

■ **Ana-Maria Borlovan**, Head of Driver Operations

Uber

11:20–11:35 Keynote speech: Humans in times of Artificial Intelligence – how to embrace it?

Speaker:

■ **Ewa Zmysłowska**, Member of the Management Board of P4 sp. z o.o, Chief People Officer

**11:40–11:55 SPECIAL GUEST SPEAKER: The Quantum Revolution: Transforming Our Understanding of Nature.**

Speaker:

■ **Clara Nellist**, Particle Physicist on the ATLAS Experiment

**12:00–12:50 DISCUSSION PANEL: Neurodiversity as a superpower: Inclusion as Innovation**

Join us for an engaging panel discussion on the significance of embracing neurodiversity in the workplace. Explore how embracing diverse cognitive styles, including autism, ADHD, dyslexia, and other neurological differences, can enhance innovation, creativity, and productivity within organisations. Our panellists will share insights, strategies, and success stories on creating inclusive environments where all employees can thrive.

Moderator: **Aga Kozak**, Journalist, Wellbeing Coach, Gazeta Wyborcza

Panellists:

- **Ela Bonda**, Head of DEI & Productivity NatWest Group Poland, NatWest
- **Maria Buczkowska**, IT Director, Master Data Services Domain Architect, Procter & Gamble
- **Paweł Holnicki-Szulc**, COO Business & Risk Solutions, ING Hubs Poland
- **Stefanie Ratzel**, Head of HR, Business Unit Grid Integration, Hitachi Energy
- **Piotr Skaldawski**, HR Director and Country Governance Leader for 3M in Poland, 3M

12:55–13:10 *Keynote speech:* **AI as Your Ally – Enhance your products, augment your workplace, elevate your career**

Speakers:

- **Filipa Castro**, AI Program Manager
- **Pia Dreiseitel**, Principal Expert AI



13:15–13:30 *Keynote speech:* **Cultivating Radiant Resilience**

Speaker:

- **Melanie Good**, Senior Executive Director of Reliability



13:35–13:50 *Keynote speech:* **Vulnerability is a super power**

Speaker:

- **Nora Wahby**, Head of Customer Unit Northern and Central Europe



13:55–14:10 *Keynote speech:* **How to live effortlessly and get what you want in life: Insights from Sylwia Pyśkiewicz's Leadership Journey.**

Speaker:

- **Sylwia Pyśkiewicz**, Managing Director of Equinix Poland



14:15–14:30 *Keynote speech:* **Using AI for Social Impact**

Speaker:

- **Sandra Topic**, Environmental Equity Leader



14:35–14:50 *Keynote speech:* **GREAT MINDS THINK DIFFERENTLY: The power of neurodiversity.**

Speaker:

- **Aleksandra Tutaj**, Engineering Director, InPost Technology



15:00-15:50 PANEL DISCUSSION: IT Job Market: Big Challenges or Bigger Opportunities?

As the new technologies emerge at a rapid pace, the IT job market is undergoing significant shifts. Our panel of seasoned experts will provide an in-depth examination of current realities, uncovering key trends, challenges, and opportunities shaping IT careers. From the surge in demand for expertise in fields like cybersecurity, data science, and cloud architecture to the impact of automation and AI on traditional roles, we'll delve into how these factors are redefining the future of IT employment and the most sought-after skills.

Moderator: **Magdalena Chudzikiewicz**, Board Member/ Chief Commercial Officer, home.pl

Panellists:

- **Dagna Frydrych**, Head of Growth Marketing, Just Join IT
- **Konrad Szarowolec**, Executive Director, EY
- **Agnieszka Tarko**, Head of Group Talent Acquisition, Allegro
- **Rute Vendeirinho**, Division Head of Data and Information Governance at the EIB Group,

**16:05-16:55 PANEL DISCUSSION: Quantum Computing: Most Beautiful Revolution**

Quantum computing represents a paradigm shift in computational power, promising to revolutionise industries, scientific discovery, and cybersecurity. Our panel of esteemed experts will delve into the fundamentals of quantum computing, demystifying complex concepts and exploring the potential applications that could transform the way we approach problems in fields such as drug discovery, materials science, finance, and optimisation. We'll discuss the current state of quantum computing research and development, highlighting recent breakthroughs and the road ahead. From quantum algorithms and hardware advancements to the race for quantum supremacy and the ethical implications of quantum computing, this discussion will provide a comprehensive overview of this groundbreaking technology and its implications for society.

Moderator: **Bianka Siwińska**, Digitalisation Council of the Ministry of Digital Affairs

Panellists:

- **Anna Kamińska**, Quantum Technologies Business Development Manager, Creotech instruments S.A.
- **Pamela Krzykowska**, Director of Research and Innovation Department, Ministry of Digital Affairs
- **Maciej Kuske**, Head of Technology, Natwest Poland
- **Maria Violaris**, PhD student and quantum educator, University of Oxford

17:00-17:15 Keynote speech: Sustainability in Aerospace.

Speaker:

- **Virginia Shepardson-Serna**, Vice President Engineering Operations

Honeywell

17:20-17:35 Keynote speech: You Snooze, We All Lose

Speaker:

- **Joanna Obstój**, Engineering Director, Cloud Runtimes Poland

**17:40-18:10 CLOSING CEREMONY**

9:00–9:25

FIRESIDE CHAT – PEGA

Join us for this cosy, fireside chat where we meet incredible women that stand behind the job. This is a place where we get more personal and talk about guest's motivations, values, inspirations and their views on technology.

Meet Daria Pacewicz

The Manager of Data Science and Data Engineering. With a degree in IT and Data Science, I find joy in unravelling the stories hidden in numbers. My focus is on Cloud data management, specifically in cost optimization. In leading teams, I'm passionate about fairness and kindness. Beyond my role, I'm co-chair of a regional women's organisation in my company. My goal is to encourage more women to step into leadership roles. I believe in a workplace where everyone has a chance to shine, and kindness goes hand in hand with success.

Speaker:

■ **Daria Pacewicz**, Manager, Data Science and Data Engineering



9:30–9:55

Psychological aspects of phishing

In human life, emotions play an incredible role. They guide each of us in all aspects of life. Unfortunately, it happens that because we are emotional, someone may want to use this against us. We may succumb to manipulation and do things and act in ways we would never want to do. In the cyber world, the emotional aspect is also important. Cyber criminals know this as well. Cybercriminals are also great psychologists. They are able to exploit people's weakest point in their attacks – their emotions. Based on Cialdini's Six Principles of Persuasion and a set of emotions, we can build an awareness of what to watch out for so as not to get caught.

Speaker:

Kamila Juszczuk, Senior Business Control Specialist



10:00–10:25

QA 2.0 – Enhancing Testing with AI

Uncover the power of AI, from machine learning to natural language processing, and its role in streamlining test case creation, execution, and maintenance. The case studies will showcase successful QA 2.0 implementations, demonstrating the tangible benefits of early defect identification, improved software reliability, and reduced time-to-market.

This presentation provides practical insights into the adoption of AI in testing and how organisations can overcome challenges to maximise its transformative impact. Learn about AI-driven test automation, predictive testing using machine learning algorithms, and the continuous improvement facilitated by AI in testing processes. By the end, attendees will be equipped with the knowledge to confidently embrace QA 2.0, making AI an integral part of their testing practices. Join us on this journey where QA is not just a process but a strategic enabler of innovation and success in the ever-evolving landscape of software development.

Speaker:

■ **Paulina Szeląg**, Software Engineer in Test



10:30–10:55

Technological Drive: Logistic Revolution by InPost

Explore how InPost's innovative products have revolutionised the logistics market. Dive into role that cutting-edge technology plays in transforming delivery systems, making them faster, more efficient, and remarkably user-centric. Understand how technology continues to redefine the standards of logistical operations and ecommerce. Discover the future of logistics, driven by technological innovation.

Speaker:

■ **Aleksandra Tutaj**, Engineering Director InPost Technology



11:00–11:25 **Breaking Barriers: Women at the Forefront of AI/ML Vulnerability Management**

The presentation showcases the important work being done by women in the field of vulnerability management at Meta. It highlights the contributions of these individuals and the impact they have had on reducing security risks and improving the efficiency of vulnerability management by leveraging AI and ML for Meta's extensive enterprise infrastructure.

Women from diverse backgrounds, such as production engineering, software engineering, data engineering, and program management, will share their expertise in developing and evolving a vulnerability management program that ensures high coverage, accurate identification, efficient triage, and timely remediation. The tech talk will deep dive into how automation is leveraged through ML model, product, and data insights to boost efficiency in the end-to-end vulnerability management flow.

Speakers:

■ **Marina Fisher**, Director, Production Engineering

■ **Robin Franklin Guha**, Security Engineer

■ **Darlene Garcia**, Security Programs Team Manager

■ **Jinglong Guo**, Enterprise Engineer of Enterprise Security Products

■ **Chen Zheng**, Data Engineering Manager



11:30–11:55 **Women in the shop**

Ready to explore exciting new career paths? Don't miss this opportunity to hear from trailblazing female engineers, Ola and Ola, at our upcoming conference. They'll share their journeys in traditional and additive manufacturing, discussing the sense of accomplishment, teamwork, and diverse roles available to women globally.

With personal anecdotes, technical insights, and humour, Ola and Ola will debunk myths, answer your questions, and provide practical advice. Whether you're starting out or seeking a career change, this dialogue will empower you to break stereotypes and gain invaluable skills.

Join us to redefine what it means to 'shop' — by creating, building, and innovating in manufacturing.

Speakers:

■ **Aleksandra Grzybowska**, Systems Staff Engineer

■ **Aleksandra Rakieć**, Lead Engineer



12:00–12:25 **Disinformation in AI-Generated Fake News Era**

As many as 84% of Poles declare that they have come across fake news. 70% of those who encountered fake news admitted that they received false information about Poland or the world from other people. Disinformation affects us all, without exception.

The tools for creating false information are becoming increasingly sophisticated and affordable. Applications that do not require technical knowledge already enable anyone to create convincing deepfakes. High-quality deepfakes – those that are not detectable to the human eye – often still require significant technical skills and equipment, but this is likely to change in the near future.

Get some insights on:

- Disinformation and its main sources,
- What is a deepfake and how to recognise it,
- What are Poles' opinions on factchecking,
- How to counteract the spread of false information.

Speaker:

■ **Agnieszka Jankowska**, Corporate and Public Affairs Director, T-Mobile Polska



12:30–12:55 **AI: From Evolution to Revolution**

Visa a world-leading digital payments network that removes barriers and connects people to the global economy. We aim to uplift everyone, everywhere by being the best way to pay and be paid. As a trusted network, we facilitate digital payments across more than 200 countries and territories among a global set of consumers, merchants, financial institutions, businesses, strategic partners and government entities through innovative technologies.

Speaker:

■ **Emese Bari PhDc**, Vice President, Mobile Enablement Platform



13:00–13:25 **Integration Essentials: Bridging the gap between on-premises and cloud systems**

Balancing between cloud and on-premises systems is a question that many companies currently face. Having recently completed a large-scale data migration at Linklaters, we will share our experiences of how we've managed to successfully integrate a large number of systems with an overarching new cloud solution. We will cover delivery considerations, future proofing the integrations, API management, and the benefits of using an abstraction layer.

Speakers:

■ **Leticia Morrison**, Project Manager

■ **Jerzy Rusiński**, Solutions Architect

Linklaters

13:30–13:55 **Remitly – Cross border money transfers**

Remitly's vision is to transform lives with trusted financial services that transcend borders. Since 2011, we have been tirelessly delivering on our promises to people who send money around the world. Today, we are reimagining global financial services and building products that extend beyond traditional barriers to give customers access to more of the services they need, no matter where they call home. Join over 2,700 employees worldwide who are growing their careers with purpose and connection with our customers while having a positive impact on millions of people

around the globe. The speech will focus on a general (soft tech) presentation on cross border money transfers, and unique challenges (business and customer) and how Remitly is solving these problems at scale.

Speaker:

■ **Taraka Satti**, Vice President, Engineering



14:00–14:25 **Data-Information-Knowledge**

Information extracted from data translates into knowledge when supplemented with context (benchmark) and when they indicate directions of action – discover the truth about the past or show us the truth that can be achieved in the future. Effectively reaching the recipient/listeners with information from data translates into building knowledge. I will talk about the challenges arising from data, how to communicate information in an understandable way, about knowledge for which data alone is not enough, and how knowing people helps in understanding data.

Speaker:

■ **Agnieszka Stypczyńska**, Business Intelligence analyst manager



14:30–14:55 **Navigating the Growth Journey: Lessons from Fixly.pl startup**

The talk will delve into the startup's path towards expansion, illustrated by the case of Fixly.pl from OLX Group, which is a marketplace for services operating in Poland and following a reversed classifieds model. It will outline the main challenges and obstacles encountered on the route to growth and profitability as well as highlight key takeaways that can serve as valuable insights for other product managers in startups.

Speaker:

■ **Marina Mielczarek**, Senior Product Manager



15:00–15:15 **TECHTALK: Lazarski University of Technology: 3x TechTalk**

Join us for 3x 5 minute Tech Talks delivered by the Lazarski University of Technology.

1. Tomasz Klewkowski: Why digital technology market in Poland can't succeed without thousands of women engineers?

How many IT specialists are needed in Poland?

How can economy deal with the shortage of digital skills?

Does technology support women participation in traditional men-oriented jobs?

How does Lazarski University of Technology create foundations for interdisciplinary tech education?

2. Zofia Piwowarek, Competencies of the Future. The impact of ESG in changing the direction of university education.

3. Katarzyna Marczuk, Competences of the AI-powered future. How is AI influencing job roles and skill requirements of the future?

Competences of the AI-powered future. How is AI influencing job roles and skill requirements of the future?

The impact of artificial intelligence (AI) on the jobs and skills requirements is likely to be significant. In my opinion the genAI does not equal a complete replacement of humans. Instead, the nature

of work will change and new types of positions are likely to be created. With routine tasks becoming automated by AI, humans will be needed to oversee and manage these systems.

Speakers:

Tomasz Klekowski, Digital Transformation Advisor, Mentor

Katarzyna Marczuk, Founder and CEO of Aleet

Zofia Piwowarek, Expert at the Institute for Sustainable Development and Environment



15:25–16:15 **PANEL DISCUSSION: Space needs diversity!**

Women have been an integral part of space exploration since the early days of spaceflight, both as crew members and as mission specialists. Serving as astronauts, engineers, scientists, and administrators at NASA and other space agencies around the world, women continue to play important roles in space exploration.

5+ stories of women who develop space technology and protect the Earth through space data. 5+ diverse stories of careers and dreams path. The stories come from Polish women working in various institutions, including the European Space Agency. This panel is your chance to check if space is a place for you.

Moderator: **Kinga Gruszecka**, President of the Polish Space Professionals Association

Panellists:

■ **Aleksandra Radecka**, Data Scientist, PSPA

■ **Romana Ratkiewicz-Landowska**, Professor at the Space Research Centre, Polish Academy of Sciences

■ **Justyna Redelkiewicz**, Head of Sector Consumer&Environment, Market and Technology

■ **Emilia Węgrzyn-Masłowska**, Space Mechanisms Engineer

■ **Sławosz Uznański**, ESA Project Astronaut, ESA

16:20–16:35 **Sexist AI**

During this session, I will focus on the dark side of AI and its inherent biases. I will shed more light onto the gender biases present of AI. I'll explore how these technologies not only mirror but also strengthen existing societal prejudices. I will present the latest research findings on gender biases in various AI tools, highlighting startling examples of how these systems reinforce stereotypes in various fields of life.

I will try to uncover the roots of these biases, examining how data, industry culture, and historical inequalities contribute to the problem. This session is for anyone interested in the ethical implications of AI and committed to building a more equitable technological future.

Speaker:

■ **Anna M. Górka**, Director of Women and Diversity in Organizations Research Centre, Kozminski University



16:40–17:05 **Seamless Transition: Mastering User Permissions Migration in Complex Systems**

In this session, we'll dive into the technical intricacies and challenges of building robust user-facing access controls. Learn how to efficiently migrate user permissions, even with evolving data requirements, without disrupting user experience. This session will cover best practices,

common pitfalls, and innovative solutions, providing you with actionable insights to apply immediately in your projects.

If you're open to explore new career opportunities, see opportunities at Asana.

■ **Megan Daly**, Area Tech Lead



17:10-17:35

Women, Tech, Aging & Longevity.

Exploring longevity - fascinating new science of biology of ageing, rejuvenation biotechnology and regenerative medicine behind the new field of living younger for longer. Difference between healthspan and lifespan, medicine 2.0 and medicine 3.0. Chronological age versus biological age – what is more important and can we influence it? How emerging technologies are going to help transform science of ageing into longevity solutions and why it's especially important for women.

Speaker:

■ **Weronika Prusisz**, CEO



TECH STAGE 2

9:00-9:25

FIRESIDE CHAT – ZF Group

Join us for this cosy, fireside chat where we meet incredible women that stand behind the job. This is a place where we get more personal and talk about guest's motivations, values, inspirations and their views on technology.

Meet Izabela Dąbrowska.

She manages a team of 6 people spread all over the world, which is responsible for implementing new products and maintaining operational purchasing processes in SAP. Currently, the team's main tasks are building a coherent SAP architecture and SAP-related tools using new technologies, as well as implementing SAP 4/HANA.

In her free time, she is interested in scrapbooking, loves Polish crime stories and good coffee.

Speaker:

■ **Izabela Dąbrowska**, Director of Programming and Development of the SAP System – Purchasing



9:30-9:55

Linking across data silos, or a short walk over an Enterprise Knowledge Graph

If we could only search through our companies' data just like we search for good food on a night out – just pull out my phone and ask for a place where I can access a direct, fulfilling answer to my pressing business question... Could it be ever that simple, considering the reality on the ground, where instead we have to go through chains of colleagues, databases, APIs, CMSs, Wikis (and also “that email thread from last year”), only to discover that to tie all the data pieces together into a meaningful, consistent view, a full support team of data engineers, analysts and SMEs might be needed?

As a legacy of the big data era and application-centric system design paradigm, data-rich organisations are suffering this condition on epidemic scale. Its common name is data siloing, and its essence is a severe deficiency of systematic solutions for supporting data findability, accessibility, interoperability, and reusability across large organisations. In this talk, I will provide

a general introduction to a concept of Enterprise Knowledge Graph, explain how it tackles many of these challenges, and why it is worth adopting it as the modern enterprise data strategy in the age of AI.

Speaker:

■ **Szymon Klarman**, Senior Director, Ontology

 S&P Global

10:00–10:25 **In the battle against global hunger: will AI end starvation or widen economic gaps?**

According to statistics, 25% of the global population faces food insecurity, with 10% experiencing regular hunger. Every year, 10–15 million people die due to starvation. The problem affects mainly woman, children, and elderly.

In this thought-provoking Tech Talk, we explore the potential of Artificial Intelligence to address a longstanding concern for the United Nations and governments worldwide: global hunger.

While AI-driven farming shows promise for revolutionizing food security, there are increasing concerns that centralizing food production in corporate hands may increase poverty in underdeveloped countries eliminating local farming.

Is AI truly a solution or merely a wolf in sheep's clothing entering our agricultural systems? Join us for a discussion on the social and economic impacts of AI based tech disruptors in the fight against global hunger.

Speakers:

■ **Marwa Ali**, Senior IT Consultant

■ **Marta Gasik**, Senior IT Consultant

■ **Anna Szczypielska**, Senior IT Consultant

 BCG PLATINION

10:30–10:55 **Cloud Migration: How to Make It a Success Story**

This session will take a deep dive into the complexities of cloud migration, specifically tailored to the banking sector, through a detailed case study. We'll explore the challenges often faced, uncover valuable opportunities for innovation, and provide actionable tips for a strategic migration approach. Agnieszka will share her journey from identifying the right components for migration to optimising costs and planning for effective maintenance. This talk is an opportunity to gain insights into successful cloud migration strategies and the impact of women in tech on the global banking industry.

Speaker:

■ **Patrycja Chudzińska**, Cloud Security Governance Manager

■ **Agnieszka Jakubas**, Head of Engineering Global Private Banking and Wealth Management

 HSBC

11:00–11:25 **Decarbonisation Unleashed: How technology is leading the energy sector towards Net Zero?**

Speaker:

■ **Sandra Barut**, Senior Energy Market Advisory Consultant

 Hitachi Energy

11:30-11:55 Intel Semiconductor Manufacturing Opportunities Coming to Poland

Join us for a captivating keynote featuring Morgan and Gregory, two trailblazing leaders in semiconductor manufacturing at Intel. Delve into their inspiring journeys navigating the intricate world of advanced semiconductor fabrication, where they've forged meaningful and illustrious careers. Discover firsthand insights into the groundbreaking opportunities soon to emerge in Poland's semiconductor landscape. Morgan and Gregory will showcase the limitless potential of this industry while debunking myths about gender roles in technology.

Be part of history as we unveil cutting-edge technology set to revolutionise Europe's semiconductor scene. Don't miss out – swing by the Intel stand during the summit to meet Morgan and Gregory in person!

Speakers:

■ **Greg Anderson**, Site General Manager, Poland Assembly Test Manufacturing

■ **Morgan Tribolet**, Director in assembly and wafer level packaging

**12:00-12:25 Future of AI-backed Security**

The AI-based revolution is changing all areas of technology and communication, and cyber security is no exception. Artificial Intelligence brings new challenges to cyber security but also opens up a number of previously unattainable opportunities. In the course of the speech, you will learn:

Artificial intelligence-based security or security-based artificial intelligence?

What will the evolution of security look like in the era of rapidly advancing AI?

Speaker:

■ **Paweł Dobrzański**, Security Tribe Lead, T-Mobile Polska

**12:30-12:55 How Equinix Leverages DCIM to Build a Greener Data Centre Industry?**

As a global leader in interconnection and data centre solutions, Equinix understands the vital role it plays in driving digital transformation while prioritizing environmental responsibility. We understand the significance of global power usage and its impact on the environment. We will shed light on the importance of Data Centre Infrastructure Management (DCIM) and its role in optimising energy consumption and operational efficiency. By implementing DCIM, Equinix has taken significant strides towards reducing our carbon footprint and embracing a more sustainable future. We will not only discuss the "what" of DCIM but also the "why." We will highlight the critical problems that DCIM solves, empowering data centres to operate more efficiently and effectively. Equinix has harnessed the power of DCIM to address these challenges head-on, ensuring that our operations align with our commitment to sustainability.

Speakers:

■ **Szymon Czekajewski**, Director of Product Management

■ **Monika Tryc**, Senior Manager of Customer Success

**13:00-13:25 Learning Roadmap to a Success in Data**

Are you contemplating or already pursuing a career in data but not sure what you need to succeed? If so, this Tech Talk may be just for you! We'll delve together into the essential skills and

educational pathways that can lead to a successful career in data. Drawing from personal experiences and success stories from former students, I will provide a subjective take on the educational curriculum to follow and address frequently asked questions like:

- Is a career in data right for me?
- Is it too late for me to transition into data?
- What kind of background and motivation may help me get into data?
- How can I find a suitable role based on my background?

This presentation is primarily aimed at individuals in the initial stages of their data career journey. However, it's also highly beneficial for recruiters and learning & development professionals seeking insights into hiring and training strategies for data roles.

Speaker:

■ **Piotr Zegadło**, Software Engineer, Treasury Quant Strategy



13:30–14:20 **PANEL DISCUSSION: Postgrowth – creating new paradigm for climate safety and societal well-being.**

At the heart of the discussion lies the recognition that traditional notions of economic growth are no longer tenable in a world facing the existential threats of climate change, biodiversity loss, and social inequality. Instead, postgrowth advocates for a shift towards qualitative improvements in well-being, emphasising factors such as community, reciprocity, interconnectedness, and ecological integrity over mere GDP expansion.

In this important panel discussion, we are going to look at alternative ways in which we can design our world so we can stop climate crisis and create a sense of wellbeing for all people. Join our best experts as we explore new ideas and solutions from an economic and social perspective.

Panellists:

- **Aleksandra Hirszfeld**, Philosopher, Author of the “Female Enthusiast World” Initiative, Creative Producer and Director of the first “World Women Summit”, Entuzjastki
- **Aleksandra Jach**, Facilitator, coach, art curator, communicator, Huba Foundation
- **Zofia Łapniewska**, Professor at Jagiellonian University and Co-chair of Polish Economy Network, Jagiellonian University
- **Bogdan Pękacki**, Batory Foundation expert and co-founder of Huba Foundation, Fundacja Batorego
- **Ewa Rewers**, Activist

14:25–14:50 **Elevate Your Everyday Life: Shopping Optimisation with Allegro**

During the “Elevate Your Everyday: Life Optimisation with Allegro” presentation, we highlighted how Allegro, the most popular shopping platform in Poland and the largest e-commerce player of European origin, can enhance users' everyday lives by leveraging Machine Learning (ML) and advanced Search features. We showcased how we can elevate our shopping experiences, predict our preferences, and automate mundane decisions. By harnessing these technologies, individuals can streamline their online shopping processes, thus making day-to-day tasks more efficient. It's about making life easier with Allegro — an essential part of living optimised.

Speakers:

- **Joanna Bigaj**, Senior Product Manager
- **Tomasz Skórski**, Senior Product Manager



14:55-15:20 **How to unleash the power of no code/low code? – a way to democratise IT using Power Platform.**

Let's delve into the transformative journey undertaken by Reckitt, where we harnessed the no code/low code platform to empower our teams and drive digital innovation. You can expect:

Lessons Learned: Insights from Reckitt's experience in implementing a Power Platform Centre of Excellence (CoE). We'll share practical takeaways on governance, scalability, and best practices.

Worldwide Adoption: Explore how Reckitt successfully rolled out Power Apps and Power Automate across global teams. From streamlining processes to enhancing productivity, we'll unveil the impact of widespread adoption.

Overcoming Challenges: Hear about the hurdles faced during implementation. Whether it was aligning diverse business units or ensuring data safety, we navigated obstacles with resilience.

Success Stories: Learn how Reckitt's teams leveraged the platform to create tailored solutions, from automating workflows to enhancing collaboration. Take their strategies and apply them for your own journey.

AI: See how Power Platform revolutionised development with Copilot.

Join us as we unlock the potential of the Power Platform, democratise IT, and inspire innovation and digitalisation with low code tools!

Speaker:

■ **Paula Zapadka**, IT&D Product Manager, Power Platform CoE & M365 Development



15:25-15:50 **T cells as therapeutic tool in autoimmunity and cancer**

T cells constitute about 30% of peripheral blood leukocytes. In general, they are specialised to fight against bacteria and viruses. However, T cells are very heterogeneous, and some populations can be used to treat human diseases. We will present results of 1st in human therapy of type 1 diabetes with regulatory T cells (Tregs) and will discuss the potential of cancer specific T cells application in therapy of solid tumours.

Speaker:

■ **Natalia Marek-Trzonkowska**, Director of the International Centre for Cancer Vaccine Sciences (ICCVS), University of Gdansk



15:55-16:20 **I am not waiting 132 years. Together with AI, let's close the pay gap!**

It takes 132 years to close the pay gap! Do we have to wait that long? No. Let's take advantage of the AI revolution and use it to improve equal opportunities for women in the labour market. AI offers enormous opportunities, and with AI chatbots, there has been a democratisation of access to unique knowledge and a way to increase efficiency. Women are under extra social responsibility – doing unpaid work makes them perform at a disadvantage to their male peers. We will not change biology, but we can use AI! AI can strategically prepare women to increase their earnings, and in a fraction of the time! Harness AI's potential to your advantage. Learn about AI's out-of-the-box uses and when, how, and in what areas the AI chat will give women an amazing adventure. Let's ride the wave of the AI revolution and significantly reduce the pay gap, faster than we ever thought possible! Social change may be slow, but we, as women, can be the catalysts for change with AI at our side. Each participant will receive a free ebook: I'm not waiting 132 years! Let's close the pay gap together with AI!

Speaker:

■ **Krystyna Jarek**, AI Innovation Expert



16:25-16:50

DiversITy: The Key to Success in Data Science and AI Projects?

How do you imagine a project team that implements data science or AI solutions? Is it built with all experts with 10+ years of experience in GenAI? Obviously not!

What are the benefits of blending peoples' skills and backgrounds? Can everyone become a valuable member of such a team, even with no technical background?

During this session I will share my answers and back them up with real life stories of three of our female colleagues contributing to two innovative projects. One project involves the optimisation of a CPG company's warehouse operations. The other is all about the development of a GenAI engine assisting a Fortune 100 enterprise's employees around the world. Thanks to these women's fresh perspectives, we are pushed to find non-standard ways of achieving our goals.

Speaker:

■ **Milena Kurpiewska**, DS&AI Competency Manager



16:55-17:30

The Growing Role of Women in the Startup Ecosystem

Discover how women are not just participating in the startup ecosystem but leading the way towards innovation and growth. Join us as we delve into the inspiring stories and strategies that highlight the significant contributions of women in shaping the future of startups and technology-driven industries. Together, let's celebrate their achievements and explore avenues for further empowerment and inclusivity.

Speakers:

■ **Valeriia Borshch**, Wtech Lead Partner in Europe, Head of Marketing at GIATA GmbH, WTech

■ **Anna Magiera**, Managing Director, ICLUB

■ **Kateryna Nakonechna**, Wtech Partner Kyiv, Chief Commercial Officer GMS AG, WTech

■ **Christine Seryozhechkina**, CEO Kooperativ, Wtech Ukraine lead partner, Kooperativ

■ **Anastasiia Solodovnikova**, Wtech Partner Warsaw, Supply Chain & Logistics Tech expert



CAREER STAGE

9:00-9:20

Meet Us: Point72

Speaker:

■ **Iryna Pelekh**, Recruiter

Point72



9:20-9:40**Meet Us: Linklaters***Speaker:*

- **Jakub Gembicki**, Senior Warsaw Technology Manager

Linklaters**9:40-10:00****Meet Us: NatWest***Speakers:*

- **Izabela Jagodzińska**, Scrum Master
- **Anna Kopec**, Talent Acquisition Manager

**10:00-10:20****Meet Us: Netflix***Speaker:*

- **Basia Sacewicz-Chabraszewska**, Senior HR Business Partner, CEE

NETFLIX**10:20-10:40****Meet Us: NVIDIA***Speakers:*

- **Janusz Lisiecki**, Senior Deep Learning manager/Polish Site leader
- **Sabina Sury**, EMEA Internship Program – Recruitment Lead

**10:50-11:10****Meet Us: Remitly***Speakers:*

- **Piotr Podolski**, Engineering Manager
- **Magdalena Szajowska**, Principal Recruiter & PL TA Leader

**11:10-11:30****Meet Us: EY***Speakers:*

- **Marta Ambroziak**, Associate Director of the Recruitment and Employer Branding Team
- **Małgorzata Minorczyk**, Talent Attraction Team Leader

**11:30-11:50****Meet Us: Volvo Cars***Speaker:*

- **Åsa Lavéno**, Senior Director, head of SW Engineering Office



11:50–12:10 Meet Us: Reckitt*Speakers:*■ **Aleksandra Chrustek**, HR Generalist■ **Anna Raubo**, IT&D Director – ServiceNow and DevOps Platform**12:10–12:30 Career Stage: Orange**■ **Lou Duponchel**, Director of Transformation and Digital Customer Experience■ **Ewa Krupa**, Director of Culture and Development**12:40–13:00 Meet Us: S&P Global***Speaker:*■ **Sergii Artemenko**, Director, Software Engineering**13:00–13:20 Meet Us: 42 Warsaw**

42 Warsaw is a coding academy in Poland and a member of the global 42 network. We provide a tuition-free, innovative education model, focused on developing programming skills and future-proof competencies. We offer education for individuals over the age of 18, which can be completed with a certificate from the French Ministry of Labor and ECTS points. Our strategic partner is Play, a leading telecommunication company.

Speakers:■ **Alina Pielaszkiewicz**, Pedago at 42 Warsaw**13:20–13:40 Meet Us: Visa***Speakers:*■ **Cora Constantin**, Lead Enterprise Architect**13:40–14:00 Meet Us: Procter & Gamble***Speaker:*■ **Anna Olczak**, Senior IT Director**14:10–14:30 Meet Us: British American Tobacco***Speaker:*■ **Anna Karolska**, Senior HR Business Partner DBS

14:30-14:50 Meet Us: T-Mobile*Speakers:*

- **Ewa Jakimowicz**, Expert Team Lead – Talent Acquisition & Employer Branding
- **Sylwia Pawelska**, Expert Team Lead – Employee Performance & Growth

**14:50-15:10 Meet Us: Honeywell***Speaker:*

- **Kalina Mikiewicz**, CEE HR Director

**15:10-15:30 Meet Us: Allegro***Speaker:*

- **Joanna Trzaska-Lorenz**, Senior Manager, Group Talent Acquisition

**SCIENCE****9:00-9:15****Navigating Research Funding: A Guide to NCN and QuantERA Opportunities**

The presentation serves as a comprehensive guide for researchers interested in financing opportunities offered by the National Science Centre (NCN) in Poland and the QuantERA Programme, promising valuable insights into navigating the landscape of funding available for scientific research and development. Firstly, the talk showcases the NCN – the domestic government agency supporting and promoting basic research in Poland – and details the diverse array of funding calls available across an extensive range of scientific disciplines. It explains the application process and addresses considerations such as international cooperation, topical relevance, career stage alignment, and evaluation procedures. Subsequently, the presentation offers an overview of the QuantERA Programme and its role in advancing Quantum Technologies in Europe. It describes QuantERA's main objectives – illustrating how it empowers scientists to conduct pioneering research in collaborative multinational projects – and highlights financing options offered by the Programme. The talk also aims to acquaint attendees with the mission and ethos of both the NCN and QuantERA, demonstrating the impact of their initiatives and inspiring researchers to pursue funding opportunities to drive meaningful scientific advancements.

Speakers:

- **Sylwia Kostka**, Chief Programme Coordinator for the QuantERA Programme, Quanteria
- **Anna Wieczorek**, Scientific Coordinator for Physical Sciences and Engineering

**9:20-9:35****Premiere of the Report on Women in Science and how to work with data.**

We will explore the situations of female students within technical higher education institutions (HEIs) and degree programs in emerging technologies. Additionally, we will delve into the career paths of women who pursue academic careers in STEM area. Our insights will be drawn from interactive reports available on the RAD-on portal, developed by the National Information Processing Institute. We will showcase the process of developing such reports from the perspective of the data science team – from data processing to visualisation design.

Speakers:

- **Zuzanna Borawska**, Data Analyst
- **Emil Podwysocki**, Head of the Laboratory of Databases and Business Analytics, National Information Processing Institute
- **Katarzyna Pyrtek**, Data Analyst



9:40-9:55

The hidden beauty of mRNA therapeutics

mRNA, or messenger RNA, is a “recipe” for a protein in our body. It is an intermediate molecule between DNA and a protein. By virtue of its role, it is short-lived and appears in the body only when there is a need for a particular protein. These natural mRNA properties have greatly intrigued scientists for years. mRNA appears to be the “ideal” molecule for its therapeutic use. It is externally administered but stays in the body for only a short time. It does not integrate into our genome, and therefore does not change it. And at the same time, the protein encoded in the mRNA is produced by our own cells, meaning that it is treated by our body as its own. The latter is, in my opinion, the greatest potential advantage of mRNA. In my talk I will cover all above topics and envision the future of mRNA therapeutics.

Speaker:

- **Dominika Nowis**, Head of the Laboratory of Experimental Medicine, Warsaw Medical University



10:00-10:15

Do cells exposed to ionising radiation glow?

DNA is the fundamental molecule encoding and storing the genetic information of all living organisms. DNA damage and repair is by essence a multidisciplinary line of research, and the award of the Nobel Prize of Chemistry in 2015 stresses out the importance of gaining molecular insights into the underlying complex mechanistic pathways. The genetic material is a labile substance that is constantly damaged either spontaneously or due to the action of DNA damaging agents like ionising radiation. Although the damage is efficiently repaired, the DNA repair process is not error free, so that some lesions are misrepaired, leading to genetic modifications called mutations. These lesions can be visualised with the specific repair proteins, which produce the nuclear regions called foci. Ionising radiation itself is a unique DNA damaging agent in that it induces lesions in a strictly controlled manner, both with respect to the duration of damage induction and the transmitted energy. The characteristics of the initial physical features of the interaction of ionising radiation with living matter are a major determinant of their final biological consequences.

Speaker:

- **Beata Brzozowska**, Physicist



10:20-10:35 STARTUP STAGE OPENING

- **Bianka Siwińska**, Perspektywy Education Foundation
- **Kinga Blaut**, CFO Visa CEE, Visa
- **Jarosław Kwiecień**, Head of the Technology Division, Bank Handlowy

10:38-10:48 Talk: Our common goal is to have teams as diverse as possible

Participants:

- **Bianka Siwińska**, CEO, Perspektywy Women in Tech
- **Kinga Blaut**, CFO Visa CEE, Visa

10:51-11:01 Keynote Speech: Stepping out of comfort zone: Embracing the startup leadership challenge

Speakers:

- **Natalia Czapracka**, CMO
- **Barbara Koźbiał**, COO

Scramjet

11:04-11:14 My First Keynote: Design leadership in 2024: New challenges and changes

Speaker:

- **Martyna Mrozek**, Head of Product Design in CSHARK and a lecturer at the SWPS University CSHARK

11:16-12:58 Start-up after hours

Start up after hours – new avenues for professional growth and personal fulfilment alongside & after corporate career.

An event designed to inspire women to pursue entrepreneurial ventures and explore new paths for professional growth and personal fulfilment alongside corporate careers.

Learn how to develop your entrepreneurial interests, pursue your passions, and make a meaningful impact without taking on too much risk and pressure, whether through capital investment or by taking on an executive role after hours and supporting a startup with your knowledge, experience, or network. Start up after hours aims to assist women in finding their "second mountain" and show them how to climb it with the focus on engaging in entrepreneurial ventures. Ascending new slopes strengthens, broadens horizons, and sharpens skills, unlocking potential both within the corporate sphere and beyond.

This event is part of the #Shesnnovation Academy program which allows you to get in touch with VC funds, Business Angels and start up companies to directly begin your entrepreneurial journey. I have a dream. Navigating your impact path. (Opening Remarks)

- **Kasia Piasecki**, MD, European Women In VC, Founder ENNBOW, Advisor, Perspektywy

Beyond the corporate career. Finding your "second mountain" and learning the ways to climb it. (Keynote speech)

- **Olga Grygier-Siddons**, CEO Villa Poranek Experiential Learning Hub, former CEO PWC Central & Eastern Europe

Getting into entrepreneurial ventures (Fireside Chat)

What does it take to be an entrepreneur?

- **Maria Belka**, Entrepreneur, Advisor, MentorsForStarters

Becoming a business angel. Lending your capital and wings.

- **Pilar Trucios**, Business Angel, Investor & Co-Founder WA4STEAM, Co-founder, Experience Ahead

Sweating your equity. Becoming a part of the startup executive team by deploying your expertise.

- **Kasia Marczuk**, Founder and CEO at Aleet, MIT

11:58-12:05

Fast Talk 1

Constraints on the development of technology startups with women founders.

Speakers:

- **Agnieszka Młodzińska**, Master of Ceremony, Shesnnovation Academy
- **Patrycja Radek**, Manager, Shesnnovation Academy
- **Maria Tyka Majewska**, Project Manager, Huge Thing

12:05-12:45

PANEL DISCUSSION: Shifting the balance: Empowering female founders in Europe's start-up ecosystem

Moderator: **Andrew Wróbel**, Founder, Emerging Europe

Participants:

- **Angela Gusztos**, RIS Project Lead, EIT Health InnoStars
- **Diana Koziarska**, Founding Partner, Smok VC
- **Joana Pinto**, Co-Founder, Clynx
- **Pilar Trucios**, Investor and Cofounder, Wa4steam

12:45-12:52

Fast Talk 2

Constraints on the development of technology startups with women founders

Speakers:

- **Agnieszka Młodzińska**, Master of Ceremony, Shesnnovation Academy
- **Patrycja Radek**, Manager, Shesnnovation Academy
- **Maria Tyka Majewska**, Project Manager, Huge Thing

12:52-14:07

Shesnnovation Academy finale: Pitching Competition

Jury:

- **Ewa Rumińska**, economist, Kongres Kobiet
- **Małgorzata Walczak**, CEO PFR
- **Karolina Wojtas**, Venture Partner at Eurazeo Ventures & Director of Strategic Development at Everix Inc. Member of the Shesnnovation Academy Board
- **Magdalena Surowiec**, Managing Partner at Unfold.vc
- **Stanisław Rogoziński**, General Partner at Satus Starter VC Fund
- **Katarzyna Maryańska**, Acceleration Program Manager, Huge Thing
- **Paulina Albin**, Chief Enterprise Architect in Citi Handlowy
- **Kinga Blaut**, CFO Visa CEE, Visa

Katarzyna

Powered by: CITI Foundation

13 finalists

Each pitch lasting 3 minutes + 2 minutes for questions

14:20-14:50**Fireside Chat with The Huge Thing**

Fireside chat: Constraints on the development of technology startups with women founders

Speakers:

- **Anna Jurgaś**, Vice-President, Akces NCBR
- **Agnieszka Młodzińska**, Master of Ceremony, Shesnnovation Academy
- **Antonio Rodríguez Hita**, Entrepreneurship Lead, EIT Health Spainy
- **Maria Tyka Majewska**, Project Manager, Huge Thing

14:55-15:35**Her idea, our future: female world of Ukrainian start-ups***Moderator:* **Andrew Wróbel**, Founder, Emerging Europe*Participants:*

- **Maria Alipatova**, Co-Founder, Solar Optics
- **Iryna Savytska**, Co-Founder, Banks of Memory
- **Diana Berezhna**, EIT Red Kalyna project lead
- **Karolina Wawrzyniak**, Government Engegement Manager, Mastercard

15:40-16:20**Shesnnovation Academy results – Awards Ceremony***Jury:*

- **Ewa Rumińska**, economist, Kongres Kobiet,
- **Małgorzata Walczak**, CEO PFR,
- **Karolina Wojtas**, Venture Partner at Eurazeo Ventures & Director of Strategic Development at Everix Inc. Member of the Shesnnovation Academy Board,
- **Magdalena Surowiec**, Managing Partner, Unfold.vc,
- **Stanisław Rogoziński**, General Partner, Satus Starter VC Fund,
- **Paulina Albin**, Chief Enterprise Architect in Citi Handlowy
- **Kinga Blaut**, CFO Visa CEE, Visa
- **Katarzyna Maryńska**, Acceleration Program Manager, Huge Thing

16:25-17:35**Hyde Park – Training session for women founders**

Pitching session

Each pitch lasting 3 minutes + 2 minutes for feedback

16 founders from the Perspektywy and Huge Thing network

Moderators:

- **Anna Jurgaś**, Vice-President, Akces NCBR
- **Agnieszka Młodzińska**, Master of Ceremony
- **Patrycja Radek**, Manager

**17:35-17:45****Startup Stage Closing***Speakers:*

- **Agnieszka Młodzińska**, Master of Ceremony
- **Patrycja Radek**, Manager



WORKSHOPS

9:00–10:10

Room A**How to build successful career as women in tech – Perspective of our leaders**

Get to know the perspective of our diverse leaders from around Europe coming with different backgrounds and functions.

Learn what helped our leaders at the beginning of career, middle stage of it and already as members of management functions. Get inspired, get useful tips, and let us help you with building successful career in FMCG industry!

Trainers:

- **Małgorzata Kowalska- Niklaus**, Value Stream Manager
- **Ewa Królik**, Operations Manager in Sochaczew Wet Petfood factory
- **Madeleine Leuf**, Global Engineering Program Lead Mars Royal Canin
- **Marina Roemhild**, Senior Digital Project Deployment Manager

MARS

9:00–10:10

Room B1**Work-life efficiency hacks – how to tame your tasks**

Being part of Tech does not only mean technical aspects of the job but also developing your soft skills. This may be especially challenging when you are an introvert – it is not always easy to say “no,” prioritise or feel overwhelmed by constant deadlines and power struggles between teams. Nordea is here to help!

What will we talk about?

- How not to drown in everyday tasks
 - How to feel less overwhelmed
 - Why is being assertive so crucial
 - What is emotional intelligence
 - How to use chat effectively
- ... and much more!

Trainer:

- **Paula Barszcz**, Front End Developer,

Nordea

9:00–10:10

Room B2**How to be a non-technical in technical IT teams?**

In today's evolving technological world, the collaboration between technical and non-technical professionals has become increasingly vital for the success of many organizations. For many individuals without a technical background, finding their footing in a technical team can be daunting. This workshop aims to bridge that gap by providing professionals with the tools, insights, and strategies they need to thrive in technical environments. This session will be held in an open space format fostering discussions on strategies for building rapport, establishing trust, and fostering a sense of camaraderie with their technical colleagues. Together, we will deep-dive into the topics of soft and hard skills, explore development strategies and trends impacting the job market.

Trainers:

- **Aleksandra Adamiak**, Business Analyst
- **Katarzyna Garncarek**, Senior Business Analyst



9:00–10:10

Room B3

Dlaczego LLM-y nas rozumieją? Poznaj sposoby embedowania i stwórz system RAG.

Retrieval Augmented Generation (RAG) to system wzbogacający prompty poprzez dołączenie kontekstu z zewnętrznych źródeł danych. Jest to możliwe dzięki zastosowaniu dużych modeli językowych, które zamieniają dane na wektory (word embedding).

Dzięki systemowi RAG, modele mogą korzystać ze stale zmieniającej się bazy danych, bez potrzeby kosztownego dostrajania.

W trakcie warsztatu:

- Poznasz różne sposoby embedowania wektorów (zrozumiesz kryjącą się za tym matematykę i napiszesz kod w języku Python) oraz związane z nimi wyzwania, takie jak klątwa wymiarowości (curse of dimensionality);
- Napiszesz kod systemu RAG w języku Python;
- Zobaczysz zaawansowany system RAG stworzony w firmie APTIV i przekonasz się, jak znacząco przyspiesza i ułatwia pracę.

Warsztat odbędzie się w języku polskim

Uwaga: To jest warsztat teoretyczno-praktyczny, prosimy o zabranie ze sobą laptopów i zainstalowanie frameworku LangChain.

Trainer:

- **Magdalena Bator**, AI/ML New Applications team intern
- **Natalia Maślany**, Machine Learning Engineer



9:00–10:10

Room C4

Embrace new reality and succeed in the BANI world

In a BANI world, traditional strategies fall short. Success comes from embracing this reality. This workshop guides students and graduates through understanding and navigating BANI dynamics. Participants explore modern challenges and learn to turn them into growth opportunities through engaging activities, discussions, and real-world examples. From rapid technological advancements to shifting societal norms, attendees gain insights into shaping forces and develop resilience to thrive amidst constant change.

Topics Covered:

- Understanding the BANI Framework: Delve into volatility, uncertainty, complexity, and ambiguity's impact.
- Adaptation and Flexibility: Learn to embrace change and adapt quickly.
- Innovation and Creativity: Explore ways to harness innovation and creativity.
- Resilience and Mental Toughness: Cultivate resilience to navigate setbacks.
- Collaboration and Networking: Understand the power of collaboration and networking.
- Future-Proofing Your Career: Gain practical strategies for future-proofing your career in an ever-changing landscape, ensuring relevance and resilience in the face of evolving job markets.
- Whether you're a student preparing to enter the workforce or a recent graduate navigating the

early stages of your career, this workshop will equip you with the mindset, skills, and strategies needed to thrive in the BANI world. Join us and embark on a journey of discovery, empowerment, and transformation as we embrace the new reality together.

Trainers:

- **Małgorzata Kolton**, Vice president of the European Packaging Division at Henkel Adhesive Technologies
- **Karolina Szmidt**, President Henkel Poland



9:00–10:10

Room D

How to use simple automation in daily work on PC

The main goal of the workshops will be to create with participants simple scripts, machines, macros or other types of solutions that will be able to help automate some repetitive tasks performed at various workstations where a computer is used. During the workshops, participants will also learn about various, more advanced possibilities of automating their work, which they will later be able to independently develop and implement in their workplaces.

The main goal of the workshops will be to create with participants simple scripts, machines, macros or other types of solutions that will be able to help automate some repetitive tasks performed at various workstations where a computer is used. During the workshops, participants will also learn about various, more advanced possibilities of automating their work, which they will later be able to independently develop and implement in their workplaces.

Trainers:

- **Damian Dołęga-Dołęgowski**, Production Engineering Technical Manager
- **Piotr Hamerski**, Senior Database Administrator



9:00–10:10

Room E

The AI Era: Understanding its Effects on Society and Individuals

Uncover the ethical, social, and economic implications of AI adoption, from revolutionising healthcare and education to reshaping industries and redefining the way we work and interact. Dive deep into the complexities of AI, addressing concerns such as algorithmic bias, job displacement, disinformation and environmental impact while embracing the countless opportunities it presents for innovation and progress.

Gain valuable insights into measuring costs versus benefits and evaluating threats versus opportunities, empowering you to make informed decisions in the AI-driven world.

Join us as we foster critical thinking and promote ethical considerations, ensuring a brighter, more equitable future for all.

Trainers:

- **Nikola Beblik**, Cloud Platform Engineer
- **Przemek Rogala**, Engineering Manager



10:30–11:40 Room B1**Solve Your Problems with Optimisation: A Practical Training**

Ever wondered what optimisation is all about? Curious why every company tackles optimisation problems? Join the training to understand topic of optimisation better and develop a skill that is desirable in all companies!

During the training we will explore mathematical optimization software and Python together. We'll build models, prepare data and analyse results. We will also delve into the broad concept of optimisation. Additionally, we will explore the creation of apps that solve optimisation problems in large companies.

By the end of the training, you'll have the basic understanding and skills to tackle optimisation problems and make a impact in your professional career. Get ready to learn and have fun!

Feel free to bring your laptops, as there will be a hands-on portion of the training where you can follow along with me. It would be great if you have Python(3.8+) installed.

Trainers:

■ **Emil Bladek**, Lead AI Engineer

■ **Aleksandra Szymczak**, AI Engineer

**10:30–11:40 Room B2****Learn UI Test Automation with Cypress**

Join us for an immersive workshop where you'll dive deep into the world of UI test automation using the powerful Cypress framework. Whether you're a beginner or looking to enhance your skills, this workshop is designed to equip you with the knowledge and tools needed to set up UI test automation from scratch.

In this workshop, you'll:

- Learn the fundamentals of Cypress framework and its advantages in UI test automation.
- Get hands-on experience writing your first UI test with Cypress, guided by expert instructors.
- Explore common pitfalls and errors encountered in UI test automation and discover strategies to avoid them.
- Engage in discussions and practical exercises to reinforce your understanding and troubleshoot real-world scenarios.
- By the end of the workshop, you'll walk away with a solid foundation in UI test automation with Cypress and the confidence to apply your newfound skills to your projects. Don't miss this opportunity to level up your testing game and accelerate your development workflow!
- It is recommended to bring a laptop with installed software.

Trainers:

■ **Olga Govor**, Senior Manager, QA

■ **Izabela Lindner**, Software Development Engineer in Test

**10:30–11:40 Room B3****Unleash the power of being “unprepared” with improv**

Do you often feel not prepared enough? A workshop eager to overcome the fear of 'being unprepared' with help of improvisation tools.

Throughout these years, improvisation has made me realise, how closely business and improv worlds are connected. Workshop focused on using improvisation tools for unexpected situations in business, demonstrating how not to fear unexpected circumstances, navigate, and leverage to build upon them. I'll show you how through improv tools, games and exercises you can get familiar with your own skillset and connect this to business value. We will learn the basics of improvisation in a fun, interactive and very supportive environment. We will play warm up games, try out variety of exercises supporting active listening, storytelling, effective communication, creativity and more. We will stretch up a bit (not to worry! Just a tiny bit) our boundaries and have good time. The main improv principle is "yes and" so if at any of the above you've said yes to yourself, your "and" is booking a slot 😊

I've been managing a multimillion-dollar business at Intel while also pursuing comedy career at the same time. I perform on stage in sketch shows, with improvisation, and occasionally do stand-up. Over the years, I've learned how to draw from one pursuit and apply it to the other. I'd like to share this knowledge with you and try to demonstrate that the feeling of being unprepared is okay and what can be done with it.

Trainer:

■ **Marta Muszyńska**, EMEA Retail Industry Lead



10:30–11:40

Room C4

Sustainable technological innovations: How technology supports ESG goals.

During the workshop "Sustainable technological innovations: How technology supports ESG goals", led by Małgorzata Rybak-Dowżyk, Director of the Corporate Communication and ESG Department at T-Mobile Polska, we will look at the possibilities of using modern technologies in the service of sustainable development. We will talk about:

- What are ESG goals and why are they important for business?
- What technological innovations can support ESG goals?
- AI and sustainable development.
- What are the challenges and opportunities for using technology and AI to achieve ESG goals?
- What initiatives or projects related to the use of artificial intelligence to support sustainable development are currently being implemented and what are their effects?

Trainer:

■ **Małgorzata Rybak-Dowżyk**, Corporate Communication & ESG Department Director



10:30–11:40

Room D

Innovate to Elevate: Future Critical Skills and Virtual Reality usage in Education

In this workshop, participants will explore the critical skills needed for the future and learn how virtual reality can be used to enhance education. Through different activities and discussions, attendees will discover innovative ways to incorporate VR technology into teaching practices to elevate student engagement and learning outcomes. Join us in this interactive session to revolutionize your approach to education and prepare for success in a rapidly changing world.

Trainers:

■ **Ewelina Danowska**, Head of Learning Services, Europe & Latin America

■ **Aleksandra Janeczko**, Learning Services Consultant

■ **Aleksandra Lesisz**, Learning Services Team Leader.



10:30–11:40

Room E

Automation in BI: How Simple Algorithms Can Transform Mundane Tasks and Enhance Decision Making

Tedious, manual and repetitive. If you use those terms to describe some of the tasks you're dealing with, then this workshop is for you. We would like to trigger your creativity in making your daily work more efficient and interesting. During the workshop, we will explore different methods of process optimisation using the example of email classification, including setting up simple rules in selected mailbox, utilising an automation tool for classification, and using a Python-based AI classification model together. Participants will have the opportunity for hands-on experience with the Python classifier, emphasising the practical application of automation algorithms in business intelligence.

Trainer:

■ **Sonia Grzywacz**, Automation Engineer

■ **Eduard Polianskyi**, Data Analyst

**Goldman
Sachs**

12:00–13:10

Room B1

Core values – a path to self-development and professional success

Join us on the exciting self-discovery journey, find your core values, see how they determine your life choices and how you can consciously apply them at work. In this interactive workshop with games and scenarios you will learn how to speed up your self-development and advance your professional career. Unsure which direction to choose? Got stuck in your career? Lost motivation? This workshop will help you to understand why and show what to do next. Or perhaps you already have a clear career goal but just don't know how to get there? We've been there too! During this workshop we will share three completely different successful career paths that we chose in line with our values.

Trainers:

■ **Marta Botros**, Principal Research Analyst

■ **Yulia Buyanova**, Senior Software Engineer

■ **Ewelina Pałka-Lukasińska**, Senior SQA Automation Engineer

S&P Global

12:00–13:10

Room B2

Skuteczny scenariusz w testach użyteczności. Jak zbadać więcej niż deklaracje?

Chcesz tworzyć produkty, które kradną serca? Wyrusz z nami w podróż ku głębszemu zrozumieniu użytkowników!

Deklaracje klientów nie zawsze idą w parze z ich faktycznym zachowaniem. W badaniach UX, stosując odpowiednie techniki, jesteśmy w stanie dotrzeć nie tylko do wiedzy implicite, ale przede wszystkim do wiedzy behawioralnej.

To właśnie obserwacje nieuświadomionych zachowań, często są źródłem najbardziej wartości-

wych insightów. Jak je zdobyć? Za pomocą kuloodpornego scenariusza.

Na naszym praktycznym warsztacie nauczymy Cię, jak formułować pytania i układać zadania w badaniach interfejsów. Nie tylko odkryjesz tajniki tworzenia skutecznych scenariuszy testów usability, ale dowiesz się także, jak badać i mapować emocje.

Trainers:

■ **Maria Dziedzic-Białkowska**, UX Researcher

■ **Justyna Zynek-Mahometa**, UX Researcher



12:00–13:10

Room B3

Service management processes that impact User Experience

As the systems of IT continue to grow in number, scope, and importance to the business, what we sometimes overlook is that for every system IT deploys into the business, there's a community of users relying on that system to perform their jobs every day. This fundamental dependency has only grown, and every business now relies more on technology to perform essential daily tasks in virtually every role across the organization, large or small. With this remarkable growth in the role of technology in every business every day, it translates to that we as IT professionals must invest more time, energy, and focus on the user experience.

Without focusing on improving the user experience we risk creating a gap between what our users expect of these systems and what the systems of IT can deliver.

What is user experience you may ask? What are its complexities? What are Service Management Processes we can implement to fulfil organization needs?

Join the workshop to find out!

Trainer:

■ **Tatenda Vukomba**, End User Experience Coordinator



12:00–13:10

Room C3

Leadership at all Levels: Unleashing Your Potential in the Workplace

This session shatters the myth that leadership is reserved for the C-suite. You'll discover how leadership can, and should, be exercised at every level of your organisation. We'll explore the concept of a distributed leadership model, where individuals take ownership and inspire their peers. Learn how to cultivate a culture that empowers employees to contribute ideas, solve problems, and drive results.

You'll gain practical strategies to foster trust and open communication across all levels, delegate effectively and empower others to take ownership, and create an environment where innovation and initiative are encouraged. This session is designed for anyone who wants to be a more effective leader, regardless of their current position.

Trainers:

■ **Becky George-David**, Executive Director (Product)

■ **Edesili Obetoh**, Vice President, Assistant General Counsel



12:00–13:10 Room C4**Leadership in engineering teams: female perspective**

At Volvo Cars, we believe that technical skills and leadership competencies have no gender. Do we have any proof of this? In a male-dominated IT engineering industry, in Tech Hub Poland, one of Volvo Cars' four technology centres worldwide, we now have on board 60% female engineering managers and 40% male engineering managers.

Our experienced leadership team from Tech Hub Poland will run the workshop and guide you through the subject of leadership in engineering teams.

During the workshop, we will:

- explore the unique challenges and opportunities faced by leaders in engineering.
- identify key leadership qualities and how they translate into effective team management.
- discuss practical tools and techniques for enhancing communication, collaboration, and decision-making within diverse teams.

Trainer:

Aleksandra Dziedzicka, Engineering Manager

**12:00–13:10 Room D****Optimise your life with Machine Learning**

Are you interested in pursuing a career as a data scientist? Or perhaps you're already one and wish to enhance your skills for personal growth? Either way, this workshop is tailored just for you. Throughout this session, you'll gain valuable insights into defining objectives, collecting, and preprocessing data, as well as harnessing machine learning algorithms. It's a comprehensive journey through the data scientist's workflow, all centred around your own, the most intriguing data. Rest assured, your privacy remains intact as all data processing occurs locally on your machine. We don't rely on any cloud-based solutions.

Have you ever wondered what you can learn by integrating information from various aspects of your life? Whether it's health, finance, social interactions, or beyond, our workshops will unveil endless possibilities. Join us and unlock the potential within your data!

Trainer:

■ **Tomasz Węgiel**, Software Development Engineering: R&D Specialist Professional

**12:00–13:10 Room E****Mastering the Linux Universe**

Embark on a cosmic journey through the world of Linux in our “Mastering the Linux Universe” workshop. Discover the secrets of this powerful operating system and learn how to navigate its vast capabilities with confidence!

Linux represents a world of possibilities in technology and career advancement. This workshop is designed to be a transformational journey that will take your professional skills from soft to hard in the blink of an eye. It will be a great opportunity to start improving your skills and align with the ever-evolving tech industry. By mastering Linux, you open the door to career paths in system administration, network management, and beyond.

Join and embrace this new technology with us and unlock the potential of Linux for your future endeavours!

Trainer:

■ **Iskra Rizovska**, Senior Linux Engineer



13:30–14:40

Room B1

Google Interview Workshop

Join our workshop and elevate your technical interview skills! Whether you're gearing up for a tech internship or eyeing a full-time software engineering role, refining your interview techniques is essential. Dive into mock questions and gain invaluable tips to excel in your interviews. With personalized feedback and interactive sessions, you'll leave better prepared and more confident to tackle any technical interview challenge. Don't miss this opportunity to boost your confidence and stand out from the crowd!

Trainers:

■ **Aleksandra Jarmolińska**, Senior Software Engineer

■ **Agnieszka Lipska-Krasuska**, Software Engineer



13:30–14:40

Room B2

Kiedy technologia spotyka emocje. Projektowanie ścieżki doświadczeń klienta: czyli jak pragmatycznie wykorzystać empatię do budowania lepszych produktów cyfrowych.

Technologia nie ma emocji. Ale jej użytkownik – już bardzo wiele! Projektowanie ścieżki doświadczeń pomaga znaleźć miejsca bolące klienta oraz te z potencjałem do efektu WOW w produkcie cyfrowym! To strategiczne narzędzie pomaga optymalizować i zarządzać doświadczeniem klienta, wychodząc poza poszczególne „ficzury” 😊

Podczas warsztatu uczestniczki doświadczą projektowania ścieżki w lekkostrawnej pigułce: zmapowanie customer journey „as is” wraz z mapowaniem emocji, wytypowanie strategicznych miejsc do projektowania, przeprojektowanie customer journey „to be”. Zobaczmy, w którym etapie prac pomocna będzie AI>.

Zapraszam do zanurzenia się w podróż klienta, z której wynurzymy się z określonymi strategicznymi insightami.

Trainer:

■ **Magdalena Dobrowolska-Sagan**, Head of Design



13:30–14:40

Room B3

Likes, Shares & Hot Deals – A Threat Modeling Workshop for Our Digital Day-to-Day

In an era where our daily interactions rely heavily on digital platforms, it's crucial to navigate the virtual landscape with confidence. Join our workshop to unravel the mystery of threat modelling – from safeguarding your online identity to protecting sensitive information. Learn to identify and mitigate potential threats, gain knowledge and skills that can immediately be applied in your daily life. Rock it online... securely! :)

*No prerequisites or technical knowledge required!

Trainer:

■ **Agnieszka Gorgolewska**, InfoSec Engineer Assessments



13:30–14:40

Room C4

Demystifying Generative AI: While Others Talk, Do It with Amazon Bedrock

Unlock the Power of Generative AI for Smaller Business! Our workshop focuses on bridging the gap between industry interest and practical application. Learn to identify specific business use cases, evaluate models with a focus on cost, latency, and quality tradeoffs, and seamlessly integrate Gen AI into your applications using Amazon Bedrock on the AWS stack. Join us for a comprehensive dive into the world of Gen AI, tailored for smaller businesses and scalable insights for larger enterprises. Don't miss out on this opportunity to revolutionise your business effortlessly, responsibly, and without bias.

Trainers:

- **Anna Dabrowska**, Software Development Engineer
- **Volodymyr Hlushkov**, Quality Assurance Engineer
- **Oleksandra Krykhtina**, Software Development Engineer
- **Mikolaj Olszewski**, Senior Software Engineer
- **Maryna Shevchenko**, Quality Assurance Manager
- **Valeriia Voitenko**, Software Development Manager



13:30–14:40

Room D

Transform Your Workplace Communication: Unleash the Power of Empathy!

Are you tired of dealing with conflicts, misunderstandings, and tension in the workplace? Want to create a more harmonious and productive environment?

Join my Non-Violent Communication (NVC) training, which can be the first step to a new way of communicating at work and at home. NVC is a powerful communication tool that fosters empathy, understanding, and respect, even in the most challenging situations. By learning and applying NVC principles, you can create stronger connections, resolve conflicts, and foster a more collaborative and supportive work environment while also avoiding drama at home with your family. Although there is more awareness around the topic of NVC and things have certainly improved over the years, I bet you've heard these statements at the workplace or maybe even made them yourself?

"You're so incompetent! Can't you do anything right?"

"It's your fault the project failed."

"That's a stupid idea."

"You never listen to me!"

"Why do you always take so long to finish your tasks?"

"You're just lazy and unmotivated."

"Stop complaining and just do your job."

"You're not a team player."

By applying Non-Violent Communication techniques, we can replace these harmful statements with empathetic, constructive communication that fosters understanding, collaboration, and a more positive work environment.

Trainer:

■ Beata Stawiarska, CIO



13:30–14:40

Room E

Cyber in the Supply Chain – Play a Strategic Game with EY!

The Director of Risk Management and Compliance in a pharmaceutical company has tasked their team with analysing new legal challenges. It emerged that their company falls under the scope of the NIS2 Directive. Upon careful review of the Directive, it became clear that one of the biggest challenges would be ensuring the security of the supply chain. The company decided to appoint a Supply Chain Cybersecurity Task Force in the context of implementing the NIS2 Directive.

Help with the preparations for the implementation of the NIS2 provisions!

During the game, participants will take on the roles of employees of the pharmaceutical company and suppliers. Each has their own issues and concerns, but together they must develop a supply chain cybersecurity strategy.

The game allows for a better understanding of the challenges associated with the provisions of the NIS2 Directive – including the complexity of the process of identifying suppliers, risk assessment, and identifying vulnerabilities in the supply chain.

Benefits for the participant: Getting familiar with the methodology and process of managing cybersecurity in the supply chain.

Trainers:

■ Iwona Szatkowska-Musialek, Analyst, OT/IoT Hub, EY Poland

■ Magdalena Wrzosek, Manager, Technology Consulting, OT / IoT Cybersecurity Hub, EY Poland



15:00–16:10

Room B1

Misja Superbohaterek IT: Zintegrowane podejście do tworzenia systemów informatycznych.

Przygotuj się na ekscytującą misję w świecie IT, gdzie staniemy się superbohaterami cyfrowego wszechświata! Przeprowadzimy szczegółowe analizy i porozmawiamy o usprawnieniach systemów, aby odkryć ich pełen potencjał. Podejmij wyzwanie! Pomóż uratować proces biznesowy przed totalną zagładą. **RPA-Ranger**: Ekspert robotyzacji procesów, który broni przed zagrożeniami rutyny i monotonią. Jego misją jest uwalnianie zasobów ludzkich od rutynowych zadań, umożliwiając im skoncentrowanie się na bardziej kreatywnych i strategicznych aspektach pracy.

Java-Jedi: Doświadczony mistrz programowania Java, którego umiejętności w posługiwaniu się językiem programowania są równie mocne, jak skoncentrowany strumień mocy. Jego umiejętności w projektowaniu aplikacji mogą wskrzeszać najbardziej wymagające projekty. **Flow Navigator**: Navigator przepływu danych, który prowadzi dane przez zawiłe szlaki systemów IT, jednocześnie odnajdując skarby w postaci ukrytych informacji i możliwości optymalizacji. Jego misją jest zapewnienie płynności i bezpieczeństwa przepływu danych, umożliwiając wydobyć pełnego potencjału informacji. **Data Optimization Ninja**: Ninja optymalizacji danych i procesów biznesowych, zręcznie porusza się w świecie ciągłego usprawniania systemów IT. Precyzyjnie opisuje specyfikacje dla deweloperów, wspierając wdrażanie nowych rozwiązań. Jego misją jest kreowanie innowacyjnych rozwiązań, które mają przełożenie na zmieniające się potrzeby i pojawiające się wyzwania technologiczne.

Trainers:

- **Joanna de Boulangé-Woluntarska**, Starszy specjalista ds. transformacji danych
- **Julia Kańska**, Specjalista ds. robotyzacji
- **Anna Romaniuk**, Specjalista ds. Robotyzacji



15:00–16:10

Room B2

Race to Net Zero – how are companies reducing their climate impact? Simulation game.

What decisions do companies face in the face of climate change challenges? Does climate change involve operational risks, or can it also represent an opportunity for the company? How to avoid the trap of greenwashing? Workshop participants will take on the roles of decision-makers in organizations with different business profiles and will dynamically make decisions about their climate strategy. They will learn what tools companies have at their disposal to increase their resilience to climate change and what effects their use can have.

Trainers:

- **Anna Pilarczyk**, Senior Consultant
- **Patrycja Woźniak**, Manager



15:00–16:10

Room B3

Bądź współczesną Księżniczką i chroń swój cyberbezpieczny zamek

W trakcie warsztatu planujemy odczarować cyberbezpieczeństwo. Wykorzystamy do tego średnio-wieczny model zamku, w którym zidentyfikujemy najcenniejsze skarby, omówimy sposoby ich ochrony, przeanalizujemy mechanizmy wykrywania zagrożeń oraz reagowania na ataki.

Pracujemy w dziale marketingu rozwiązań cyberbezpieczeństwa. W swojej pracy wykorzystujemy różne analogie, aby budować świadomość naszych klientów. Model zamku pozwala nam odwoływać się do emocji, które pojawiały się w trakcie przeżywania scen z bajek. Któż nie pamięta Shreka ratującego księżniczkę Fionę z zamku chronionego przez Smoczyce?

Waszą wiedzę na temat luk bezpieczeństwa, zagrożeń oraz ataków hakerskich przetestujemy w za pomocą Quizów online. Koniecznie zabierzcie z sobą telefony i dobry nastrój.

W trakcie warsztatu dowiedziecie się:

- Po co hakerom Wasza tożsamość?
- Jakie są etapy ataku hakerskiego?
- Które podatności są wykorzystywane w atakach?
- Jak rozpoznawać zagrożenia?
- Jak się chronić?

Trainers:

- **Daniel Kamiński**, Senior Solutions Architect
- **Patrycja Królik**, Senior Product Manager



15:00–16:10

Room C3**Accelerator: Driving Change and Diversity in STEM**

How can we close the gap on 131 years to gain equality sooner for woman in the workplace. What will it take to drive change at high velocity and expand the current models of creating gender balance to ensure we have senior woman leaders sooner than in 9 decades. Let's discuss the current research and brainstorm solutions to ensure we have practical direction that will drive human behaviours to advance equality for women. This workshop will challenge you to Think Big to envision a world with uniformity and focus on warp speed options that could be optimised now. Let's not wait for 90 years until there is parity for Senior Woman Leaders, let's come together to advance the topics of Awareness, Advocacy, Leading by Example, Supporting Organizations, Holding leaders accountable, promoting Collaboration. Accelerating women in leadership positions involves implementing policies that promote gender equality, providing mentorship and support networks, addressing biases in hiring and promotion processes, and fostering a culture of inclusivity and empowerment within organisations.

Come be part of the solution.

Trainers:

■ **Roberta Diachok**, Senior Manager



15:00–16:10

Room C4**Sky is not the limit – It's an opportunity – planes, drones and the forces**

Honeywell would like to introduce you to aviation world during hands on workshops. During time spent with amazing engineers you will be able to learn more about our company, our values and how we make things happen.

We invite you to become Futureshaper and work with us during workshop session. You will be able to build your own flying machine and prove that everything is possible.

Why wait for the future when you can create it?

Trainers:

■ **Przemysław Curyło**, Advanced Systems Engineer

■ **Marta Jungiewicz**, Advanced Systems Engineer

■ **Iacek Paszek**, Senior Advanced Software Engineer

Honeywell

15:00–16:10

Room D**Embracing Responsible AI: Value, Risk, and New Regulations**

Join us at the Women in Tech event for an enlightening workshop titled 'Embracing Responsible AI: Value, Risk, and New Regulations,' led by Justyna Wilczyńska-Baraniak and Alicja Guzy from EY Law. This session will dive into the critical aspects of the European regulatory environment for artificial intelligence, addressing the dual challenge of leveraging AI for economic and societal benefits while adhering to ethical standards and legal constraints. Through the expertise of our speakers, participants will explore the latest EU regulations that dictate the boundaries of AI applications, emphasizing transparency, fairness, and accountability. Engage with real-world case studies and strategic insights that demonstrate practical implementations of AI within these frameworks. Key takeaways for participants will include:

- Understand European AI Regulations

- Learn Ethical AI Implementation
- Examine Compliance through Case Studies
- Identify and Mitigate AI Risks
- Discover Future Trends in AI Legislation

Trainers:

■ **Alicja Guzy**, Lawyer, EY Law

■ **Justyna Wilczyńska-Baraniak**, Partner, EY Law



15:00–16:10

Room E

Unleash Your Coding Superpowers with Amazon Q, Your AI-Powered Coding Buddy

In the ever-evolving software development landscape, efficiency reigns supreme. Enter Amazon Q for Developers, an AI coding assistant that transforms the way you approach coding challenges. With advanced natural language processing capabilities, Amazon Q for Developers serves as your personal coding companion, empowering you to unlock new levels of productivity. Imagine a virtual partner that understands your coding hurdles and provides intelligent solutions on demand. Amazon Q's deep learning models, trained on vast code repositories, offer accurate suggestions, recommendations, and explanations. From tackling complex algorithms to exploring cutting-edge technologies, Amazon Q for Developers guides you every step of the way. But Amazon Q for Developers isn't just a coding aid; it excels in project management, code review, and collaboration. Seamlessly integrate it into your development environment and streamline team communication, reducing misunderstandings and accelerating project delivery. Embrace Amazon Q's AI-driven capabilities and witness how it transforms your coding experience. Say goodbye to manual frustrations and hello to a future where creativity and productivity thrive. Unleash your coding prowess with Amazon Q for Developers, your AI-powered coding buddy.

Trainers:

■ **Ravi Kumar**, Data Architect

■ **Bartosz Wiecech**, Machine Learning Engineer



16:30–17:40

Room B1

Cyber Shift – Breaking Stereotypes in Cyber

Are you ready to unravel the mysteries of the cyber world and embark on an exciting career journey? Look no further! Our workshop, “Cyber Shift: Breaking Stereotypes in Cyber”, is designed to equip you with the knowledge, skills, and confidence to thrive in this dynamic industry.

What to Expect:

- **Demystification:** Seasoned cyber experts will break down complex concepts and cyber stereotypes into digestible bits. Say goodbye to what you think Cyber is!
- **Hands-On Exercises:** Roll up your sleeves and dive into practical exercises. Learn by doing – set up a secure network and analyse threats.
- **Skill Alignment:** Discover how your existing skills align with various cyber roles and learn how to develop new, exciting skills that you thought would be impossible. We've got insights for you – no matter if you're a tech whiz or a curious beginner.

- Q&A Session: Ask all your burning questions. Curiosity is your superpower, and our experts are here to provide answers.
- Why Attend?
- Career Clarity: Explore various cyber paths and find your niche.
- Networking: Connect with like-minded individuals and industry professionals.
- Future-Proofing: Understand how cyber roles are evolving and stay ahead of the curve.

Join us in shaping the future of cybersecurity. Let's demystify the cyber landscape, decode, defend, and thrive together!

Trainers:

■ **Jakub Olszewski**, Delivery Lead Cyber Knowledge Hub

■ **Alex Wloch**, Senior Active Threat Monitoring Analyst



16:30-18:00

Room E

Embrace Your Anger!

Our society has painted anger with a broad brush, branding it as destructive, violent, aggressive, scary, unprofessional, and disruptive. We've been conditioned to avoid it at all costs, fearing the labels and consequences that accompany its expression: you are crazy, you are rude, you are hysterical - if you are a woman. Silly for making a big deal out of nothing. The consequences of women's socialization to contain their anger have a real impact on the women's psychological well-being. Women's anger is often cloaked in socially acceptable sadness.

Yet, this very emotion, when understood and harnessed, can become a powerful force for positive change. Anger, in its various degrees, can be a catalyst for conscious, responsible action. It's a signal that you're paying attention, that you're attuned to your boundaries, your values, and the injustices around you. What you are angry about is often what you care about!

Expect discussion and practical exercises that are going to guide you to reconnect with your anger in a completely new way!

Trainer:

■ **Natalia Roma Grzyb**, Psychologist, Experienced Manager, Trainer & Mentor

SIDE EVENTS

9:00-11:00

Room C1

Ukrainian Tech Ecosystem Track Meetup: Now and Tomorrow *[sign up for the event]*

Join us for an insightful event that will explore the Ukrainian Tech Ecosystem through the lens of Women's Perspectives in Education, Careers, and Investments.

This event is a golden opportunity, promising invaluable insights and networking opportunities that can significantly contribute to the professional growth of switchers, aspiring IT professionals, and anyone interested in launching a business or implementing inclusive business approaches.

PROGRAM:

09:00-09:10

Ukrainian Tech Ecosystem: Women's Perspectives in Education, Career and Investments

09:10-09:20

Open event: current situation Women in Tech in Ukraine speech

■ **Iva Kozlovska**, Co-founder Qubit Labs, Women in Tech Ukraine

09:20-09:40

Programs for Women in Tech from Ukraine – Perspektywy

■ **Joanna Lisiecka**, COO, Perspektywy Women in Tech

9:40-10:00

Inclusion: best practice 2024

■ **Olga Novik**, CEO at MoreThan

10:00-10:20

Build Your Startup: 2024 Edition

■ **Anna Shchekhula**, Growth @ tech startups, mentor

10:20-10:40

International internship programs: prospects and opportunities

■ **Anna Panchenko**, Project Manager Women in Tech Ukraine

10:40-11:00

Career prospects for 2024-2025: New expectations for juniors

■ **Iva Kozlovska**, Co-founder Qubit Labs, Women in Tech Ukraine

Networking

9:00-11:00

Dziewczyny w grze!/Girls in the game – alumnae meeting *[by invitation]*

“Od marzeń do planów – metoda Disneya w praktyce”

Poznaj Metodę Disneya, kreatywne narzędzie rozwiązywania problemów. Podczas tego krótkiego warsztatu dowiesz się, w jaki sposób efektywnie generować nowe pomysły oraz jak przełożyć marzenia na konkretne działania prowadzące do ich realizacji.

The “Girls in the Game” alumnae meeting is a gathering of passionate women in the gaming industry - alumnae of the Girls in game (Dziewczyny w grze!) Program.

It features inspiring presentations, and valuable networking opportunities.

“Girls in Game!” is the first scholarship and mentoring program in Poland dedicated to women in gaming and game development, aimed at high school female students of all types, with a particular focus on candidates from smaller towns. As part of the program, girls will participate in a year-long series of training sessions covering video game creation, receive individual mentoring support from specialists at CD PROJEKT RED studio, and benefit from 12 months of financial support intended to cover education and development costs.

The program is implemented by the “Perspektywy” Educational Foundation and CD Projekt RED.

More info www.dziewczynywgrze.pl

If you want to participate fill in the APPLICATION form and wait for confirmation e-mail.

10:30–13:00

Room A**Warsaw Seminar for Computer Science Researchers**

The 5th Seminar for Computer Science Researchers" is devoted to the specificity of the professional career of women researchers in the field of computer science and related fields. Special guests are prof. Christiane Floyd from TU Wien and Clara Nellist from CERN.

PROGRAM:**10.30–10.35****WELCOME**

- **Dr Bianka Siwińska**, CEO, Perspektywy Education Foundation
- **Dr Klaudia Krawiecka**, Researcher, f. President of Oxford Women in Computer Science Society

10.35–10.50

Keynote Speech **STEPS to human-centred software development**

Special Guest: Honorary

- **Prof. Christiane Floyd**, Vienna University of Technology Tu Wien (*Austria*)

10.50–11.00

Keynote Speech

Special Guest:

- **Dr Clara Nellist**, Particle Physicist, CERN (*Switzerland*)

11.00–11.30

PANEL DISCUSSION:The Future of Data Science and Emerging Trends in the Field

Panellists:

- Honorary **Prof. Christiane Floyd**, Vienna University of Technology TU Wien (*Austria*)
- **Dr Pia Dreiseitel**, Principal Expert AI, Continental (*Germany*)
- **Pamela Krzypkowska**, Director of Research and Innovation, Ministry of Digital Affairs (*Poland*)
- **Dr Inez Okulska**, NLP Assistant Professor at NASK Science and Head of hAI Magazine (*Poland*)

Chair:

- **Dr. Klaudia Krawiecka**, Researcher, Oxford University (*UK*)

11.30–12.30

Presentation of research projects

12.30–13.00

"Bubble Networking"

The contact person is **Marzena Tarka**, e-mail: m.tarka@perspektywy.pl

The partner of the Seminar is The Austrian Culture Forum in Warsaw.

11:30–13:00

Room C1**Women in Science / Dziewczyny do Nauki!**

A special meeting of the "Women in Science" Program.

The "Women in science" Program is a project initiated by the Perspektywy Educational Foundation in collaboration with the Polish Young Academy of the Polish Academy of Sciences, serving as a platform for knowledge and experience exchange among female doctoral students, post-doctoral researchers, and experienced female scientists.

Program Goals:

- Consolidation of the community of women in STEM fields.
- Strengthening and supporting the scientific careers of women.
- Increasing the number of female researchers conducting research projects.

For more information, visit: dziewczyndonauki.pl

Contact: dziewczyndonauki@perspektywy.pl

This event is free for participants. Sign up for this for this workshop and wait for confirmation email.

11:30–13:00 Room C2

„IT i TY – praca z misją rozwoju Państwa” – spotkanie dla studentek i profesjonalistek / in POLISH

Panel dedykowany jest profesjonalistkom i studentkom (ale zapraszamy również Panów!)).

Poruszymy tematy dotyczące budowania ścieżki kariery w służbie cywilnej (dlaczego warto!).

Panel rozpocznie wystąpienie inspiracyjne: Pamela Krzyrkowska, dyrektorka Departamentu Badań i Innowacji w Ministerstwie Cyfryzacji – „Czemu porzuciłam Microsoft dla pracy w służbie państwa?”

Panel z udziałem kobiet reprezentujących MC, MNiSW, COI i NASK – o przebiegu ich kariery oraz motywacji do działania.

W trakcie panelu:

- poznasz wyjątkowe kobiety, które swoją ścieżkę kariery rozwijają w administracji publicznej,
- dowiesz się czy praca w urzędzie jest inna niż praca w biznesie/korporacji?
- sprawdzisz czy w urzędzie można zatrudnić się na stanowisku, który można nazwać mianem zawodu przyszłości
- przekonasz się o tym, że urzędy korzystają nowoczesnych technologii. Dowiesz się jak nowoczesne technologie zmieniają ich oblicze i jak pracownicy urzędów adaptują się do zmian technologicznych.

Zapisz się i poczekaj na maila potwierdzającego udział!

13:30–15:00 Room A

LeaderSHEp Academy – networking meeting for mentees *[by invitation]*

Meeting for mentees in 4th edition of the LeaderSHEp in Tech Academy Program.

The mentoring and training program, implemented by Perspektywy Women in Tech with the support of the Motorola Solutions Foundation, is aimed mainly at graduates of other expert Perspektywy programs, but not only. It is intended to help young women at the beginning of their careers develop as leaders, both through mentoring with role models from the world of technology, adaptive leadership workshops and exchange of experiences with people at a similar stage of career development. Participants will carry out #TechForGood projects in groups.

More info about the program: www.leadership.perspektywy.pl

13:30–15:30 Room C1

Future of tech is queer *[sign up for the event]*

Join us for a dynamic panel discussion exploring the vital role of LGBTQ+ community networks within corporate environments. Our panellists, representing diverse industries and backgrounds, will share their experiences, insights, and strategies for fostering inclusivity in the workplace. From navigating challenges to celebrating successes, we'll delve into the importance of establishing and sustaining LGBTQ+ community and pride networks within companies. Whether you are an ally,

a member of the LGBTQ+ community, or a business leader seeking to enhance workplace diversity and belonging, this discussion promises valuable perspectives and actionable takeaways. Be a part of the conversation driving positive change in corporate culture.

AGENDA:

13.30–13.45

WELCOME

13:45–14:15

Workshop: **The Power of Allyship: Unlocking Doors and Dismantling Barriers**

■ **Julia Maciocha**

14:15–14:45

DISCUSSION PANEL: Pride in Practice: Building Inclusive Workplaces Through LGBTQ+ Community Networks

■ **Isabella Motta** – Netflix

■ **Patrycja Sitkiewicz** – ING Hubs Poland,

■ **Martyna Stypik** – Roche,

moderator: **Leandro Freitas**

14:45–15:15

Q&A/Sharing Session

15.15–15.30

Networking & Fun

15:30

Rainbow Parade – all participants colourfully parading into the LGBTQ+ Zone (*Tech Hall*)

Partners of the event:

ING Tech, Netflix, Roche & Les Who Tech

Fill out the registration form and wait for confirmation e-mail.

13:30–15:00

Room C2

Ukrainian Women in Tech – Accessing the EU Innovation Opportunities

Join us for an inspiring gathering focused on empowering Ukrainian women in technology. “Ukrainian Women in Tech – Accessing the EU Innovation Opportunities” organised by EIT Community Strategic Regional Innovations Cluster in partnership with EEN Ukraine and Łukasiewicz Research Network – aims to provide crucial insights and resources for leveraging the innovative landscape of the European Union.

Who Should Attend:

- Ukrainian women in or aspiring to enter the tech industry.
- Entrepreneurs and startup founders.
- Tech enthusiasts and students seeking to broaden their horizons.

Seize this opportunity to empower yourself, enhance your skills, and expand your professional network.

Register now and be part of a transformative experience!

If you want to participate fill in the application form and wait for confirmation e-mail.

13:30-14:40

Room C3**Let's make masturbation great again**

What are the myths and truths about masturbation?

What do we know from the last scientific discoveries and research?

What are some common misconceptions, and unconscious beliefs?

Is "the M word" useful in life?

Can it change the dominant culture?

The way we perceive life or ourselves?

Our relations with our body and pleasure?

What does our relationship with masturbation tell about us?

And what can we learn from it?

Join Aga Kozak's workshop and find answers to these questions!

If you're interested in participating, please complete the form and wait for a confirmation email.

15:30-17:00

Room A**Rób coś, co ma znaczenie. Warsztaty kariery NASK w cyberbezpieczeństwie – IN POLISH**

[sign up for the event]

Spotkasz tu menadżerów zajmujących się cyberinnowacjami, walką z dezinformacją oraz systemami szybkiego reagowania na incydenty zagrażające bezpieczeństwu sieci. Prowadzące opowiedzą uczestniczkom o swojej ścieżce kariery. Nie zabraknie osobistych historii ani konkretnych wskazówek.

Warsztaty poprowadzą:

■ **Joanna Gajewska** – Machine Learning Engineer, NASK

■ **Olga Onufrzak**, Compensation and Benefits Manager, NASK

■ **Iwona Prószyńska** – Specjalistka ds.komunikacji w obszarze cyberbezpieczeństwa, CERT

■ **Zuzanna Polak** – Head of Cybesecurity Awareness Raising Department, NASK

Zapisz się i poczekaj na maila potwierdzającego udział!

15:30-17:00

Room C2**Navigating Menopause in the Tech Workplace: Hormones, Health, and Performance**

[sign up for the event] – EVENT IN POLISH

Join us for an insightful side event at the Perspektywy Women in Tech Summit, where we delve into the critical topic of menopause and its impact on women's professional lives. This session will feature four expert-led presentations addressing the multifaceted effects of menopause on health and work: **Anna Samsel** (Kulczyk Foundation), **Aga Szuścik** (sexed.pl), **Aleksandra Laudańska** (Mameno – menopause e-doula), **dr Tadeusz Oleszczuk** (Sophia Health).

- **Hormones and Our Lives** – Explore the profound ways hormones shape our daily experiences and overall well-being.
- **Menopause and Work** – Gain an understanding of menopause, its symptoms, and how it influences productivity and job performance.
- **Premature and Medical Menopause** – Learn about the specific challenges and management strategies for those experiencing early or medically-induced menopause.
- **Oestrogen and the Brain** – Discover the significant role of oestrogen in brain function and the cognitive effects of oestrogen deficiency.

This event aims to equip women with knowledge and strategies to manage menopause effectively, ensuring a supportive and productive work environment. Don't miss this opportunity to learn from experts and connect with peers facing similar challenges.

This workshop is free for participants. Sign up for this for this workshop and wait for confirmation email.

16:30-18:00

Room C4

Dziewczyny w grze!/Girls in the game - workshop *[by invitation]*

Ty jesteś najważniejsza! O tym, jak budować siłę ego i nie pomylić tego z narcyzmem, warsztat z Ewą Jarczewską-Gerc, psycholożką, wykładowczynią SWPS.

Zapraszamy na inspirujące spotkanie, które pozwoli Ci odkryć, jak budować swoją samoocenę i poczucie skuteczności w sposób zdrowy i autentyczny. Warsztat „Ty jesteś najważniejsza! O tym, jak budować siłę ego i nie pomylić tego z narcyzmem” to okazja, by nauczyć się, jak rozwijać pozytywne przekonania na temat siebie, czerpać siłę psychiczną i pielęgnować niezależność oraz nonkonformizm, jednocześnie unikając pułapek agresji i narcyzmu.

"Girls in Game!" is the first scholarship and mentoring program in Poland dedicated to women in gaming and game development, aimed at high school female students of all types, with a particular focus on candidates from smaller towns. As part of the program, girls will participate in a year-long series of training sessions covering video game creation, receive individual mentoring support from specialists at CD PROJEKT RED studio, and benefit from 12 months of financial support intended to cover education and development costs.

16:30-17:40

Room D

TikTok Research API Workshop

In this workshop, participants will learn about TikTok's Research Tools and transparency goals.

Presenters will demonstrate the tool in real time and participants will have the opportunity to ask questions and provide feedback.

This event is free to attend and we invite researchers across academia, industry and NGOs to attend.

Speakers:

■ **Kathryn Grant** (TikTok)

■ **Dr. Nikki Soo** (TikTok)

■ **Dr. Zhanna Terechshenko** (TikTok)

Organised by: **Marta Karczewska** (TikTok)

We warmly invite you to join us!

If you want to participate fill in the application form and wait for confirmation e-mail.



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**20
24**

**GIRLS as
ENGINEERS!**

**GIRLS go
SCIENCE!**

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We are a global leader in power technologies and our mission is to advance a sustainable energy future for all. We work towards providing accessible energy with minimum environmental impact.

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

#ProudToBeHitachiEnergy



Let's connect!

Check out our career page and visit our booth during Women in Tech Summit 2024.

Your Data Foundation for *Innovation*

In this era of rapid change, predictability is the best surprise. From solid data infrastructure, intelligent data management to AI-ready hybrid cloud storage – we build the strongest data infrastructure the world's innovators rely on.

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We architect data infrastructures that evolve with your business.

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- Simplifying data storage + management for ultimate clarity in **Hybrid Cloud.**
- Intelligent data management built for **GenAI.**

Why Choose Hitachi Vantara →



Technology for gender equality and trust in AI era.



Dominique Leroy

Member of the Board of Management Deutsche Telekom AG for Europe

Since November 2020, Dominique Leroy is a member of the Board of Management of Deutsche Telekom AG. She is responsible for the Board Area Europe and Member of the Board of Directors at T-Mobile US and OTE S.A., Chairwomen of the Board of Directors at T-Mobile Polska and Member of the Board and of the Audit Committee at GSMA.

Women have forged their way into the professional and political world over the last decades. The value of gender diversity in the working world is beyond doubt as different perspectives and approaches to business result in a more inclusive workplace. Diverse opinions promote dialogue and creativity which lead to better problem-solving skills and often better performance for the company.

Yet inequalities are becoming increasingly evident in the context of digital skills and access to technologies when it comes to women. Here the need for inclusive technology and digital education is evident. **Every woman worldwide should benefit from boundless potential and unprecedented opportunities enabled by new technologies.** And this aspect of women involvement in tech/IT plays an extremely important role especially now – in the era of an unprecedentedly dynamic expansion of Artificial Intelligence.

Why gender equality is so important in AI development?

Because what we are doing today determines our future, and how we are doing it, depends on people behind it. And it is today when we are developing and creating AI solutions that will impact the world of tomorrow. **Assuring diversity and different perspectives through this process is a key factor for building trust in AI era.**

AI is not only present in our daily life as a component of modern existence, but its recent high-speed progress is revolutionizing our reality. Be it in disease prediction and diagnosis, personalized medicine, aiding in the development of treatment plans that match individual genetic profiles. It speeds up innovation cycles and optimizes manufacturing processes of new medications.

In education, AI tools improve access and tailor learning experiences to individual needs. Environmental protection is bolstered by AI's ability to optimize energy consumption and enhance waste management.

In Telecommunications AI-driven technologies not only enhance operational efficiencies but improve the quality of customer services. In terms of infrastructure management and network optimization, AI plays a pivotal role in dynamically allocating network resources. This capability is crucial for maintaining consistent service quality, especially during peak usage times, thereby optimizing the user experience across the network.

The list of benefits from AI applications is endless. While acknowledging all these, we must of course not overlook potential risks. AI is a tool – inherently neither good nor bad. The moral value of AI comes from how it is used. As AI forges its way into our societies, we are called to be vigilant and ensure that its deployment is guided by strict ethical codes and robust governance."

CATCH HER LIVE AT THE WOMEN IN TECH SUMMIT

Keynote speech: *Building Trust in the AI Era*
12:05–12:20 12 June
Wednesday, Main Stage

Discussion panel: *Between generative and general:
Future made by AI*
14:05–14:55 12 June
Wednesday, Main Stage



Connecting
your world.

Adding Value to Business – ESG as a new reality



In the contemporary business landscape, the acronym ESG – Environmental, Social and Governance – has transcended buzzword status to become a pivotal consideration for corporations worldwide. Initially met with skepticism by some as just another corporate initiative, ESG has evolved into a guiding principle driving profound changes in business practices. Today, it stands as not merely a regulatory requirement but a beacon illuminating the path toward a sustainable future.

Andreas Maierhofer

CEO of T-Mobile Polska

At the helm of telecommunications, our commitment to ESG principles is unwavering. Recognizing that our operations exert significant environmental and social footprints, we have embraced ESG not as an obligation, but as an opportunity. Our journey towards sustainability is not merely a tick-box exercise in compliance; it is a strategic imperative woven into the fabric of our corporate ethos. **We want to inspire the environment to change behaviors towards sustainable development and creating new solutions for individual and business customers that will shift from value to shared value.**

Inspiring Business for Positive Change

ESG reporting serves as a compass guiding us toward responsible decision-making. **By integrating ESG metrics into our business operations, we harness the power of data to drive meaningful change.** From reducing our carbon emissions to fostering diversity and inclusion within our workforce, every action is a step towards a more sustainable and equitable future.

The numbers speak volumes. Over the past few years, our carbon footprint decreased exceeding industry benchmarks. Through targeted investments in renewable energy sources and energy-efficient technologies, we not only mitigate environmental impact but also unlock long-term cost savings. Our commitment to social responsibility, focus on digital inclusion and hate speech, is equally tangible, with employee satisfaction ratings reaching an all-time high, bolstered by initiatives promoting diversity and professional development.

Navigating the Reporting Landscape

However, the journey towards ESG excellence is not without its challenges. Navigating the complex landscape of ESG reporting requires robust frameworks and transparent communication. As such, we have embraced internationally recognized standards such as the Global Reporting Initiative (GRI) to ensure consistency and comparability in our disclosures, but also to be prepared for upcoming CSRD reporting. **And transparency is paramount.** Our annual ESG reports serve as a testament to our commitment to accountability and stakeholder engagement. By providing stakeholders with comprehensive insights into our ESG performance, we foster trust and forge enduring partnerships built on shared values.

A Catalyst for Change

ESG is more than a mere trend; it is a catalyst for transformative change. As we stand at the precipice of a new era defined by environmental stewardship and social responsibility, the imperative for businesses to embrace ESG has never been clearer. **By aligning profit with purpose, we not only secure our long-term viability but also contribute to a more sustainable and inclusive global economy.**

In conclusion, ESG represents not just another task on the corporate agenda but a global revolution. It's a chance to redefine business practices for the betterment of society and the planet, while simultaneously not forgetting about profitability. **We want to T-Mobile Polska be the most trustworthy, sustainable, digital telco. Fulfilling duties and benefiting from opportunities – that's our winning ambition.**

Woman As a Driver

– it's time to change the world!

You start on the engine and the car immediately recognizes your mood. It sounds like the beginning of a science fiction movie, but this story is happening right now, in the real world of autonomous cars and artificial intelligence. Are you ready for a journey towards the future?

Artificial intelligence is transforming the world of drivers. Our safety is ensured by a variety of advanced driver assistance systems (ADAS) that detect threats and warn us. Algorithms keep us comfortable, whether as voice assistants navigating us through city streets and placing orders on our behalf, or by learning our preferences. Preventive maintenance allows us to predict failures and plan repairs or services, ensuring that our car will not let us down at the least expected moment.

And just around the corner are autonomous vehicles, which are supposed to lead us to our destination without our intervention.

Rapid Pace of Innovation

We can compare artificial intelligence to a speeding Formula 1 car. Every month, the number of people using AI is growing. There is no shortage of companies implementing it into processes, as well as industries closely watching its development.

In the automotive industry, Generative AI emerges as the tool changing different fields, from the work of car designers to that of car mechanics. In the same time we can see developments in the medical sector where use of Gen AI supports clinical decisions or diagnostics. Perhaps soon, thanks to it, each of us will be

able to receive personalized medicines perfectly tailored to our body's needs.

The pace of adoption and development is so high that we need drivers now – specialists who will firmly grasp the wheel and ensure that we all smartly utilize the potential of technology. *'The development of AI prompts reflection, but we should not perceive it as a threat. Certainly, it will impact the job market and revolutionize it. As technology advances, there is a growing demand for positions such as AI engineers or data specialists. At the same time, there is an increasing need for soft skills, such as empathy, interpersonal skills, or problem-solving skills. Currently, AI has a huge impact on jobs based on repetitive tasks that are easily automated, but the need for the 'human element' remains important'* notes Ewelina Wacławik-Macura, Project Manager at GlobalLogic.

Woman As a Driver!

To be sure of the direction of artificial intelligence development, we should ensure diversity in its training. Models trained on data reflecting various human experiences and perspectives less frequently exhibit biases and cope better with topics. They are also more universal and can adapt to different situations more quickly. That is why it is so important for teams behind artificial intelligence to include people of different backgrounds, ages, and genders.

Female engineers, ready to share their knowledge and perspective on the world, are crucial in the process of learning

and developing AI. In 2022, as reported by Deloitte, only every fourth researcher involved in AI was a woman. The observed reduction in these disparities translates into a new reality where prejudices and social injustice are becoming less pronounced.

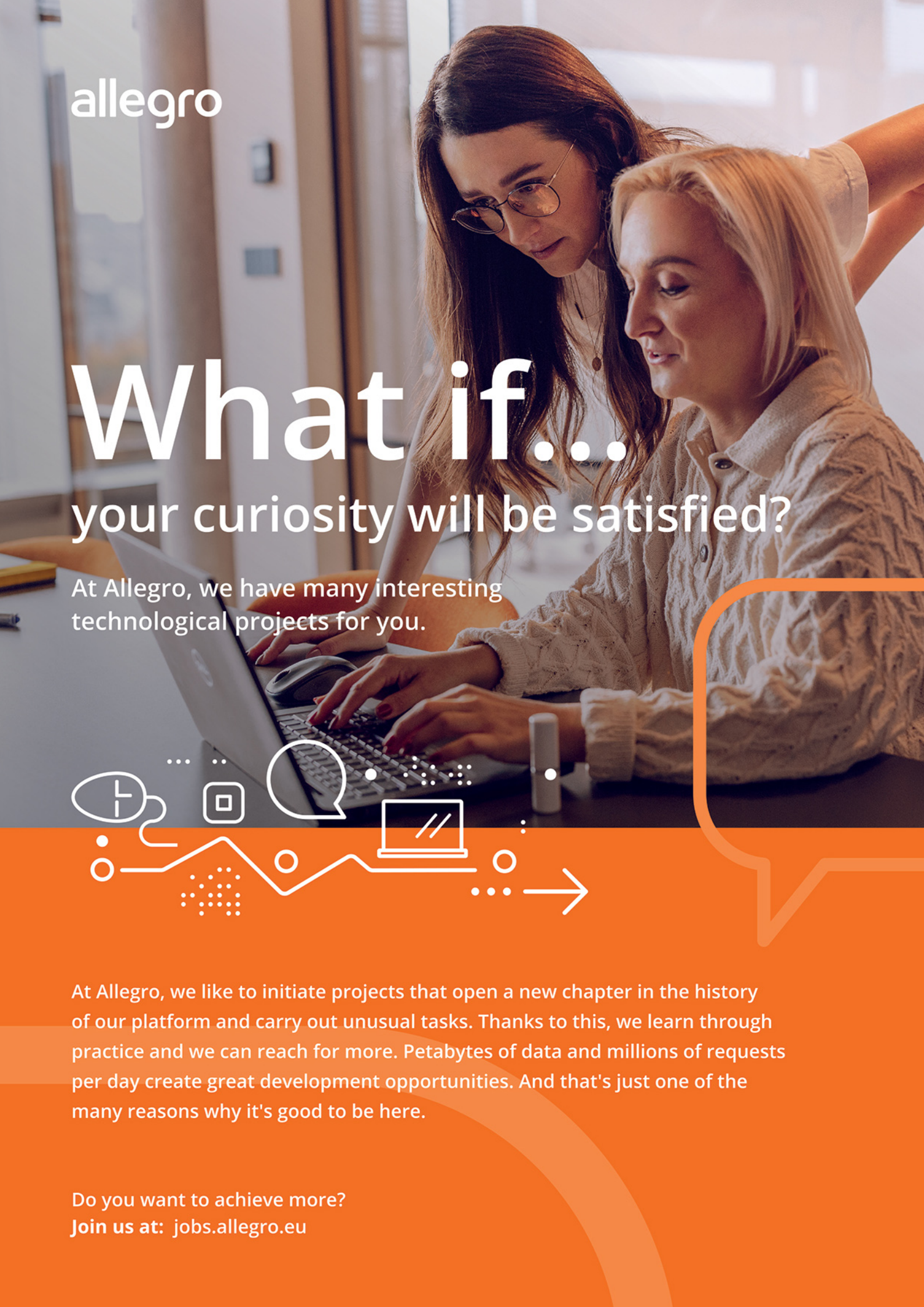
Is entering this still predominantly male world difficult? *'The topic of AI is open, and women can easily start co-creating a new reality. The path of development in this industry is not complicated at all. All it takes is enthusiasm and courage to take the first step. And it is worth doing, as I can say from my own experience. At GlobalLogic, we implement interesting AI projects for the automotive and healthcare industries, which provide insights into the world of the future, offer incredible development opportunities, and are simply fascinating,'* says Katarzyna Paluch, Senior Project Manager at GlobalLogic.

You too can enter the world of technology to change the world. An exceptional adventure awaits that may grant you an opportunity to leave your lasting mark on history, influencing the future of successive generations.

Do you want to learn more about the development of AI and the impact of diversity on its training? Join the presentation of GlobalLogic experts, Ewelina Wacławik-Macura and Katarzyna Paluch, during Women in Tech 2024!

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The background of the advertisement features a photograph of two women in an office environment. One woman with long dark hair and glasses is leaning over the shoulder of another woman with blonde hair, who is seated and typing on a laptop. The scene is brightly lit, suggesting a modern, collaborative workspace.

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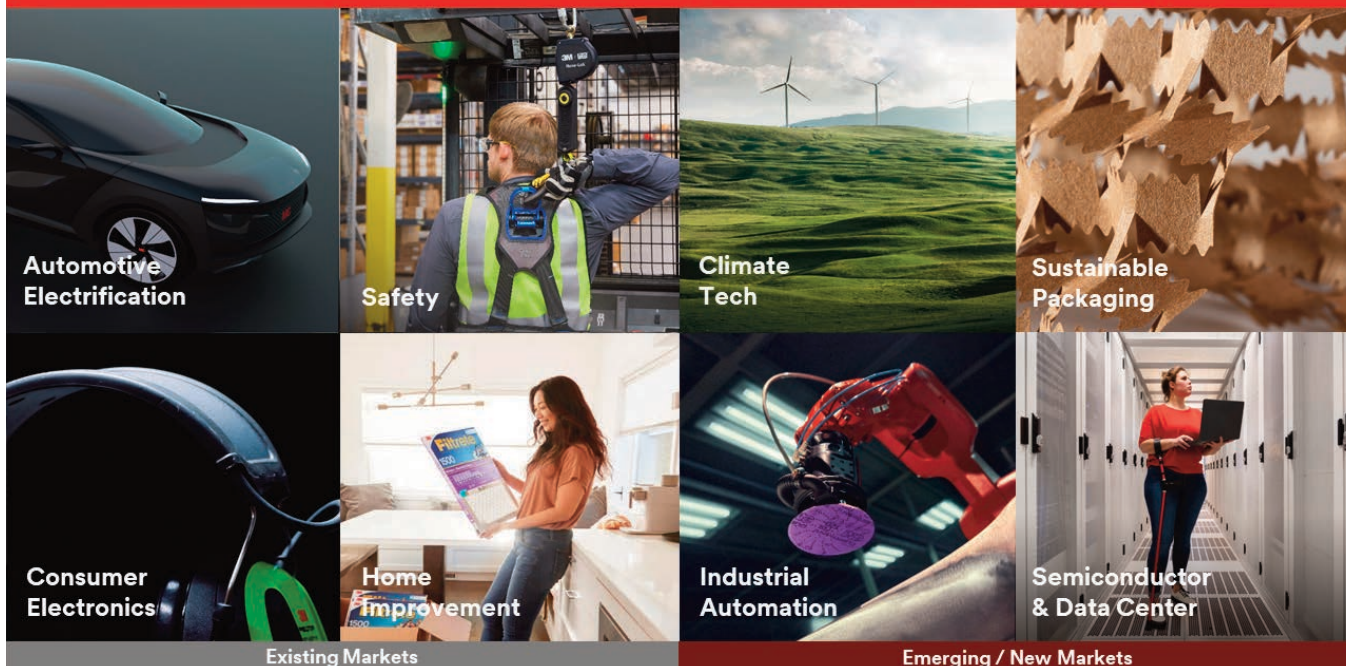
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Meeting the challenges of today



We will be more dependent on science **THAN EVER BEFORE**

3M highlights global megatrends and how the company applies material science to tackle them.

Global megatrends are fundamentally changing our lives, and science can help shape them in a positive way. 3M's 2024 State of Science Index shows that 90% of the people consider science to play an important role in their life. As the world responds to climate change and resource scarcity, shifting demographics and social, and convergence of the physical and digital worlds, 3M proves how scientists, engineers and experts are applying **materials science** to help society navigate those trends.

Science has the potential to solve the toughest global challenges. At 3M we know that the challenges of megatrends will not be solved by a single big idea, but by a multitude of ideas which come together to advance the transformation of society. 3M develops new solutions

through collaboration with partners and research institutes to push the limits of technology.

With R&D capabilities in 29 countries with 44 Customer Innovation & Technical Centers worldwide, 3M innovation has led to more than 130,000 patents and 55,000 products across diverse industries. 3M influences industries, people and technologies around the world.

Addressing global megatrends through materials science

3M will apply the latest materials science and leverage its full capabilities to deliver meaningful solutions that will help society to progress. It is the impact of 3M's global portfolio and expertise that allow the company to power scalable scientific solutions and help build a brighter future for all.

- 84% of people believe science can play an essential role in mitigating impacts of climate change. Eg. the **3M™ Nanostructured Supported Iridium Catalyst Powder** reduces the amount of iridium, a rare precious metal, that is required to meet the efficiency and lifetime requirements of water electrolyzers. That is how it can make the production of green hydrogen more cost-effective, efficient and obtainable.
- 92% expect consequences if their country cannot find a solution to the skilled labour shortage – from negative economic impact to neglected public infrastructure and declines in overall quality. **3M™ Finesse-it™ Robotic Paint Repair System** works with third-party vision systems to automatically identify and repair common paint defects individually on automotive production lines. It addresses the skilled labour shortage and increases the quality and efficiency of production at the same time.
- 57% believe driving an EV can help address and mitigate the impacts of climate change. Yet E-Mobility is met with some concerns on technology and infrastructure. 3M offers a broad base of technology platforms and technical capabilities that allow for product solutions for many applications in electric powertrain manufacturing. **3M's thermal management solutions** for improved performance of EV battery packs include specialty fillers such as **3M™ Glass Bubbles** for lightweighting of parts and to help provide insulative properties, and **3M™ Boron Nitride Cooling Fillers** for high thermal conductivity and heat removal.





Sarah Chapman



From classroom to boardroom. The Importance of STEM Role Models

By Sarah Chapman – a keynote speaker at Perspektywy Women In Tech Summit 2024.

We care about science at 3M. Our purpose is to unlock the power of people, ideas and science to reimagine what is possible. We have a longstanding commitment to Science, Technology, Engineering and Mathematics (STEM) education and encouragement, to inspire the next generation of talent.

At school I had a teacher who was brilliant at maths and initially intrigued us with talk of imaginary numbers, but then all but the top students started to fall behind, especially girls lacking confidence like me. It didn't matter because I was going to be a professional ballet dancer and perceived that you had to be a genius, and a boy, to excel at maths so careers in Science, Engineering and Tech were not for someone like me anyway.

I was wrong. It does matter. It matters to the tech industry because we have a skills gap. It matters to business because diverse teams are more productive and innovative. It matters to humanity because we need all the ideas we can get, to solve problems like climate change, and to solve for the many, not just the few, we need everyone to be represented.

3M's State of Science Index 2024 research found that STEM jobs are among the top three job recommendations (78%) while 76% seeing STEM jobs as the future of work. The 3M State of Science Index survey uncovers findings about global trends from 10 countries around the world, including the future of work.

However, women are still significantly underrepresented in STEM professions, for example due to bias. There is one simple thing that everyone can do to help change this. Research shows that having STEM role models significantly increases girls' interest in these subjects.

After I was moved down a class in maths I was taught by a different teacher – she was a little less academically brilliant at maths but told amazing stories that related it to everyday life. We all passed, and I went on to have a fulfilling and varied career in STEM.

My vision is that every woman considering, or navigating, a STEM career, has a sky full of role models - both stars and streetlights. The stars are brilliant people who they can aspire to, who break glass ceilings and smash stereotypes; but the stars are far away. Closer to home, are the streetlights: the friends, family, teachers, mentors, and volunteers who hold our hands and light the path.

Women in Tech Summit is the perfect place to meet both! If my maths is right, there will be 800 mentors and speakers in one place. I won't be bringing my ballet shoes to the stage, but as a passionate advocate for diversity in STEM, I will share some ideas for how everyone can help dispel the myths and smash the stereotypes.

Being a working parent and champion for flexible working, I love this year's theme of tech-life balance. Women are leaving tech jobs at an alarming rate, reportedly as high as 50% for women over 35, so we need diverse, relatable role models sharing how they balance life and work, at every career stage, and to make tech that helps not hinders balance – everyone must be represented in its development. ■

About **Sarah Chapman**

Sarah is a Senior Technical Leader and North Europe STEM Champion, 3M United Kingdom, and Vice Chair of the Corporation Board at Farnborough College of Technology. A dedicated advocate for flexible working and diversity, Sarah has received multiple awards for her work as a STEM volunteer and her passion for driving innovation through diversity has led her to speak publicly on platforms like the BBC and TEDx

About **STEM**

At 3M, we're committed to supporting young people interested in the STEM field especially those from underrepresented groups. We've pledged to, through 2025, create 5 million STEM and skilled trades learning experiences designed to inspire curiosity, improve educational outcomes and provide transformational opportunities for underrepresented individuals.

Experience the World of Software & IT at Continental

Experience the World of Software & IT at Continental

Cloud architecture, software development, artificial intelligence, cybersecurity, privacy consulting – at Continental there are many different opportunities for IT and Cybersecurity experts to realize their potential, develop the latest technologies and work with them.

If you value flexibility and thrive on driving technical solutions from idea to implementation, Continental is the perfect match for you. Get inspired by some of our IT initiatives...



"It is so much fun working together with colleagues of different skills, backgrounds, experiences and point of views."

Carolin, Head of Connectivity Services



"I fell in love with our work ethics: The dedication, the passion and the commitment to quality."

Shannon, SAP Specialist

Continental Artificial Intelligence Lab in Berlin

At our AI Lab in Berlin, Germany, AI experts from a wide range of corporate divisions work together on technologies such as Computer Vision (machine vision), Hybrid AI (combination of machine learning with conventional software programs) and Automated Data Labeling (marking objects in images, for example, as a prerequisite for machine learning).

Experts also develop corresponding applications around autonomous driving and robotics. With our international team, we are reaffirming our goal of utilizing the enormous opportunities offered by AI for the future of mobility including automated driving, connectivity, electrification and shared mobility.

With the Berlin AI Lab Continental added another hub of talented specialists in addition to our AI teams in Frankfurt, Regensburg and Lousado.

New driving simulator tests tires virtually

Continental has put a new driving simulator into operation to test new and further tire developments. Virtual tire tests help shorten development times and save raw materials.

Known as a driver-in-the-loop simulator (DIL), the high-tech system calculates the exact driving dynamics parameters for the tires and the respective test vehicles. Thanks to its high maneuverability, the simulator provides Continental's test drivers with subjective driving impressions that are comparable to those from tire tests on a real test track.

Tires for passenger cars and commercial vehicles – including electric, hybrid and combustion-engine vehicles – can now be evaluated in the simulator.



"I smile when I see our IT solutions running every single day in the production area."

Ana, Continental Roll-Out and Support Team



"I work on research projects in the field of cybersecurity and data protection. This gives me flexibility to try out new ideas, new innovations and new technologies every day. It never gets boring. Continental is where innovation starts."

Sarah, Cybersecurity and Privacy Specialist

Continental technology... in golf?

Yes! Continental's BAL.ON intelligent training tool for golfers merges technologies and competencies from different Continental business areas into a BAL.ON Smart Kit tool that provides golfers with real-time swing analysis and coaching.

The technology uses 2mm-thin pressure-sensing insoles and an AI-powered smartphone app that efficiently guides users to a better swing and lower scores. The kit consists of a pair of the insoles, which are inserted into the golf shoes, Bluetooth smart pods and a smartphone app. With matching exercises, the system efficiently guides its users to a better swing and lower scores.

Join us!

Visit our IT Needs YOU website and meet more of our IT and Cybersecurity professionals. In a series of brief videos, they introduce themselves, talk about their jobs and explain why Continental is a perfect match for IT and Cybersecurity experts. And while you're there, apply for a role that looks like a perfect fit for you and let your ideas shape the future! [link to microsite]



"For me, Continental and IT is like paint and brush: two means to bring ideas to life."

Soamya, Solution Architect



EQUINIX

Empowering Women at Equinix Poland: Fostering Diversity, Inclusion, and Growth

Welcome to Equinix, the global leader in digital infrastructure, where innovation and inclusivity are at the heart of everything we do. We believe in creating a platform where the world comes together to enable groundbreaking advancements that enrich work, life, and the planet. Our commitment to trust, inclusion, innovation, and sustainability drives us to create a welcoming environment where all employees can thrive and achieve their goals and aspirations.

At Equinix Poland, we firmly believe that everyone should feel equal and is valued, regardless of their gender, ethnicity, or sexual orientation. We are committed to creating an environment where diversity is celebrated, and inclusion is the norm. We understand the importance of gender diversity and are dedicated to enhancing the talent and experience of women within our organization. We strive to create an inclusive environment where women thrive and have equal opportunities for growth and advancement.

But don't just take our word for it. Let's hear from some of our incredible employees:



International Women's
Day celebration in
Warsaw office



Hanna Łącka
Data Scientist

"I am proud that my office based in Warsaw brings together employees of around 40 nationalities. We celebrate the different cultures at our internal events.

Employees also gather in internal cross-unit communities to exchange ideas, expand professional network or support development and well-being of specific groups of employees, like the young professionals at the start of their career."



EQUINIX

"At Equinix, I feel consistently that the company is dedicated to fostering an inclusive work environment where every employee's voice is valued and heard, regardless of their gender or cultural background. Through ongoing feedback and improvement, Equinix continues to evolve its efforts in promoting diversity, inclusion, and equal rights."



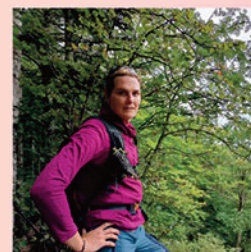
Rani Farinda,
Senior Associate
Engineer

"I've always tended to work in male-dominated environments (in tech entrepreneurship scene), including Equinix. Based on my experience, male coworkers are more direct in their approach to work. On the other hand, balance is needed like with everything in life and this is where representation at workplace brings value. Men and women can bring very different qualities that must exist together for balance. I am glad that the environment in which I work appreciates this balance and does not provoke unhealthy competition, which is not good for anything."



Ada Jastrzębska,
Senior Product
Manager

"From where I am within the company, I see women everywhere I look and they are enjoying healthy growing careers while thriving personally. People are encouraged to use all the perks possible like maternity and paternity leaves."



Małgorzata Kukiełto,
Engineering
Manager

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the world by rewriting
the rules of what
tech can do.

You can be the one
who makes it
Possible.

ERICSSON

in POLAND



Since the production of the first telecommunications switchboard in 1904 at the iconic Pasta building in Warsaw, Poland has been an integral part of the Ericsson journey stretching from the early days of the telecom industry through every generation of mobile technology. Today Ericsson Made in Poland radios and base bands power 5G all over Europe. Let's continue to support women in tech, let's create the next generation of women ICT experts and leaders.

At Ericsson, we believe that diverse, inclusive teams drive performance and innovation, creating greater business value. At every level, from our teams and leaders to our communications and programs. We strive to reach and support all communities, within and outside of the business, creating a space that encourages a diversity of perspectives.

There are 2100 employees in Ericsson Poland working in Kraków, Łódź and Warsaw. All are actively dedicated to introducing new ICT solutions for service providers in Poland and worldwide. Nearly every second

mobile call, internet access or video in the world is made possible thanks to Ericsson technology made in Poland and software engineers from R&D in Poland.

We are actively involved in the ITforSHE project in Poland which is the leading European platform to share our ideas and inspire women at the start of their journey to become ICT professionals. With our employee volunteers, we also support schools at children's hospitals with technology solutions in cities where Ericsson is present in Poland.



120 years of innovation in Poland

Ericsson has a long and proud history in Poland and we have been innovating for 120 years.



MARTIN MELLOR,
Head of Ericsson in Poland

*At Ericsson, we believe the power of you defines the power of us. We are globally more than 100,000 people with diverse experiences, perspectives and ideas. It is our diversity and inclusion that brings us closer together, provides the catalyst for innovation and success, and helps us make a difference in the networked society – said **Martin Mellor**, head of Ericsson in Poland.*



STEFAN ZNAROWSKI,
Head of R&D Centre in Poland

*Ericsson has a multi-dimensional approach to diversity and inclusion. Our objective is to attract, develop, engage, advance and retain a highperforming workforce. Our leaders are responsible for creating an inclusive environment, building and developing talented, highperforming teams that optimize engagement and drive innovation. In supporting our inclusive work environment, we focus on five key areas including gender, generations, sexual orientation, disability and nationality, culture and ethnicity – said **Stefan Znarowski**, head of R&D Centre in Poland.*

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invent.ge/warsaw





Meet the **Women** at Google Poland **Reshaping** Artificial Intelligence

At Google we are working hard to ensure our workforce is representative of the communities in which we live and work. As we build new teams to support the development of AI at Google, representation remains at the core. Through this campaign we want to spotlight women working in AI at Google and showcase their paths, some more traditional than others.

For more information about the Women in AI campaign check out <https://goo.gle/women-in-ai-pl>

Meet Agnieszka

Senior Technical
Solutions Consultant



Agnieszka Kotkiewicz

Senior Solutions Consultant

"Diverse teams are essential for effective AI development because they bring a variety of perspectives and skills to the table, which leads to better results."

Meet Magda

Google Cloud Poland
Country Director



Magdalena Dziewguc

Google Cloud Poland Country Director

"If we want women to grow and accelerate thanks to the availability of new technologies we need to make sure that the tools are built by women along the man."

Meet Agata

AI Engineer



Agata Gołębiewska

AI Engineer

"Diversity is crucial to reduce biases, enhance problem-solving, and build AI systems that reflect the needs of the people they are designed for."

Meet Agnieszka

Customer Engineering
Manager



Agnieszka Borkowska-Grzęda

Customer Engineer Manager

"A diverse team with different backgrounds, perspectives, and experiences helps uncover these biases and creates models that are fairer and more representative."

Meet Anjali

Software Engineer



Anjali Rani Pahal

Software Engineer

"A strong understanding of the underlying principles of AI is essential for success in any of these areas, empowering you to create impactful solutions."

Meet Natalia

AI Consultant



Natalia Skrzypek

AI Consultant

"Diverse teams strengthen any kind of development, not just AI. Always make sure you take different perspectives into consideration to maximise your chances of success."

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MEET OUR SOFTWARE ENGINEERS

In celebration of Perspektywy's Women in Tech Summit, three software engineers share their experience of working within Goldman Sachs Engineering in Warsaw.



Malwina

Role
Associate

Education
BSc Robotics

Interests
Painting, Crochet, Reading

What inspired you to pursue a career in Engineering?

Malwina: I have always had a passion for solving math and logical problems, though as a child I never thought of being an Engineer. In high school I started taking coding classes (in Pascal), and something just clicked.

Magda: I also really enjoy using my analytical skills, though I was planning to become a Sound Engineer! However, I joined Goldman Sachs as an intern 10 years ago and quickly saw the magnitude of problems that financial firms need to solve using technology and I've not looked back since.

As an Engineer at Goldman Sachs, what kinds of problems are you solving?

Malwina: I work in Risk Engineering, our team builds and maintains all calculations and systems needed for Financial Risk Management. My latest project is related to stress testing, to ensure we adhere to all new regulations. My task was to implement an engine which pulls required data from various sources, consolidates and validates it, and finally populates the data into one huge file.

Elif: My team also focuses on Risk, though the non-financial side. These are any risks that could impact the firm's day to day business – from underlying data errors and human mistakes, to environmental factors such as climate change. Our platform has over 3K active users across the firm and is a key tool in decision making.

Magda: I lead a global team responsible for the firms React & Angular component library, used to build thousands of applications in the firm. As engineers we act as core front-end experts for the entire firm. Front-end technologies are constantly evolving (just look at the number of open-source libraries out there!) so we have to constantly be on top of the latest trends and evaluate which to socialize within the firm.

What about your role might be surprising to others?

Malwina: On top of technical knowledge, my team must fully understand the business needs, and have a good understanding of risk concepts. In the current macro environment, systems resilience is more important than ever, we must do our best to keep processes reliable.



Magda

Role
Vice President

Education
Msc Engineering

Interests
Playing Violin, Music Festivals, Travelling



Elif

Role
Associate

Education
BSc Computer Science

Interests
Traveling, Socialising, Learning about different cultures

Magda: The level of independence may surprise people, especially when it comes to analyzing problems and proposing an engineering solutions. Nowadays I am comfortable managing a team and driving its strategy. At times I still receive a tremendous amount of support from my managers and mentors.

Elif: No day is ever the same! As an engineering team, we deal with diverse challenges every day.

What is your advice to your younger self?

Malwina: Don't rush your career. It's fine to change direction, especially at the beginning. In my career I have tried various fields from Robotics, Electronics, through Embedded Systems and Data Science, and now in Financial Risk Engineering. In each field I've found my broader experience has benefitted the team, rather than hindered me.

Magda: Learn what your strengths are and start to appreciate them. Yes, if you want to work in Engineering you need to acquire certain technical skills, you may need to learn Java if that's your team's main coding language. But the softer skills are also hugely important, for example asking the right questions or being able

to organize and control the most chaotic project. We often take these skills for granted but they can really distinguish who we are and the value we're adding to our team and organization.

Elif: My advice echos Malwina's - keep your options open. There are always external factors that may end up impacting your plans. Keeping a growth mindset and being open to change will help you a lot.

See Yourself Here.

Join our engineering team as we build and deploy the innovations that drive our business and extend boundaries.

Explore career opportunities at gs.com/careers.

Goldman Sachs



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We are HSBC Technology Poland. Since 2010, we have been supporting HSBC, one of the largest banking and financial services organisations in the world. Whether you are looking for a first job or taking the next step in your career, we offer many ways to realise your ambitions and endless opportunities in web, back-end, and mobile development, Big Data, Cloud, testing, architecture, Cybersecurity, and more.

You will work closely with our global businesses. You will help design and build the digital services that allow our millions of customers worldwide to bank quickly, simply and in ways that suit them. You could work on technologies including automation, artificial intelligence, big data, machine learning, cloud services, biometrics, robotics, and distributed ledger technology – helping to improve the banking experience and making it more secure for our customers.

Our global footprint offers unique exposure to different cultures and business challenges that will help you expand your professional network and drive your career even further.

Our teams provide expertise in various business areas and activities, including digital, commercial banking, investment banking and markets, payments, wealth management and financial crime risk. We're a centre for excellence in Cybersecurity, big data and cloud.

We're a top company!

- HSBC has been ranked as the 4th top employer to work for in Poland, according to LinkedIn's prestigious 2024 Top Companies list
- HSBC is the most rapidly developing SSC/BPO/IT Outsourcing firm in Malopolska according to the Forbes Diamonds 2024 ranking
- HSBC is the largest IT Employer in Krakow according to the MOTIFE report

Want to learn who we are and what we do? Visit our HSBC stand during Women in Tech, [Explore our current Technology roles in Poland for experienced professionals](#), or join our [Technology Graduate Programme](#).



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Let's connect



Opening up a world of opportunity

A photograph of three people, a man and two women, standing outdoors at dusk. They are all smiling and looking towards the right. The man on the left wears a red beanie and a black jacket over a green shirt. The woman in the middle wears a plaid jacket and is pointing her finger towards the camera. The woman on the right wears a black and white patterned scarf and a yellow jacket. They are standing behind a blue metal railing. On the railing, there are several pieces of bread, some of which are being touched by the people. In the background, there are city buildings and a street with lights.

Are you ready for embedding neurodiversity into your **corporate** culture?

Some of the most common statements related to diversity are: **"everybody is a bit neurodivergent"** along with **"everybody has ADHD now"** or **"it's an Autism epidemic"**. However disrespectful these statements may sound, they touch upon something important – growing recognition of neurodiversity. We already know that diversity brings opportunities. The question is – are companies ready for this?

Centers for Disease Control and Prevention in the USA announced in 2023 that prevalence of autism spectrum among children increased to 1 in 36 children compared to 1 in 44 in 2021, and just 1 in 100 children in 2006. One of the reasons leading to this change can be specialists having more knowledge and experience with diagnostics.

It has also been noted that ADHD and autism diagnoses in men were historically more common, and women were often underdiagnosed or misdiagnosed. Men were almost three times more likely to be diagnosed with ADHD, and up to four times with autism spectrum. There is a growing awareness of different presentations of neurodivergent traits in women and the fact that official diagnosis criteria are based on male presentation. For example, women might display more internal symptoms and are much better at camouflaging and creating coping mechanisms. So, it is only natural that we can observe a growing trend of “quiet, good girls” who slip through the system, receiving their diagnoses as adults.

Considering the increase of children and adults' diagnoses, it should not come as a surprise that according to US studies related to neurodiversity in the workplace from 2023, 20% of employees identify themselves as neurodivergent. And since only 30% of employees share the information about their condition, the percentage might even be higher. Why only 30%? **The fact that 1 in 5 neurodivergent employees has experienced harassment or discrimination might have something to do with it, and recent studies bear this out:**

- > A study run by the Institute of Leadership & Management in the UK from 2020, shows that 32% of assessed companies would be “uncomfortable hiring autistic”, 29% would not be “comfortable hiring those with dyscalculia” and almost 40% would have “a strong bias against people with ADHD/ADD”.
- > The National Autistic Society announced in 2023 that 45% of neurodivergent people have either lost or left their job because of challenges due to being misunderstood.
- > Another study shows that people with ADHD are 60% more likely to be fired.

It has also been recorded that neurodivergent people often find themselves in lower skill jobs because of lack of inclusive HR processes such as recruitment, internal policies, and general lack of awareness.

So, where do we start? How do we create more neuro-inclusive workplaces?

It all starts with rising awareness. Neurodiversity recognizes diversity of minds, various ways of experiencing reality, and

different communication and interaction styles. We are all neurologically different. That's why we may be experiencing the world differently. It recognizes cognitive differences but does not identify them as lack of ability or immediate requirement for support. It sees the value in different ways people work. Naturally, neurodivergent conditions, such as autism spectrum, ADHD, dyslexia, dyspraxia, and many others come with varying traits, strengths, and weaknesses. People tend to categorize, simplify, and label them as an aid to understanding but it should be stressed that every person is unique, and we should try to avoid generalization.

Many neurodivergent conditions share similar traits, and those traits can also change over time. It is also common for people to have more than one condition with various levels of display. It has been repeated again and again: “If you have met one person with autism, you have met one person with autism” not every person with autism.

Unconscious bias and inclusion training for all staff is important to raise awareness, as well as targeted training for managers to help them manage neurodiverse teams and benefit from the diversity. Let's not forget to offer various learning methods and formats, as not everyone learns the same way. We should also incorporate neuroinclusion into HR policies and processes, such as recruitment or onboarding.

It is always a good idea to get some help from experts or see how other companies built their neuroinclusive environment, then follow good examples and tested solutions. Encourage neurodiversity ambassadors, and do not underestimate the power of employee diversity groups.

Everyone is different, with different talents and needs, and can benefit from various workplace accommodations that can allow them and their organizations to flourish. An inclusive work environment recognizes diverse needs, provides clear expectations, offers flexibility, promotes understanding, and allows employees to fulfil their potential and develop themselves.

Any accommodations put in place should not merely be built on stereotypes and bias, diagnosis, and official requirements. We should focus on an employees' needs, which will be varied. The golden rule: first understand their needs, then try to meet them. And remember – one size does not fit all!

Equality is about ensuring that every employee has equal opportunities to make most of its potential. It is about creating space for employees to spread their wings. Diversity brings more opportunities. Let me ask again – are you ready for embedding neurodiversity into your corporate culture?



Breaking Barriers, Shaping Futures: **Intel's Vision for Women in Tech**

Welcome to the "Women in Tech Summit," a gathering of visionaries and changemakers dedicated to advancing gender diversity in the tech industry. At Intel, we're proud to be part of this movement, but our commitment to empowering women in tech extends far beyond this summit—it's ingrained in everything we do.

Fueling Diversity: Cultivating an Inclusive Culture

Diversity isn't just a buzzword at Intel—it's the cornerstone of our success. From our leadership teams to our internship programs, we prioritize creating an environment where everyone feels valued and empowered to contribute. Through initiatives like the Employee Inclusion Survey (EIS) and representation goals, we're actively breaking down barriers and fostering a culture of inclusivity.

But diversity isn't solely about numbers—it's about nurturing a sense of belonging for every employee. That's why we're committed to delving deeper than mere diversity metrics and providing meaningful opportunities for all.

Nurturing Talent: Investing in the Future

Our commitment to diversity extends beyond our own walls. Through strategic partnerships, targeted investments, and educational programs, we're empowering the next generation of tech leaders. From supporting diverse-owned startups to offering scholarships and mentorship opportunities, we're paving the way for aspiring innovators to thrive.

We remain committed to building a dynamic workplace where all employees are inspired and encouraged to achieve their full potential, thereby enabling Intel to remain an industry leader and drive continued innovation - **Christy Pambianchi**, Intel Executive Vice President and Chief People Officer

But our efforts don't end there. We're actively challenging traditional norms and biases, advocating for gender equality in STEM education, and championing diversity in all its forms.

Leading by Example: Driving Lasting Change

At Intel, we believe that genuine change requires collaboration and collective action. That's why we actively seek out opportunities to collaborate with like-minded organizations and individuals who share our vision for a more inclusive tech industry. Through partnerships with organizations such as the Society of Women Engineers (SWE), we can amplify our impact and effect lasting change that benefits everyone. Together, we're breaking barriers and shaping futures for women in tech.

Empowering Women in Tech: Celebrating Progress

Here at the "Women in Tech Summit," it's crucial to acknowledge the silent champions propelling the industry forward. Behind the scenes, Intel is steadfastly dedicated to leveling the playing field and fostering an environment where every woman can flourish. Together, let's celebrate the dreamers, the thinkers, and the doers who are reshaping the technology landscape.

As we reflect on Intel's journey with women in tech, it's evident that our work is far from over. However, with each stride forward, we're constructing a more inclusive and dynamic tech industry for future generations. Let's persist in dismantling barriers, challenging norms, and empowering women in tech to thrive. The "Women in Tech Summit" serves as a potent reminder of the incredible potential of women in technology. As we progress on this journey, let's remember that tangible change begins with each and every one of us. Together, we can forge a future where women in tech not only survive but thrive.

R

Responsible

To promote responsible AI skills, Intel launched its first 16-week **"Applied Ethics for AI"** and **"AI for Sustainability"** curricula.



I

Inclusive

Intel scaled Intel Digital Readiness Programs by enabling nearly **24,000 institutions** and training almost **6 million people**.

Intel saw an increase in the technical representation of **underrepresented minorities and women**, as well as U.S. employees who identify as having a disability.



S

Sustainable

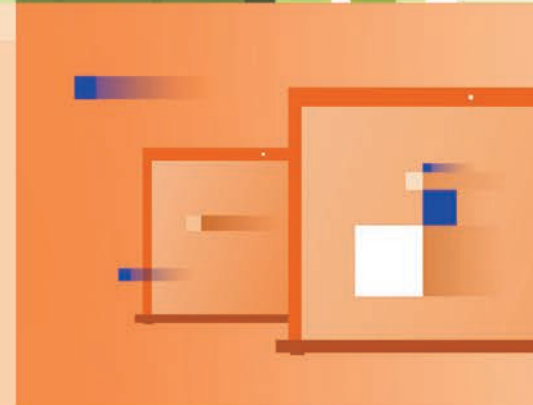
Intel saved approximately **10.2 billion gallons of water** and helped the company reach **net positive water usage** in the U.S., Costa Rica, Mexico and India in 2023.



E

Enabling

Intel is working with the **N50 Project** to enable the next **3 billion people** to participate in the digital world.





Women perspective on JPMorgan Chase tech world

What drives your passion for technology and how did you start your career in tech?

Slaviana: My passion for technology began during my childhood, growing up in a household where both my parents were engineers specialising in radiophysics and electronics. I was curious about how things worked - a curiosity that my parents were always more than happy to indulge. It was this nurturing environment that encouraged me to explore technology and, by the age of ten, I won my first national competition for 3D Graphic Design, a memory I look back on fondly to this day.

I believe my early enthusiasm for Graphic Design helped fuel my passion in later life for more complex fields within the domain of Computing, such as Data Science and Machine Learning. As I continued my work in these areas, I developed an appreciation for what could be achieved by integrating numerous tech disciplines at the same time. This steered me towards the discipline of Product Management, where I found I was able to add real value by orchestrating a range of technological capabilities, to create unique products that meet specific market needs and drive innovation. My tech journey has been less about following a predetermined path and more about uncovering a fusion of interests that have ultimately driven my career in Product Management so far.

Sandra: I have also been passionate about tech since early childhood - I remember vividly the day my parents bought our first computer. My mum is a teacher and it was her who pushed me towards learning the programming languages, starting very early on with Visual Basic. Being able to see my code becoming interactive ignited my passion for programming.

My love for problem-solving and critical thinking pushed me towards a university, where I chose the robotics field that seemed to me as a space where I could really push the technological boundaries. After discovering my passion for image processing, I moved towards projects that allowed me to combine the realms of computer science, mathematics



About Sandra:

Robotics engineer turned front-end engineer at JPMorgan Chase, Sandra's key responsibilities involve leading the Design System engineering team in charge of continuous delivery of consistent look & feel and coherent experience across the Chase UK application. She is also overseeing the Chase UK application's front-end architecture. With a passion for innovation, Sandra pursued her Master of Science in Robotics, delving deep into the intricate world of automation, image processing, and algorithms. In addition to her academic pursuits, she also contributed to the design of harnesses equipped with inertial measurement units (IMUs) for precise 3D motion capture. Her experience includes working on projects for leading UK brands, such as Wagamama, Jaguar Land Rover, Boots, King.com and Nando's. In her free time, she enjoys playing board games and creative crafts.

and visual arts. Ultimately, I decided to pursue roles that allowed me to work closer to visual design and create a seamless experience for the end user.

As I delved deeper into the world of visual design and interface development, I discovered a parallel fascination with systems architecture. Being able to see the big picture and the finer details, coupled with my passion for both of these areas positioned me well in my current role - the design system engineering lead. A role that recognises the need for a systematic approach to design, and that allows me to leverage my creative side to establish and maintain a unified design language and infrastructure. Given my role as a front-end architect, I have the opportunity to champion best practices, enabling the teams to foster consistency, efficiency and innovation across all digital touchpoints.

How does JP Morgan Chase support diversity and inclusion, particularly for women in tech roles?

Slaviana: At JPMorgan Chase we recognise that fostering an inclusive environment is not just about looking for diversity, it's about weaving it into the fabric of our business practices. I believe that mentoring plays a crucial role in promoting diversity, equity and inclusion, especially when it comes to empowering women in tech roles.

As the Chair of the International Consumer Banking Women's Network, I oversaw the launch of JPMorgan Chase's first mentoring programme within our Line of Business last year. This successful initiative was marked by enthusiastic participation and positive feedback from both mentors and mentees. The programme's success underscores the supportive culture we nurture, providing women with guidance, confidence, and the tools necessary to advance in their careers.

Furthermore, JPMorgan Chase has recently developed a central mentoring platform that serves as a dynamic resource for all employees. This platform offers extensive exposure and the opportunity to engage in discussions on a wide range of topics, from technical skills to career development. It's designed to connect individuals across different levels and functions, facilitating knowledge sharing and fostering a supportive network that champions the growth and success of women in technology.

Through these efforts, we are committed to creating an environment where diverse talents are recognised, nurtured, and celebrated, thereby enriching our workforce and the tech industry at large.

What challenges have you faced as a woman in the tech industry and how have you overcome them?

Slaviana: Navigating the tech industry as a woman often involves confronting the additional challenge of having to work harder to prove one's value. While the situation has improved over the years, I believe there is still work to be done towards attaining true equality. My approach to overcoming these challenges has been rooted in diligence and thorough preparation.

Whenever I engage in any project or technical discussion, I ensure that I establish a solid foundation in the topic. Getting my facts right and building a robust base is crucial. This method not only helps to strengthen my ideas but also helps me to counteract any imposter syndrome effectively, ensuring that my contributions are well-founded and respected, enabling me to advance and make meaningful impacts within the industry.

Sandra: As a woman in the tech industry, I've faced numerous challenges, ranging from gender bias, stereotypes and imposter syndrome to lack of representation in my field.

One significant challenge I've encountered is gender bias, which manifests in various forms, such as being underestimated or overlooked in male-dominated environments. To overcome this, I've cultivated a strong sense of self-confidence and assertiveness, refusing to let others' perception define my worth or capabilities. I've advocated for myself and my ideas,



About Slaviana:

Slaviana Pavlovich is a Vice President Product Manager at JPMorgan Chase (JPMC), working in the International Consumer Banking division. Slaviana joined in January 2022, leveraging her digital technology and product management expertise. At JPMorgan Chase she has worked across technology platform and data teams, and her current role focuses on the Growth Marketing Technology team within Chase UK. Before her role at JPMC, Slaviana held positions as a Program Manager at Amazon and a Product Manager at Citi Bank's startup, Proxymity. Slaviana earned her Bachelor of Science in Information Management for Business from University College London and her Master of Science in Bioinformatics and Theoretical Systems Biology from Imperial College London.

asserting my presence and expertise in meetings, projects, and discussions, and earning the respect of my colleagues through my contributions and accomplishments.

Similarly to Slaviana, I always thoroughly prepare and gather all the facts on the topic I am about to discuss. Having all the required information gives me the confidence to join any meeting and be a confident contributor.

Why do you think it's important for more women to join the tech industry?

Sandra: Increasing the representation of women in the tech industry is crucial to creating a more inclusive and innovative workforce. Women can bring unique perspectives, experiences, and insights to the table, and as a result it leads to creating more creative and inclusive solutions to complex problems.

Having more women in tech roles serves to challenge biases and stereotypes by enhancing visibility and representation, mitigating gender bias to improve decision-making, reshaping perceptions regarding women's capabilities in tech, fostering inclusive practices and embracing diverse perspectives, and providing role models for future generations. ■



The Perspektywy Women in Tech Summit



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touch**

Our Content Engineering team arrived in Poland last year and keeps growing!



Empowering Innovation:

The Rising Influence of Women in Technology

In a domain traditionally dominated by men, the emergence of women leaders is reshaping the landscape of technological innovation, bringing diverse perspectives, collaborative approaches, and groundbreaking solutions to the forefront. With their expertise, vision, and determination, female leaders are driving innovation, pushing boundaries, and inspiring future generations. Their contributions not only transform technology but also challenge stereotypes and foster inclusivity in the tech ecosystem.

Team of specialist

My blockchain team, led by women, is the epitome of the transformative power of women in technology, breaking barriers, and paving the way for future generations of female innovators. The biggest challenge was to create a cooperative team consisting of both technical and non-technical blockchain specialists. I am fortunate to have a fantastic team of specialists who are also blockchain enthusiasts, representing diverse genders and nationalities.

This combination has resulted in a successful proof of concept aimed at utilizing blockchain technology in the document verification process. The team has demonstrated our ability to successfully incorporate blockchain technology into our processes, leading to the development of the second POC – BC sign – which involves e-signatures made on the blockchain.

Female leaders in emerging technologies

I am proud that in Volvo Group Digital & IT, we have many women leading the introduction of innovative technologies like AI and blockchain. We can already share success stories of proof of concepts in both fields. Our strong organization and focus on execution benefit from efficiently organizing teams and fostering collaboration with the business.



**AGNIESZKA
KRUPIŃSKA**

*Digital Product Area
Owner Content Services
– Foundations & Blockchain*

The rise of female leaders in emerging technologies is not merely a trend; it is a movement. It's about recognizing the inherent talent and potential of women in technology and providing them with the platform and support they need to thrive. Companies like Volvo Group are leading the way in fostering diversity and inclusion in the tech industry. With a growing number of women at the helm of new technology initiatives, Volvo is setting an example for others to follow.

As we celebrate the achievements of female leaders in emerging technologies, it's essential to acknowledge the challenges they continue to face. From gender bias to unequal opportunities, women in tech often encounter barriers that hinder their progress. However, their resilience and determination continue to propel them forward, inspiring change, and paving the way for a more inclusive future.

In conclusion, the rise of female leaders in emerging technologies is a demonstration to the power of diversity and the limitless potential of women in technology. As we look to the future, let us continue to champion and support these pioneers as they shape the world of tomorrow.

Hi-Tech Girls



The lack of specialists and competencies in the IT sector is currently one of the hottest recruitment topics. Upskilling, reskilling and programs that encourage various socio-professional groups, including women, to develop in the tech industry, are some of the ways to fill the gap. And although, according to Eurostat, the number of women interested in working in the IT industry is steadily growing, they often point out difficulties in finding their place in this business. Nearly 40% of female candidates do not know where to start their IT adventure, and more than 42% indicate that they have difficulty finding a suitable job offer. (No Fluff Jobs, report: Women in IT 2022).

At Orange, we also want to attract technological talents, but the need to create diverse teams is also important to us.

How to invite women into technology?

We started with the **WłączOne** media campaign which aimed to inspire women to choose a career path related to technology. Its characters were women working at Orange, who excel in technology and want to share their knowledge and experience with others.

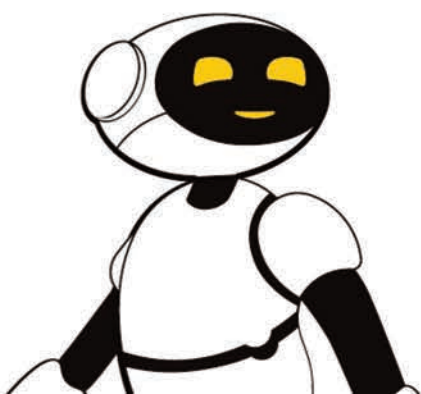
In the next stage, we implemented the educational project "**Przewodniczka po technologiach**" (Guide to Technologies). The virtual interactive guide allowed expanding knowledge about career opportunities in technology areas and provided tips on how to apply for such positions. Then, we moved from inspiration and education to offering real career opportunities. This is how the Hi-Tech Girls competition was born.

Hi-Tech Girls

Two editions are already behind us. We addressed it to 3rd-5th-year students and graduates up to a year after completing their studies, interested in Data: AI & Digital Analytics, Cloud, Cybersecurity, UX/UI or Software Development.

"The creation, therefore, shows strong, confident women representing various features of "technological powers". Over 250 candidates from all over Poland registered for the contest, and 120 of them sent us the solved contest task. The jury (the authors of the tasks - experts and managers from Orange) met with the authors of the best solutions, evaluating presentation skills, the way of thinking, as well as the fit of the candidates to potential teams.

Ten winners of two editions were given the opportunity to complete paid internships at. Additionally, they received six-month mentoring with managers of Orange Polska and benefit from courses and training available on the Future Collars platform.



Ten winners of the first edition (selected in December 2022) will undergo paid internships at Orange (six of them are already at the internships). Additionally, they received six-month mentoring with managers of Orange Polska and benefit from courses and training available on the Future Collars platform.

After the experience of the first edition of Hi-Tech Girls, we see the enormous value of such competitions. On the one hand, participants have a chance to deepen their knowledge in the chosen field already at the stage of solving tasks, and on the other hand - managers can get to know them better and offer internships tailored to both the company's business needs and the competencies and development needs of individual candidates.

We hope that for the competition winners, this will be a real lever for the development of their professional careers and an experience that will encourage them to follow the IT path.



The next edition of Hi-Tech Girls is coming this fall

Learn more at:
hitechgirls.orange.pl

LOOKING BACK AT MY JOURNEY



Senior Manager
of Software Engineering



ALDONA STUDZINSKA

Despite considerable progress, women continue to be underrepresented in the tech industry. According to Eurostat in 2022, women constitute only 15.5% of IT sector employees in Poland. It is crucial to recognize their invaluable contributions and address the systemic barriers that impede their advancement.

In an era where diversity and inclusion are at the forefront of conversations in the tech industry, Aldona Studzinska's journey shines as a beacon of inspiration and empowerment. Her remarkable path from a software engineer to a pioneering leader in technology is a testament to resilience, determination, and unwavering passion.

Today, as the Senior Manager of Software Engineering at Paramount, she holds significant influence. How does Aldona herself see this journey? We sat down with her to find out. Read on and gain insights for your own future endeavors!

What does your development at Paramount look like?

My journey at Paramount has been marked by continuous growth and invaluable learning experiences. Initially joining as a backend software engineer, I found myself surrounded by like-minded individuals committed to personal and professional development. What stood out to me

most was the unwavering support from our managers who made our growth a top priority.

From the outset, I was resolute in my determination to advance, consistently pushing myself to excel and identifying areas for improvement. Today, as a manager, I emphasize to my team members the importance of taking ownership of their development journeys. While I am here to offer guidance and support, it is ultimately up to them to demonstrate initiative and invest the necessary effort to reach their goals.

In your opinion, what influenced the way you shaped your career?

Looking back on my journey, I credit my current position to a combination of personal drive, managerial support, and the nurturing culture fostered at Paramount. It is a testament to the importance of cultivating an environment where individuals are empowered to thrive and grow.

Paramount



Paramount is committed to diversity, equity, inclusion and belonging. We believe that to be the best creators and storytellers, our company must reflect, celebrate and elevate the diversity of our audiences. As a leading content company with global reach and impact, Paramount influences culture around the world. Diversity, equity, and inclusion (DE&I) and belonging are central to our success—they are a cornerstone of our legacy and foundational to our future.

Embodying the spirit of diversity and inclusion, Paramount's global Employee Resource Groups (ERGs) provide a forum for employees to flourish personally and professionally while offering direct business support to all our brands.

WOMEN+ ERG

If you've ever been a member of a group, you understand the profound impact a community can have. It's truly invaluable.

Our Women+ ERG Warsaw chapter is part of an actively growing global community rooted in mentorship, education, programming and philanthropic endeavors, and provides the steppingstones to achieve higher personal and professional business goals for women and allies.

EXPLORE THE IMPACT OF WOMEN+ ERG: DISCOVER WHAT WE DO

POWER TALKS

We host captivating Power Talks featuring inspiring individuals from within our company. These talks provide a platform for women and allies to connect with influential and motivational figures who possess significant professional experience at Paramount.

WORKSHOPS & WEBINARS

We are dedicated to nurturing the personal and professional growth of women and allies through an array of workshops and webinars. Among them, a few highlights include Imposter Syndrome Workshop, Improvisation Workshop, and Self-Care Workshop. These sessions delve into the essential topics of the women's cycle, stress management, and burnout prevention.

WELL-BEING INITIATIVES

We prioritize women's well-being, acknowledging the equal importance of both physical and psychological health. To support this commitment, we provide women's sanitary box in every restroom and actively promote awareness of cancer prevention through workshops held during the globally recognized Pink October campaign.

NETWORKING EVENTS

We organize networking events to foster meaningful connections among women and allies, cultivating opportunities for building valuable business relationships. We aim to bolster networking efforts and foster mutual support within the Women+ ERG community.



PLAY

PLAY Your Career

Scan me!



PLAY

**Join
and PLAY
with us**

Scan me!



DAY 1.

**Witness the fusion
of business and
technology at
Procter & Gamble**
**Join us and make an
impact from Day 1**



Our **Central Europe Technology Hub**, located in Poland, is **the second largest IT Hub in P&G globally** with 500+ IT Specialists. Our IT Teams play a fundamental role in building better understanding of consumers and shoppers, while working on global category leading brands. We collect unique insights and **support better decision making to solve different business challenges.**

What We Do at the Central Europe Technology Hub:

- Grow Superior **DIGITAL CONSUMER EXPERIENCES** across all touchpoints.
- We transform **P&G SUPPLY CHAIN** digital solutions.
- We fuel the business transformation with **CLOUD CAPABILITIES.**
- We grow P&G sales using top industry cloud **CRM PLATFORMS.**
- We protect P&G by preventing **CYBER SECURITY** issues.
- We build & operate enterprise **DATA PLATFORM**, deliver & refine **DATA PIPELINES.**
- **MACHINE LEARNING** workbenches and operationalize **AI ALGORITHMS.**



Who We Are

There are multiple service lines in Warsaw IT Hub which cover our **various business needs**.



Data & Analytics



IT Solutions



Our Business Units



Information Security



Digital Experiences



Customer Solutions



Supply Chain



Master Data Services

At P&G we don't offer jobs, we offer careers. There are multiple roles in IT but they all have one thing in common: in each one you can make a huge impact.

Visit our [CE Tech Hub website](#) to learn more about our job opportunities.

Want to work for a company that enables team members to grow their careers?

P&G earned a spot on the **2024 LinkedIn Top Companies List** in many of the countries where we operate in Europe, including Poland, France, Italy, Turkey, Germany, and Switzerland. Click [here](#) to read more about the recognition, which is based on how companies enable team members to grow their careers.



Learn more about our [leadership & development](#) opportunities on our career website and apply today.

[Join our Talent Community!](#) We will notify you about relevant positions and keep you in mind whenever we have interesting opportunities. Come get them!



Managing Cybersecurity Risks in

Undoubtedly, we are lucky to live in an era of unprecedented technological growth, rapid AI capabilities development and fast emerging innovations. While living in such a times brings a lot of benefits and opportunities, it can also cause unprecedented global challenges, which in addition to worldwide transpiring uncertainties as geopolitical conflicts, economic or ideological tensions and pandemics, significantly change the threat landscape for digital assets, particularly influencing cybersecurity risks area.

As a consequence, organizations should consider taking a proactive and complex approach to their cybersecurity risk management, taking into account the specifics of the evolving threat landscape (its threat actors, potential vulnerabilities, targets) while establishing the best ways to manage risks emerging from those threats.

No matter the type of uncertainty - if it's pandemic, geopolitical conflict, or economic crisis - cyber criminals can rapidly use such a fertile ground for their benefit, exposing your organization not only to direct financial loss and regulatory penalties, but also to reputational damage and operational disruptions. In view of the above, as people responsible for Cyber Security in our organizations, we need to seek answers for some important questions, which are among others: what strategies should be implemented, what challenges the company can meet and what are the best practices to properly

identify and mitigate threats to effectively protect organizational assets in uncertain times?

Effective cybersecurity risk management program should start with the proper risk assessment. If not sure how to start, you can seek inspiration in industry frameworks such as NIST or ISO27001 to settle your risk management process in line with industry best practices. Proper risk assessment will help you to identify vulnerabilities in your systems, your critical and most important assets (so-called Crown Jewels) and potential threats, which can harm them. So, you know what needs to be protected and what the potential risks are. At the same time, your risk management program needs to be backed up by the set of Cyber Policies and Procedures, which help to not only formalize the process but also prevent some risks from human threat area and meet regulatory requirements at the same time.



times of conflicts and uncertainty

Having your important assets identified, you should remember to protect them from the very beginning by implementing Secure-by-design principles. This set of practices and rules, such as secure access management, least privilege, defense-in-depth, secure coding practices, “fail safe” defaults and many more, will significantly increase safety of your systems or products beforehand, making them less vulnerable to potential harms and breaches.

Considering how quickly the threat landscape evolves nowadays, it’s also beneficial to invest in threat intelligence tools and resources. Thanks for that, you will know about potential threats – like the new malware types or exploits - in advance, being able to implement defense decisions and patches faster, before the harm escalates. Undoubtedly, this can prove extremely important in times of conflicts and overall uncertainty. Additionally, your organization can contribute directly to gathering intelligence itself, cooperating with industry partners and cybersecurity organizations in such actions.

In direct connection with the above are Continuous Monitoring and Response capabilities and tools, which on the other hand are more related to the internal IT landscape. Among such tools we have Security Information and Event Management systems (SIEM), Intrusion Detection Systems (IDS) or Endpoint Detection and Response (EDR)

systems. By utilizing those, your company’s IT environment will be monitored continuously and in real-time, which will enable prompt detection of any anomalies and on-time incident response, when required.

Notwithstanding the foregoing rules, our organization always needs to be prepared to face the occurrence of the potential attack and its consequences. And this is where Disaster Recovery and Business Continuity plans come into play. Having DR and BCP properly established we can strengthen our organization resilience and ability to restore quickly after the incident, minimizing downtime, data loss and maintaining critical business operations despite the disruption.

All things considered, in these uncertain, technology-driven times, cyber security risk management should become a crucial priority for all organizations. Obviously, there is no “golden” solution ensuring 100% security, as the risks - like human factor or third-party security risks, will be always present and sometimes unpredictable. However, the rules mentioned in this article should always serve as a basis for building an effective cyber security risk management program. And at the same time, rapid technological progress can act for security benefit, helping to invent more sophisticated defense tools.



We're passionate about what we do

Remitly's vision is to transform lives with trusted financial services that transcend borders. Join our exceptionally talented team as we transform the global remittance industry and continue to innovate and leverage our trusted financial services brand and our global network to extend into additional, complimentary products.



impacting lives
across continents



**Learn more
about Remitly**
and our exciting tech careers



Founded in 2011, Remitly has grown its **global footprint to reach over 170 countries around the world**. Millions of customers trust Remitly to send money home, and more than **2,700 Remitlians worldwide work** together to deliver our promises to customers. Read what some of our tech leaders have to say about their experience at Remitly:



Taraka Satti

Vice President of
Engineering,
FinTech Platform

Joining Remitly, I was immediately struck by the **company's authentic, mission-oriented, and customer-centric culture**.

From my very first days of onboarding, I was encouraged to shadow customer support calls and understand firsthand the challenges they face and the **impact our solutions have on their lives**. It's a culture where the customer's voice isn't just heard; it's a central guide to our roadmaps and decision-making.

Another defining aspect of my experience at Remitly **is the inclusivity**

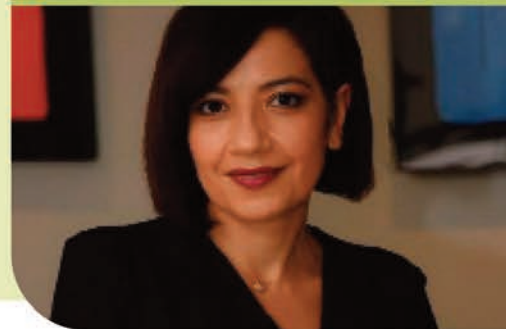
and psychological safety prevalent throughout the company's rituals and ways of working. In meetings, even with top leadership, there's a remarkable openness and respect for diverse viewpoints. This environment fosters free-thinking and collaboration, making every individual feel valued and integral to the company's success.

I found this blend of purpose-driven work and a positive atmosphere is intrinsically very motivating and empowering, and very unique to Remitly.

Working at Remitly has been a **transformative experience for me**. Our culture not only fosters personal growth but also allows me to challenge myself to rise above and bring innovative approaches to solve our customers' problems. As a first generation immigrant myself, I feel like **I have been given an opportunity to contribute to our company's mission to provide financial stability and access to under banked communities**. The rewarding journey here at Remitly has made me a better person at my personal and professional life because of all encouragement, support and feedback that I have received throughout, while providing my unique perspective to the table.

Raz Salehynia

Director, Engineering



Gabriela Kowalik

Software Engineer II

What makes Remitly a great place to work is its community of excellent and open-minded individuals. Here, you have **the opportunity to learn from the best and receive an incredible boost to both your hard and soft skills**. However, what I appreciate the most in my work is that I am contributing to a product used by millions of people worldwide, enabling them to transform their family's lives.



Angelika Bylinowska

Software Engineer

Proud to be part of Remitly! I'm surrounded by amazing colleagues who bring their A-game every day. **The tech opportunities here are limitless, and the global vibe fuels creativity**. What's even more inspiring is our unwavering focus on putting the customer at the heart of everything we do. Exciting journey ahead!



Magdalena Szajowska

Principal Recruiter, Product and Engineering

I decided to join Remitly, because working for a company that really strives to make a positive difference and impact is important to me. I'm super grateful Remitly lives up to the values we promote as an organization, making working here a very rewarding experience. **I'm proud to work with passionate people who focus their efforts on the common goal - making our customers' experience a priority.**

Studying the STEM Education Gap Among CEOs Globally

Nicole Serino; Director, Credit Research & Insights, S&P Global Ratings

Yucheng Zheng; Director, Credit Research & Insights, S&P Global Ratings

This excerpt is written and published by S&P Global, as a collaborative effort among analysts from different S&P Global divisions. It has no bearing on credit ratings.

Published: January 10, 2024

Highlights

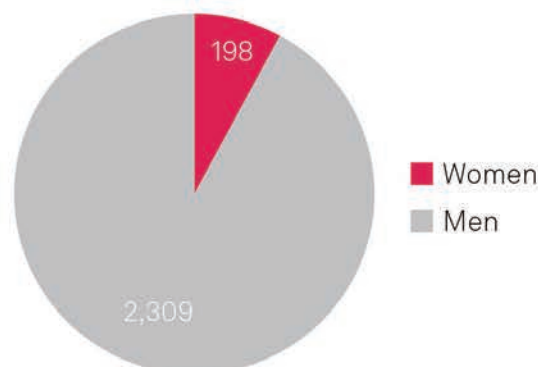
- It is difficult to study gender differences at the CEO level because so few CEOs are women.
- STEM education seems to pave the way for a successful professional career regardless of gender. The majority of CEOs globally, whether men or women, tend to have a STEM educational background.
- In sectors such as energy, automotive and health care, women CEOs are more likely to have a STEM educational background compared to their peers who are men — suggesting a STEM background may be more important for women in these industries.
- Companies in Asia-Pacific and Europe appear more likely to choose CEOs with STEM educations, irrespective of how STEM intense the companies may be.

Some background and our approach

Our study focused on public company CEOs in order to understand the role a STEM education can play in professional success. Using proprietary S&P Global data, we analyzed the educational backgrounds of more than 2,500 public company CEOs to look for patterns related to gender and educational background. The study aimed to understand how women CEOs' backgrounds compared to their peers who were men as well as to gauge what role a STEM education plays in achieving the highest levels of career success. It is challenging to study gender differences at the CEO level as most CEOs are men. In our global dataset comprised of public companies, only 8% of CEOs were women.

Women CEOs represent only 8% of global CEOs in our sample

Number of CEOs globally



Access the full report, additional background, areas for further study and methodology notes here:
[spglobal.com/CEOedgap](https://www.spglobal.com/CEOedgap)

Methodology note is available here for sample details. <https://www.spglobal.com/en/research-insights/featured/special-editorial/studying-the-stem-education-gap-among-ceos-globally>
Sources: S&P Global Market Intelligence, S&P Global Ratings.
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To define the role of a STEM education in professional success, we established what constitutes a STEM education background by using US government definitions of STEM degrees. We also included undergraduate and advanced degrees in economics, finance and accounting, which similarly focus on mathematical and analytical rigor more than on interpretation and context. This wider definition reflects a common-sense understanding of STEM fields.

Observations

Using these categories, we found that among both men and women, the majority of CEOs tend to have a STEM education. In addition, the percentage of men CEOs with STEM education tends to be higher than or close to that of women CEOs across companies of varying STEM intensity.

However, some sectors have more significant differences between the percentages of women or men in CEO roles. In sectors such as energy, automobiles and components, health care equipment and services, and financial services, we see a higher percentage of women CEOs with a STEM education compared to their counterparts who are men. For example, in the energy sector, 100% of women CEOs have a STEM education, compared to 75% of their peers who are men. This could suggest that in some sectors, it is not only important to have a STEM educational background, but may be disproportionately important for women.

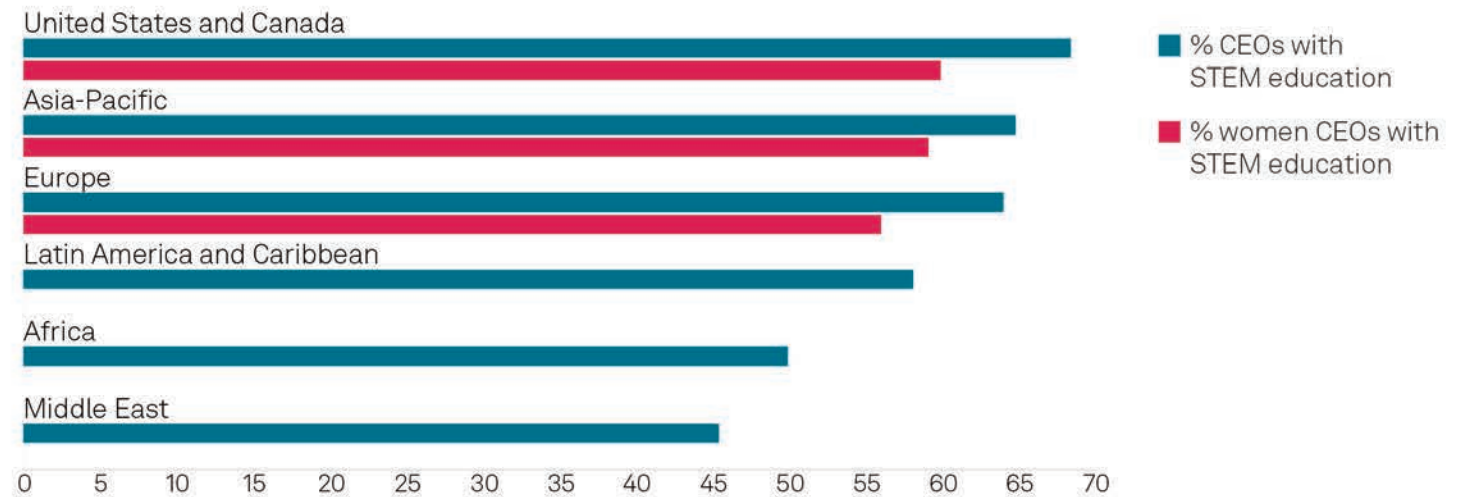
Anticipating variation in CEO education based on the degree of STEM's relevance for companies in different sectors, we referenced the percentage of STEM employment by sector, as sourced from the US Bureau of Labor Statistics, and categorized all companies in our dataset. These categories include high STEM, mid-high STEM, mid-low STEM and low STEM intensity.

By region, North America (US and Canada) and Asia-Pacific tend to have a higher percentage of CEOs with a STEM education. Zooming in on women, the two regions continue to lead, but Latin America and the Caribbean, Africa and the Middle East have either no women CEOs with a STEM education or no women CEOs at all.

At the global level, companies with higher STEM intensity tend to have a higher percentage of CEOs with a STEM education. North America follows a similar pattern, whereas the variability across STEM intensity categories is less pronounced in Asia-Pacific and Europe — in other words, companies in Asia-Pacific and Europe seem more likely to choose CEOs with STEM educations, irrespective of how STEM intense the companies may be.

North America and Asia-Pacific tend to have higher percentage of CEOs and women CEOs with STEM education

Percentage of CEOs and women CEOs with STEM education



Methodology note is available here for sample details. <https://www.spglobal.com/en/research-insights/featured/special-editorial/studying-the-stem-education-gap-among-ceos-globally>
Sources: S&P Global Market Intelligence, S&P Global Ratings.
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Technologies in the Bank? Absolutely!

We have decided to talk about the scale, technologies, atmosphere, and development in the IT of our bank in the latest employer branding campaign under the slogan "Technologies - for sure!". This is a video campaign in which you will meet specialists, experts, and managers of key technological units and hear their opinions on the daily work at Santander Bank Polska.

Visit santander.pl/kariera/it, get to know our team, and apply for one of the dozens of roles currently being recruited.

Do you associate work in the technological areas of a bank with boredom, old technologies, and repetitive tasks?

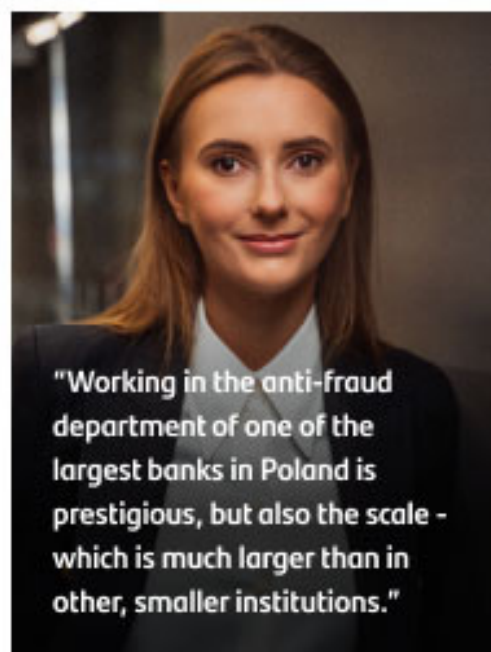
Nothing could be further from the truth.

In Santander Bank Polska, technologies play a crucial role in our development and the satisfaction of our customers. **Fin-tech is the future, and we invite you to co-create it with us.**

If we were to examine internet users activities, we could conclude that there are two activities we perform daily - communication and transactions. Banking applications are, incidentally, the most comprehensive solutions in terms of functionality, allowing us to make more and more transactions from one place - conveniently, quickly, and safely.

The development of tools that customers ultimately see and use, such as applications or online services, is only part of our activities. The most interesting things are usually those that are not visible at first glance. In Santander Bank Polska, the IT area consists of several hundred experts specializing in: automatic and manual testing, software development and maintenance, network management and administration, digital product management, cybersecurity, anti-money laundering, or ATM availability management.

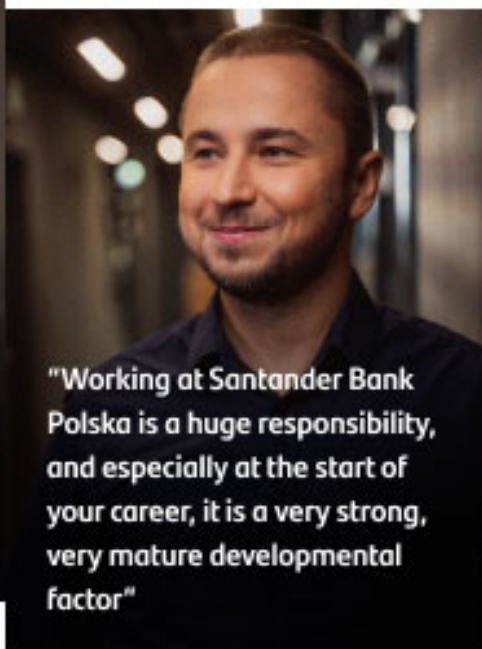
The expanded structure of the IT area provides the opportunity to acquire various competencies, change roles, and take a flexible approach to building both an expert and leadership development path - all in a great atmosphere and with respect for diversity.



"Working in the anti-fraud department of one of the largest banks in Poland is prestigious, but also the scale - which is much larger than in other, smaller institutions."

Marika Górska

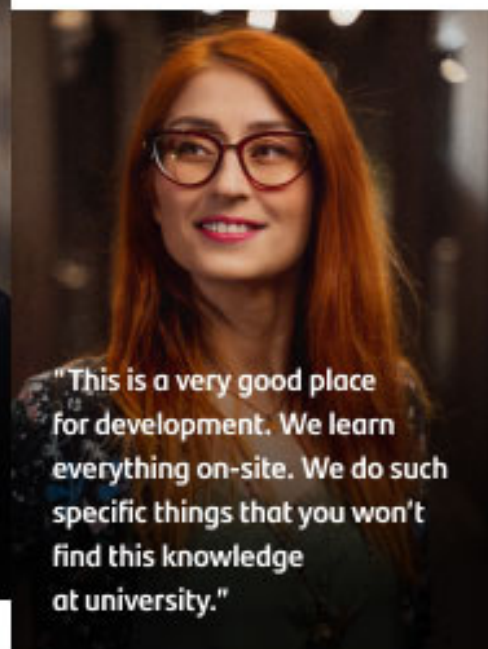
Manager of the Customer Transaction Fraud Prevention Team



"Working at Santander Bank Polska is a huge responsibility, and especially at the start of your career, it is a very strong, very mature developmental factor"

Hubert Kuna

Manager of the Common Platforms Development Team



"This is a very good place for development. We learn everything on-site. We do such specific things that you won't find this knowledge at university."

Joanna Salata

Specialist System Services Administrator



**DID YOU KNOW THAT
46% OF OUR LEADERS
ARE WOMEN IN TECH ?!**

At Circle K Business Centre Warsaw, we prioritize inclusivity and diversity to ensure that every team member feels valued and respected. Our culture recognizes that employees have diverse needs and responsibilities inside as well as outside of work. This means celebrating the unique strengths and challenges of each employee, including their preferences for managing technology use and finding a healthy balance between their professional and personal lives.

HOW EXACTLY OUR CIRCLE K BC WARSAW CULTURE LOOKS LIKE?

- We offer hybrid working with flexible working hours
- We established an expectation of behavior called the "Light of Day" - it can serve as the golden rule for our behavior and shows how to treat colleagues with courtesy and respect
- In January we celebrate Kindness Day which is a day of sharing positive feedback and being kind to each other.
- Different employees' needs are what we bring into the table on every day basis by preparing campaigns on parental friendly policies, neurodiversity & others
- Our Employees can use an Assistance Program which is an anonymous hotline where psychological, legal, financial advice is provided
- Last year during the Women in Tech Summit we have assigned the "Diversity Charter" (pol. "Karta Różnorodności"), which is a written commitment for organization to provide non-discrimination environment in the workplace also through policies that create and promote diversity.
- Thanks to collaborating with specialists, we created more inclusive communication materials (e.g., using neutral forms/ feminatives, or adding pronouns in our email signatures).
- We have a special group dedicated to DE&I (Diversity, Equity & Inclusion), which organizes various events and ensures that inclusivity is a permanent part of our culture.

IN OUR OFFICE YOU CAN FIND:

- Silent zone and 1:1 rooms where you can work in peace and quiet
- Family Room for those parents who need to take care of their children during working hours
- Mothers Room - separate room for breastfeeding mothers, where they can express breast milk or change their baby in peace and quiet
- Coffee machine on every single floor with delicious beverages where you can chat with colleagues and rest a bit from the computer screen
- Parking for bikes & showers for sport lovers
- Chillout room where you can hide & rest from tech world

SOUNDS COOL?

**FIND US DURING WOMEN IN TECH CONFERENCE AND LEARN MORE ABOUT
OUR BALANCED CULTURE.**

**WE ARE WAITING FOR YOU: WITH A CUP OF FRESHLY BREWED COFFEE,
CIRCLE K BC MENTORING PROGRAM WHICH IS OPEN FOR ALL GUESTS
& SOMETHING VERY SPECIAL WHAT IMPROVES YOUR BALANCING SKILLS...**

SEE YOU!

Circle K Business Centre Team



**EMPOWERING INNOVATION,
EMPOWERING TALENT!**

GROW WITH US
<https://careers.dxc.com>



KATARZYNA SZKUDLAREK

**Head of the Innovation Lab
Department at home.pl.**

Katarzyna studied political science at university and has a background in the educational and publishing industries. If as many as 43% of women in IT have come to the industry by way of a circuitous route, then it is important for companies to focus on what has encouraged them to do so. Companies need to provide opportunities for development, nurture future competences, and offer a clear path to advancement.

"I began working at home.pl as an administrator at the reception desk. Over the course of several years, I enrolled in college, passed the IT technician exams, and took part in an internal Frontend training project. I decided that I wanted to follow this path and applied to the IT department. I started off by working in the helpdesk, where I was mainly responsible for configuring electronic equipment. Today, I administer a system which serves the entire company, and I participate in various technical projects. The more technology develops, the more opportunities there are for specialization, and working in IT offers flexibility coupled with a wide range of opportunities for promotion. Having completed a number of courses, you can then change your specialization, position or department."

BEATA ZARĘBA

IT Specialist at home.pl.

With a background in food technology, Beata worked for 10 years in administrative positions before ultimately choosing a career in IT.

A career in IT allows women to achieve a work-life balance, especially in the context of motherhood. At home.pl, we offer the parents of children up to 9 years of age the possibility of working fully remotely. Always aiming to build an open and friendly work environment, through well-being programs, we educate employees about mindfulness and the importance of physical and mental health.

"It's just so important to like what you do. During a programming course, I met a geography graduate. Her job was stable and secure, but she was unfulfilled. She had artistic talents, which she enjoyed pursuing. After completing the course, she became a front-end developer in an IT company. She's made progress in leaps and bounds; and she is happy. Therefore, I would tell women who are at the beginning of their career path, or who are thinking about making a change, to choose places and areas where they have the best chance of developing their strengths."

ALEKSANDRA ŠANDOR

**Director of Customer Service
and Sales Support Department
at home.pl.**

Holding a Master's degree in chemical engineering, Aleksandra started out in her career by working in a call centre.

At home.pl, women account for 47% of all employees. This is three times more than the national scale, where upward trends are already being noted.

"I started out when there was a significant majority of men in the industry. The person who first motivated me to raise the bar for myself was a woman; and then my line manager encouraged me to take on a higher position. I was afraid of the responsibility that comes with such a position. Despite my possession of a thorough technical knowledge, I was worried that I might not be able to connect the dots at such a detailed level as specialists dealing with a given product. I undertook various trainings, which helped me to dispel a lot of the doubts. But most importantly, I wasn't afraid to ask for help and advice. And to this day, when I don't understand something, I just ask. It is often a fear of judgement that prevents women from pursuing their goals."



IWONA ADAMCZYK

Product Manager in the Server Solutions Department at home.pl.

An IT specialist by education, Iwona started out in the Customer Service Office.

The success of women in information technology, the stories of their experiences, and the challenges they face can be an inspiration for others to act and make informed career decisions. After all, if a giant like Google is organizing thousands of training courses for Polish women so as to introduce them to the world of IT, then this can only mean that the industry needs the strength (and heart!) of women.

Women in IT are not chasing trends. **But the trends are most certainly chasing them!**

Perhaps no industry embodies flexibility and an openness to change better than IT, which has been shaped by the dynamics of both technological progress and socio-cultural change. Today, the IT sector not only offers upwardly mobile careers but also a wide range of career paths for women. Indeed, being so much more than coding, IT caters to a range of specializations and competences, and especially those involving interpersonal skills.

Nowadays, the possession of a degree in computer science is not a requirement to work in IT companies. In fact, almost 80% of women in the industry do not come from an IT background.

“When starting out, you do not need to have technical skills in order to operate effectively in the IT space. Such skills can be obtained in a relatively simple way, especially with training courses and webinars. In fact, the Internet is the ultimate educational tool, and knowledge is publicly available. If a topic interests us, we pursue it with full commitment. So let’s expand our knowledge, stay up to date, and take our learning from reliable sources. By drawing on well-established and properly sourced information, we shall be able to speak expertly on a given topic; and, perhaps most importantly, we shall feel like equal partners in the conversation.”

Empowering Women in Tech:

Five Pillars of Success

from Elena Polubochko
CTO of Godel Technologies

Gain skills. Never stop learning. Look for the opportunities to build up knowledge in your area of expertise. Solid foundations give you confidence and help a lot not to shy away from the challenges and see various options to solve problems in new and innovative ways. Learning shall not stop with the hard part only, knowing how to communicate efficiently, lead, think holistically is equally important. However, remember that it's impossible to know everything and it shouldn't stop you from acting.

Own your path. Take ownership of your career by setting clear goals and actively pursuing opportunities that align with your interests and aspirations. Only you can know what you really need. Being in line with you true self, acknowledging that you are on the journey, and it always takes time, taking care of yourself on the way but moving steadily in the desired direction, is what brings the results. Filling your journey with people who can support you on the way and steer to the more efficient route also helps.

Discipline Yourself: In any area of life, and IT is no exclusion, mastery comes with practice. The more you do things, the more experience you gain, the better specialist you become. Building routines and skills that help you get into the habit of getting things done, in your pace, but steadily is incredibly powerful! Discipline is also about making commitments and sticking to it, which builds predictability and confidence.

Embrace Challenges: Don't shy away from challenges; instead see them as opportunities for growth and development. Be resilient and value failures as well as success. Healthy and controlled stress helps us to learn and that's a given. The biggest growth usually happens either from the painful failures or from a really challenging accomplishments. Reflection on this experience always opens new parts of ourselves and prompts the way for further development.

Lead by Example: Changing the world for the better always starts with yourself. Leverage your unique perspective, stay true to your values, and show the best of yourself in every situation. Being integral, collaborative, striving for excellence in a genuine way paves a long way. To cut the long story short, be the person you would want others to be.

The opportunity to shape the career you want

Linklaters is a global law firm operating across 21 countries in 31 offices. We use our global capabilities to deliver excellent client service, creating long and lasting relationships. We are extremely proud of our 185-year history and always strive to be consistently excellent and at the cutting edge of the global legal market. We're excited about our future, attracting outstanding talent and world-class clients, creating a strong and thriving business whilst maintaining a clear and confident sense of who we are.

Linklaters Service Delivery Centre in Warsaw conducts transactional and advisory business services and is known for its customer focus, transparency and efficiency. As at May 2024 the LSDC Warsaw team consists of over 200 highly educated employees of diverse backgrounds, collaborating with the 31 Linklaters offices globally in the sphere of Finance, BD Marketing, Legal and Risk, Technology, HR, Legal Operations and Corporate Affairs.

Linklaters Technology ensure our lawyers have the right tools to continue to deliver the best advice to our clients. The Technology organisation reports into the Chief Information Officer (CIO) and is split into a number of functional areas. The delivery of technology services is carried out by Service Management, Infrastructure, User Experience and Devices, Data and Application Services; while the change activities within technology are driven by Architecture, Project Portfolio, IT Security and Software Development and Testing.

In addition to those traditional areas of IT, Linklaters Technology is at the forefront of innovation in the legal sector – with roles and teams dedicated to GenAI, robotics, digital automation.

Anna, RPA Business Analyst, Warsaw

I joined Linklaters five years ago as an IT Support Analyst. Coming from a non-technical background I had the opportunity to start a career in IT and took on the challenge to upskill and develop technical expertise from scratch.

Throughout my time in Technology, I have been fortunate to explore a range of roles including IT Support Deputy Team Leader, Technology Asset Management Specialist, and my current position as a Robotic Process Automation Business Analyst. Thanks to the extensive internal and external training programs available to me, I have been able to attain certifications in ITIL and Agile BA, as well as gain valuable experience in people management, presenting, project management, and stakeholder management.

It has been a fantastic journey of self-discovery and has taught me that my true passion lies in bringing the business and technology function together as a business analyst.

Something I love about working at Linklaters, and especially within Technology, is the growth mindset. With many secondments becoming available across the function, you can explore different roles, meet talented, enthusiastic individuals, and learn a great deal along the way. There are plenty of opportunities to have fun, make a difference, and get involved in DE&I and CSR volunteering activities.

Anna, SAP Matters Support Consultant, Warsaw

I joined Linklaters in 2015 and initially worked in Finance as an Accountant in Accountant Receivables and later in the Client Accounting Team. Since I remember, I enjoyed using SAP and wanted to change my career path. In 2018, I had an opportunity to move to technology department and join the SAP Team. Since then, I have worked as SAP Matter Support Consultant. Over the years, Linklaters gave me the opportunity to be part of an international team and learn from the best experts and eventually become one. The firm provides different types of training and mentoring support to help you achieve your true potential. Linklaters is a great place to work.

Karolina, PMO Coordinator, Warsaw

I have started my journey with Linklaters only a half year ago. I joined the Technology Projects Team fulfilling the role of a PMO Coordinator. Being a recent graduate, I must admit I was concerned about starting a job in which I had a limited experience before. Now I can confidently say that it was one of the best decisions so far. I feel challenged by my tasks and can always rely on my teammates for help. Linklaters provides various opportunities to engage in social groups, which focus on bringing diversity, equity and inclusion across our firm. Being a member of a DEI group, I had many opportunities to participate in events that have broaden my knowledge about diverse cultures. From my current experience with the firm, I can surely confirm that it is a perfect place to grow professionally as well as personally.

Aneta, IT Support Team Leader, Warsaw

I joined Linklaters in 2020 as the Deputy IT Support Team Leader. I started my journey in Technology only two years prior coming from a non-technical background. My first steps were in an analyst position, and I was lucky enough to progress through the years to more senior roles building my technical and people management skills along the way. Now I am the IT Support Team Leader for the Warsaw part of the Global Service Desk. I manage and support a team of great individuals who are very often at the start of their career in IT. I dedicate my time to help people develop in the IT area no matter their previous experience, just like I had the opportunity in my career.

I am also the Project Manager for the local Diversity, Equity, and Inclusion group where the importance of having equal gender representation in Technology roles are one of the topics of focus, and one that I am personally passionate about.

Viktoriya, Project Manager, Warsaw

I am a Technology Project Manager and I have been with Linklaters for a year and a half. My role involves looking after various aspects of such as resources, risks and budgets; ensuring project objectives are achieved. My favourite part of the job is working with so many different stakeholders and teams, it keeps it remarkably interesting! On top of that I feel pure joy in overcoming obstacles, and projects give plenty of opportunities to do that. Linklaters have provided me with an incredibly unique opportunity to learn different aspects of technology and given the nuances of delivering new technology to our users, you can constantly grow and never get bored!

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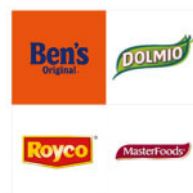
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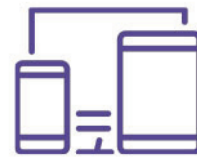
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Put your mask down and uncover your ADHD

Meet Alex - a lovely 11-year-old girl with blond, curly hair and amazing blue eyes. She was always hyperactive, very talkative, full of passion and energy. Wherever she was, she always lit up the room. Alex was always told to calm down, be nice, and behave like the other girls. Behave, for God's sake!

At school, it went even worse. Alex's distraction prevented her from focusing on one subject. She was still thinking about a million other things happening around her. She kept forgetting to do homework, prepare for the test, or take her outfit for gym classes. It was hard to count how often her mom was called at school. Alex felt exhausted because she was guilty of things she couldn't control. With the keys hanging on a leash on her neck (it was hard to count how many times she lost them), she was doing her best to look for excuses, to meet the expectations of her parents, teachers, colleagues, and everyone else.

Through the years, she put an immense effort into behaving, as other girls do. She felt that it cost her to find a million ways to be on time, deliver what was expected from her, and be well organized (or organized a bit, at least). She never felt that she was doing well, but it worked somehow. She was exhausted and fed up with that, and she always felt, she did not belong in these times and to the world. Her entire life she forced herself to act differently than she felt inside. She observed people around her and always wondered what was wrong with her, and why it was so hard for her to live the life she had.

Alex is 34 now, and there is no trace of curly blond hair. Another big change in her life is that she recently got an ADHD diagnosis. ADHD is a disorder with symptoms including impulsiveness, disorganization, and difficulty focusing. She says it's a weird feeling. Finally, she can take a deep breath and feel relieved. She can put her shame aside and also, the shame of any other person who ever shamed on her! Finally, she can put her mask down, stop hiding the symptoms through learned behaviors, and be herself. With her heart full of fear and hope, she shared her diagnosis with her parents but they seemed to be a bit skeptical about this fact. They don't even recall so severely that she was a naughty girl - each kid is the same at that age - they said. Alex needs time to digest it and learn how to live her new life.

Alex knows that she brings unusual, extraordinary skills to work.

She always felt her superpower was creativity and the ability to think outside the box. She thinks outside of all the boxes that she has in her head, bringing a lot of ideas and solutions. This was always appreciated by the others, and now she knows, where it comes from. But, it was barely possible to adjust to daily tasks and schedules and meet the others' expectations on time – whatever the "on time" means. On top of that, she feels overstimulated being in the office among many people, colors, and sounds. She

decided to openly share how she feels, what helps her, and what blocks her. She finally has a feeling that the time when she needs to hide anything, is over.

At Motorola Solutions we believe that diversity counts. What does it have in common with Alex and her story? We do care about every single employee and her/his story which creates an environment full of various skills and competencies.

Neurodiversity Hub (NDHub) is a community that increases awareness of neurodivergent individuals. It supports them, their colleagues, and people managers to build a better place. The community was formed in 2023, and hand in hand with the Wellbeing Poland Team takes care of employees' mental health. We connect neurotypical and proud neurodivergent members. We believe diversity is the key. We raise the awareness of neurodiversity, upskilling managers and employees to communicate and work more effectively - this is how they describe themselves on the Batchat, an internal MSI intranet they have founded a community to improve visibility and communication. NDHub thrives on going in the right direction, acting out of the box, and adjusting to employees' reality as much as possible. But again, what does it have in common with Alex's story?

The community was raised because neurodivergent individuals opened the topic. They started to proudly admit the challenges they have due to ADHD, autism, or any other neuroatypical diagnosis. The needs are uncovered, the masks are put down and the company who cares about well-being can start answering the needs. It is not about doing a favor to one group more than another, it's about facing reality and looking deeply into employees' needs.

Neurodiversity diagnoses apply to 5-7% of the adult population in Poland. According to the latest research, the number of ADHD diagnoses in UK adult men under 30 years of age increased twentyfold between 2000 and 2018. This is a fact and we cannot pretend anymore that we hear about ADHD more often now due to the new fashion. Young people in the labor market expect employers to recognize and support their neurodiversity well. This phenomenon should make employers rethink their approach to recruiting and retaining these young people in their organizations.

Will Alex be at the same place if she never shared her story with anyone? No, she would not. Neurodiversity Hub would never have been raised if neurodi-

vergent individuals did not share how they operate. And lastly, if the company is not open to employees' needs, Neurodiversity Hub would never have been created.

From this stage, I ask on behalf of each neurodivergent person - dear employer, please do not be deaf and blind. Open your doors and educate your employees. Create a safe and neurodivergent-friendly workplace. Also, dear employee - put your mask down, be yourself, be honest and open, and share your needs with your manager and colleagues. This is a win-win solution.



Joanna Kowalska

Neurodiversity Hub Leader, PCC Coach
EMEA Customer Experience Manager at
Motorola Solutions



MOTOROLA SOLUTIONS



Philip Morris International (PMI) is a leading international tobacco company, actively delivering a smoke-free future and evolving its portfolio for the long term to include products outside of the tobacco and nicotine sector. The company's current product portfolio primarily consists of cigarettes and smoke-free products.

Guided by a new unifying vision to make PMI a digital leader capable of delivering a smoke-free future with speed, agility, and scale, we committed to an equally bold digital business transformation to unleash the possibilities only technology can deliver.

Over the past three years, PMI's digital infrastructure has emerged as a competitive advantage in the company's pursuit of a smoke-free future. Cutting-edge technologies, from Cloud, to APIs and Generative AI, are helping us drive PMI's global shift toward a Business-to-Consumer strategy.

As we look ahead, we're zeroing in on where and how IT can continue to drive impact, value, and growth by creating the conditions necessary to support a business with increasing complexity, more and more categories to serve, and evolving strategic priorities.

We're proud that our culture is built upon strong corporate values, a foundation of respect and belonging, and a commitment to diversity and inclusion that welcomes a variety of skill sets, backgrounds, and experiences. We believe some of the most powerful changes begin at the grassroots level. Through the launch of employee-led initiatives such as Women in Tech and DiversIT, we're building on our commitment and aspiration to create a workplace that ensures everyone has a voice, feels empowered to be their authentic selves and encouraged to reach their full potential.

We're redefining the big picture of well-being and personal development. Work-life balance, mental health, and psychological safety are consistent parts of our daily life. We seek the best professionals but recognize them as parents, caregivers, family, and community members. We look after each other and care for our people, so wherever you join us around the world, we're committed to providing the kind of benefits only a company like PMI can offer.

At PMI IT, we have set the ambitious goal of becoming the fastest-learning technology organization in the world. We are committed to providing everyone with new learning and growth opportunities to support your personal development journey. - From mentoring to technical certifications, stretch roles, soft skills development, and executive education, we help our people develop the skills they need to do their best work and create their own unique impact.

Many companies seek to change the world, but few have PMI's bold vision and commitment to doing what's necessary to accomplish this goal. If your ambition matches ours, and you're ready to join a team that's dreaming big and committed to delivering innovative solutions that will make history, join us, and find your future in our future.





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The StoneX logo is positioned in the top left corner of the advertisement. It features the word "StoneX" in a white, serif font, with a registered trademark symbol (®) to its upper right. The background of the top half of the ad is a dark space scene with a large, curved horizon of the Earth showing blue oceans and white clouds, and a few distant stars.

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When you start your career with StoneX, you're joining an innovative, high-achieving and diverse team united by a single vision: to deliver world-class financial services and products to our clients. You'll get the chance to grow and thrive through opportunities for progression. You'll work with cutting-edge technology and look for ways to improve customer experience. You'll collaborate with some of the brightest minds in finance. With our emphasis on human connection, employee engagement and client focus, you can expect to find dynamic support and ample resources to grow your skillset and drive your career forward.

At StoneX in Kraków, our commitment to career growth and development is embodied in our "Switch to Grow" program. This unofficial initiative celebrates the remarkable journey of our employees as they ascend

through promotions, make significant career advancements often transitioning from non-technical to technical roles.

"Switch to Grow" isn't just a program it's a testament to our belief in the potential of every individual within the company. By recognizing and supporting these transitions, we not only motivate our team members but also reinforce a culture of continuous learning and adaptation.

For current and prospective employees, StoneX offers more than just a job. We provide a platform for transformation and growth, ensuring that every team member can realize their career aspirations. Join us to see how your career can evolve with StoneX, where your growth is our goal. Explore our job opportunities here: Careers - Join the StoneX Talent Network | StoneX.

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Empowering Innovation: How Dell Technologies Software R&D Center Shapes IT and Supports Diversity

Dell Technologies is renowned not just for its products but for pioneering technological landscapes globally. At the heart of this innovation is Software R&D Center in Poland, a hub that not only fosters groundbreaking technologies but also champions a progressive workplace culture.

A FRIENDLY AND INNOVATIVE WORKPLACE

At Dell Technologies, we create an open, collaborative environment where creativity and innovation can thrive. Our team members proudly describe our company as a place where ideas flourish and transform into impactful technology solutions. We believe this nurturing atmosphere is critical for developing advanced IT solutions that significantly affect modern business and everyday life.

"What drives me the most is a chance to build something entirely fresh and unique, that feeling when your ideas have materialized impact on building something big... that pushes me forward." Wioletta Bilikiewicz, Software Principal Engineer

TECHNOLOGIES THAT SHAPE THE MODERN IT LANDSCAPE

Our Software Engineering team develops next-generation software for a changing world. With our customers at the core of what we do, we focus on delivering agility, reliability, and control by developing platforms and solutions to meet their needs. The types of projects that we are involved in are Object Storage Platform, Multicloud, Kubernetes, Cybersecurity Solutions, AI/ML, Software-defined Storage Systems, Disaster Recovery Solutions and more.

NURTURING DIVERSITY AND INCLUSION

We are committed to fostering gender diversity at our company. Half of our management team are women, serving as a powerful inspiration for others pursuing IT careers and reflecting our dedication to equal opportunities. Their testimonials highlight our supportive environment and the opportunities for professional growth and leadership.

"Our dedication to diversity is evident in our inclusive hiring practices and support for external initiatives and internal Employee Resource Groups like Women in Action, Pride, Mosaic, GenNext, and Planet. These groups are crucial in empowering employees from diverse backgrounds, fostering community and belonging. This not only enriches our team dynamics but also boosts creativity and innovation." Paulina Chmielewska-Jackiewicz, Talent Acquisition Lead

SUPPORTING EMERGING TALENT

This April, we launched the first edition of our Program for Interns and Graduates at the Software R&D Center, welcoming 20 interns and 15 graduates into our development teams. They work hand-in-hand with our experienced engineers on innovative products, which will boost their professional careers. This initiative underscores our commitment to developing the next generation of tech leaders and innovators.

LOOKING FORWARD

"Building and growing our Software R&D Center over the past two years has been incredibly fulfilling. I'm proud of the organization we've created, featuring a diverse leadership team and amazing technical engineers, all collaborating on pioneering projects. I relish our culture of creativity, 'can-do' attitude, innovation, and recognition. With 250 talented individuals on board and solid achievements, I'm confident more projects will come."
Agnieszka Pietryja, Director of Software R&D Center

Dell Technologies Software R&D Center in Poland is more than a technology hub; it's a beacon of diversity and empowerment. For those aspiring to a career at the cutting edge of technology, we offer a supportive, dynamic, and inclusive environment.

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WOMEN IN TECH – EDITORIAL FEATURE

(Win Suen, Machine Learning Engineer)

Give us a snapshot of your career so far. Briefly, what has been your path to this point and what are your current role and responsibilities?

I took an unconventional (but fun!) route into engineering. I was a humanities major in college, with a focus on archival research and 15th-century Venetian diplomatic manuscripts - not the typical background for someone in tech. After graduation, I joined an ed tech startup, which got my foot in the door in the industry. In those first couple of years, I definitely learned a lot by doing.

During that time, I discovered my love for solving hard technical problems. There is something thrilling about looking at a new problem that you have no idea how to solve in the beginning and having the chance to develop a novel solution. I taught myself Python from books and by working on side projects. Eventually, I transitioned to building anti-fraud data science applications at a previous employer.

In 2019, I joined Dropbox as a Machine Learning Engineer. Day-to-day, I work with some of the smartest engineers, designers, and product leaders I know to develop new ML-powered recommendations and retrieval features for our users. I learn new things every day, and that's one of the things I love most about Dropbox's engineering culture.

Why did you decide to work for Dropbox and how does working for Dropbox help you make progress toward your career goals?

When I decided to work for Dropbox, I considered three things: exciting new challenges as the company grows into a new space, a strong engineering culture, and the people. With the new directions Dropbox is taking into AI/ML, there are interesting machine learning problems for existing and new products. Not only that, but Dropbox has a robust engineering culture with an emphasis on shipping great products. On top of that, I work with an exceptional group of people from whom I can learn and grow. Throughout my years at the company, my peers have taught me so much that I could not have learned elsewhere.

Also unique to Dropbox is that we publicly publish our Engineering Career Framework. I've never worked for another employer that was so transparent about the career tiers and roles. Having a clear, shared idea about what it means to perform at a given level allows me to shape my goals and OKRs to align with progressing toward my career goals.

How has joining the company positively impacted your professional journey? What opportunities are available for mentorship or growth?

Dropbox has had a huge positive impact on my professional journey. >From day one, I have been consistently impressed with Dropbox's engineering teams. The amount of thought put into making the onboarding process effective really makes a difference. Thanks to the support and mentorship from fellow Dropboxers, I was committing feature code within a week of starting - that's a testament to how much care is put into ensuring new engineers can start contributing early. Now as a senior engineer, biasing for impact means shifting to setting others on your team up for success, in addition to continuing work of technical excellence.

And it doesn't end there. Dropbox is very impact-driven, giving engineers many opportunities and challenges that stretch their abilities. I have never worked on a project that hasn't taught me something new, and I learn many things that I can share with others or take on into future work. For example, in recent research into how to safely leverage LLMs for retrieval problems, there was a moment when I looked at the latest open-source software, models, and deployment frameworks - many of the newest technologies out there hadn't been made widely available yet. All of the tools were novel, and it felt great to be able to learn and have an impact in such an immediate way.

As I've grown at Dropbox, I have also found opportunities to be a mentor myself. I've enjoyed working with junior engineers as part of the Dropbox internship program. As an intern mentor, my role is to develop and guide my mentee through developing and deploying an impactful real-world ML application at Dropbox. Our internship program is very hands-on, and it is very rewarding to be able to help others early on in their careers, as others once helped me.

Can you share more about projects you've worked on at Dropbox?

Yes! Several of interesting Machine Learning projects I've done at Dropbox are featured on our Dropbox Tech blog (links below). Many of these were also great opportunities to work cross-functionally to drive impact! ■



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The Power of Mentorship in IT:

Insights from Lingaro Group's Journey

Lingaro Group provides enterprises with end-to-end solutions covering all things data. In doing so, we combine technology excellence with a strategic emphasis on Diversity, Equity, and Inclusion.

At Lingaro Group, Gender Equality is one of the UN Agenda 2030 Sustainable Development Goals we have formally committed to advance both internally and externally. Our IT Power Women Global Mentoring Program continues to be one of our most successful initiatives in this respect. We launched the Program to help aspiring female tech talents in Poland and the Philippines plan the first steps of their exciting IT careers, build meaningful connections, get inspired, and envision long-term success. 35 female mentoring pairs have been connected so far, and we concluded the Program's second edition a few weeks ago.

Both mentors and mentees have told us that the Program has been a valuable source of knowledge and inspiration. As organizers, we have also learned a lot! Here have been some of my takeaways so far:

Significant demand for female mentorship in IT

Immediately after the idea of creating our Global Mentoring Program for aspiring female tech talents popped into my head, I imagined it would be difficult to calculate the return on investment, convince Lingaro leadership to get on board, or maybe even find mentees. And I was totally wrong. Not only did I receive full support at Lingaro, but I also quickly learned that there is tremendous market demand for this kind of initiative. In just two weeks after launching recruitment for the Program's first edition in Poland and the Philippines, we received 200 applications and were happy to have selected 15 highly motivated women join as mentees.

Between 2017 and 2022, the percentage of women among new technology students remained at 16% ("Dziewczyny na Politechniki!" Report, 2023).

39%
female
managers

32%
female
workforce

Women about to enter the male-dominated IT sector have often met challenges as minority group members during their studies. These soon-to-be female tech professionals have a clear need to discuss such challenges, preferably with those who had had similar experiences and succeeded. Mentees are often seeking a sense of community, understanding, and role models. According to mentee Maja Krajniewska, our Program was "a very motivating and informative way to kickstart my career in IT. I now feel like I belong in the space and people are here to support me!"

At the same time, responsible employers seek new ways to make a positive impact on the market, and many experienced employees are ready to get engaged in meaningful projects. New initiatives and new ways of cooperation between employers, universities, and NGOs are highly needed.

It's not only about the mentoring

It seems like there are endless reasons to launch or take part in a mentoring program for women. ChatGPT suggested 40 (!) very reasonable benefits for a company and participants. Different participants will appreciate different things, of course, and have different goals and plans. From my perspective as an organizer, however, I would highlight the opportunities to make a positive impact, train and inspire mentors, and build internal/external visibility of DEI efforts.

What most surprised me was how crucial networking appeared to be for both our mentors and mentees. They were quite open about their need to create a community and engage in more group discussions, including face-to-face ones. We organized additional networking sessions on a global level and engaged mentees in planning how to build a community



of all the Program's participants. Even though this aspect of the initiative is not strictly related to mentoring, we will continue giving participants ways to build connections with each other.

A purpose keeps us going

The concept of work orientation was first used by Robert Bellah in 1985. He described three ways an individual can derive fulfilment from work: as a job, as a career, and as a calling. Work orientation is rather a trait (not a state) and therefore helps predict future behaviour better than engagement, which fluctuates more over time (Jennifer Brown, 2016).

We should not underestimate the importance of having a purpose or a calling at work and helping others find theirs as well. It is estimated that a purpose-oriented worker stays with a company 20% longer than job-or career-oriented workers. A purpose-oriented worker is also 47% more likely to advocate for the company as a corporate ambassador (Jennifer Brown, 2016).

Mentoring programs give mentors and other team members opportunities to gain new experience, better skills, and stronger personal brands. But that's not all. Organizing a mentoring program can be a perfect way to help support purpose-driven employees get involved in a project they are especially proud of, find a powerful source of motivation, or even identify their calling.

Fixing real challenges, not women

This reflection is so simple and yet so necessary. I borrowed this section title from Joy Burnford's book **Don't Fix Women: The Practical Path to Gender Equality at Work** in which she highlighted how achieving gender balance at work is not about fixing women; it's about changing the system.

For employers making a strong commitment to advancing gender equality within the organization, it is crucial to ensure equal opportunities, keep company processes inclusive, and address the gender pay gap. Mentoring programs and similar initiatives aimed at women should always be about finding effective solutions for minority groups to deal with the challenges they face. The core narrative should never be about lacking skills, limited experience, or the "famous" imposter syndrome said to be common among women.

Let's remember to adjust communications about mentoring programs accordingly. Potential mentees will prefer to work with organizations who are committed to addressing key challenges from various perspectives and driving systematic change.

The big picture around mentoring programs

When reflecting on mentoring programs for (and by) women in IT, it is hard not to mention the need for sponsorship and its role in increasing women's representation and success in the sector. Developing programs like ours seems to be one of the reasonable ways to help drive change, even if the steps seem minor. How can we make a greater impact with such programs? In my opinion by creating new alliances, building common platforms, and finding ways to encourage cooperation between employers, universities, and other organizations.

The first step? Let's meet and discuss further at Perspektywy Women in Tech!

[Learn more about IT Power Women Global Mentoring Program on our website](#)

[Learn more about Lingaro Group and work with us](#)



Agata Szacka

Global DEI & Employer Brand Manager at Lingaro Group

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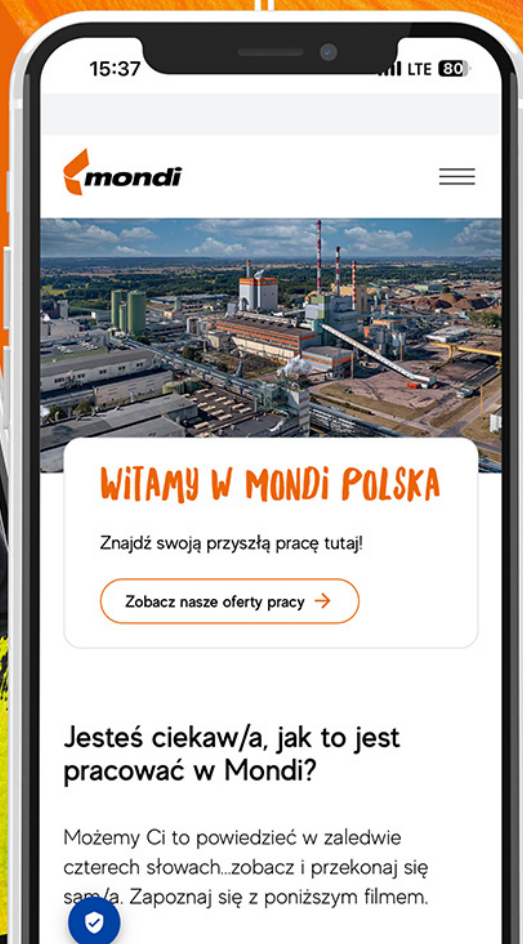
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»I like to compare my work with having fun in a sandbox. I think it is a great analogy for the whole process of what I do. Coding and creating IT systems is a bit like making things out of the sand with a plastic mould.«

Zuzanna, Consultant at Netcompany

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Netcompany

New online game to inspire girls for a future in tech

Netcompany

Netcompany and Google Denmark have teamed up to develop the new Roblox universe as a response to a growing problem in the global labor market. Namely the gender-based inequality in the areas of science, technology, engineering, and math, also known as STEM.

Roblox has more than 50 million daily users globally, and roughly half of them are girls. Thus, the initiative is about meeting the girls on one of their favorite platforms and designing gaming activities that gradually introduce them to several different concrete scientific disciplines, such as coding or engineering. The ambition with 'Glampus High' is to be entertaining and educational at the same time and thus maintain or increase the girls' interest in STEM subjects - with the hope that more of them will choose that path later in life.



Better utilization of screen time

The universe should also contribute to the children's screen time not being spent exclusively on mindless scrolling, but instead becoming an active tool in their general education. On top of that, they can also use the game's characters to build an identity for themselves that can be shared with their friends.

The plan is for the Roblox universe to continuously expand with new games and activities so that the girls' interest is maintained over a longer period. The new Roblox universe is developed on a non-profit basis, so advertising and micro-transactions are not part of the game. All rewards are obtained through completing the various activities in the universe.

A new learning experience in STEM

Research shows that in elementary school, girls and boys are equally interested in STEM subjects. But girls tend to lose interest during middle school, partly due to a lack of social leisure activities that keep the interest alive. As a consequence, only 27 percent of jobs in STEM - which are absolutely key to the future labor market - are currently occupied by women.

About Roblox

- Roblox is a free online computer game, the majority of which is built by the players themselves
- There are over 50 million user-created games and experiences available
- Approximately 45 percent of the 54 million daily users are women
- Roblox is dominated by young users. 60% of users are under the age of 16

We appreciate people, we live by technology

“ For the last 5 years in Grupa Pracuj I've been developing in both management and product discovery & design areas with an amazing support from the company.

What I value the most about GP is respect, openness to experiment and ability to work with people who are truly passionate about what they do.

We embrace diversity of genders, personalities and communication styles, emphasizing cooperation tailored to individual preferences and strengths. I was empowered by women leaders training programme and promote such approach mentoring others.

We strongly focus on individual growth, selecting trainings and projects which helps us to further develop our team to be ready for future challenges and fast changing reality.

The biggest challenges? To understand complexity of product development processes. How to provide the best experience connecting the needs of clients, users and the market with business goals as well as influence product growth and decision making process based on data.



Monika Seroka
Product Discovery & Design Senior Manager

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Space... its exploration, resources, exploitation, settlement... If you are passionate about the topic, if you want to influence the development of one of the most prosperous branches of industry and become an "engineer of the future," then studying at the AGH University will be the best of choices. Our university is committed to education, science, and technologies related to space exploration and engineering. It also supports the space industry in numerous projects implemented by the staff and students.

Along with six European partner universities, from Belgium, France, Germany, Italy, Luxembourg, and Sweden, the AGH University executes the UNIVERSEH project (European Space University for Earth and Humanity). The universities educate and conduct research, among others, on telecommunications, climate, sustainable development of the space sector, as well as in areas related to space engineering and space-related business, social sciences, medicine, and even arts.

Established at the AGH University, the Space Technology Centre is aimed at coordinating space technology research carried out by the university and at the same time performing own research, particularly in the fields of materials and constructions dedicated to applications in space and space resources. The Centre is also involved in cooperation with research and education units in Poland and abroad, improvement of the apparatus and laboratory base, expansion of the university research and implementation offer, and cooperation with space-related industry. Moreover, it also develops specialised programmes for students.

The projects and research in space technologies carried out at the AGH University thus far have consisted in designing and building innovative rockets, space probes, and Martian rovers, all by students associated in the AGH Space Systems Student Research Club. The AGH University students have also built KRAKsat, a satellite sent to space. Another field thriving at the university is space mining with experts from the Faculty of Civil Engineering and Resource Management and the Faculty of Drilling, Oil, and Gas. Together with the Space Technology Centre of the Polish Academy of Sciences, the AGH University implements the "LOOP – Landing Once on Phobos" project, the results of which will be used for the purpose of a planned lander mission on one of Mars' moons. The research conducted at the AGH University is part of a project by the European Space Agency.

The AGH University has the status of a research university. For students, it translates into the possibility to take advantage of a research education path, access to a platform with intensive e-learning courses, and elite education in small groups provided by world-renowned experts.





#StudyatAGHUniversity



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The future of design

AI-powered architecture

Conversation with Karolina Taraszkiewicz, M.Sc. Arch. and Agnieszka Malinowska, M.Sc. Arch.
from the Faculty of Architecture at Gdańsk University of Technology

What are the areas in which artificial intelligence can help architects today?

Karolina Taraszkiewicz: Artificial intelligence can assist architects mostly in creating 3D visualizations, optimizing design processes and sustainable design, i.e. green architecture.

Agnieszka Malinowska: Due to artificial intelligence software, we can, for example, develop a quick design, describe it properly and immediately obtain a realistic visualization. Although AI-powered visualizations are still imperfect and often display the so-called hallucinations, they significantly shorten the architect's work time. Considering the pace of AI development, these tools will certainly become more and more perfect.

Can AI become perfect enough to replace the architects?

K.T.: The AI algorithm can now generate and optimize the design process, taking into consideration various parameters and constraints. They are, however, unable to replace the expertise and skills of the architect. We benefit from the advanced software that speeds up and facilitates many operations, but we do not skip the traditional design processes. Nevertheless, AI will definitely continue to play more and more important role in architecture, impacting the method of design, visualization and implementation of architectural design.

How does artificial intelligence nowadays help to create environmentally friendly architecture?

A.M.: Artificial intelligence is very proficient in analyzing large sets of data and can be applied to estimate demand for energy and water in individual housing units. Additionally, there are tools that can calculate the carbon footprint of a given construction material applied, from the moment of its production to utilization. Through simulation and analysis of

the climatic and material conditions, we are able to create more green and energy-efficient buildings. Architecture that harms the planet as little as possible is one of the greatest challenges we face as architects, and artificial intelligence will be an invaluable support here.

If you want to learn more:

- Listen to the lecture during Women in Tech Summit on **12 June at 9:00 a.m., Tech stage 2**
- See the lecture conducted as part of the National Open Day at Gdańsk University of Technology 2024.



Agnieszka Malinowska, M.Sc. Arch. and Karolina Taraszkiewicz, M.Sc. Arch. are frequently awarded architects and designers. Both conduct research and are academic teachers at the Faculty of Architecture of Gdańsk University of Technology.



Agnieszka Malinowska is currently concerned with the application of modern technologies in architectural design and implementation of new structures in the historical urban tissue, in a manner that allows for a balanced combination of tradition and modernity.

Karolina Taraszkiewicz currently focuses on the impact of new technologies, including AI, on the architectural profession and architectural education. She also deals with the impact of large-scale entertainment and sports facilities on contemporary urban spaces and issues related to a modern approach to design in the historical urban tissue.

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Kozminski University

is a broad-profile business institution with full academic rights. The education focuses on three elements: management, finance and economics, and law. The proven quality of the students and the recognition of the diploma both in Poland and abroad are confirmed by international accreditations, creating the so-called "Triple Crown": EQUIS, AMBA, and AACSB. The university is also included in the most prestigious national and international rankings for business education. Kozminski University is a member of the Global Network for Advanced Management (GNAM), connecting top business schools from around the world.

Since 2009, Kozminski University has been featured in the **"Financial Times"** global education rankings.

These include:

#1	IN POLAND & CENTRAL & EASTERN EUROPE	FT EUROPEAN BUSINESS SCHOOLS 2023 RANKING
#3	IN CENTRAL & EASTERN EUROPE	FT MASTERS IN MANAGEMENT 2023 RANKING
#1	IN CENTRAL & EASTERN EUROPE	FT MASTERS IN FINANCE 2023 RANKING
#1	IN CENTRAL & EASTERN EUROPE	FT EMBA 2023 RANKING
#1	IN CENTRAL AND EASTERN EUROPE	FT EXECUTIVE EDUCATION 2024 RANKING

KOZMINSKI UNIVERSITY IS MORE THAN JUST A PLACE WHERE YOU CAN GET A DIPLOMA

Education at Kozminski is not just about acquiring knowledge but primarily **about developing skills** with the support of experienced experts and outstanding representatives from the business, academic, and public spheres. Lecturers are professionals with rich academic backgrounds, who not only share their knowledge but also inspire critical thinking and action. Guest lectures by Nobel recipients, ambassadors, and CEOs of major corporations open doors to a world of international opportunities for students.

The student body comprises 12,000 individuals from around the world, creating a truly **international environment**. It's not just an opportunity to gain exceptional knowledge but also to establish international relationships and connections.

The alumni community counts nearly 70,000 individuals who actively shape the face of contemporary **business, politics, and society**. They work as managers, financiers, legal professionals, business psychologists, politicians, and officials. They run their own companies, startups, and foundations, both domestically and internationally. What unites them is their desire to change the world for the better – with **energy, dedication, and ethical integrity**.



KOZMINSKI UNIVERSITY

Find us:





Never stop **starting-up**

They teach us that time is money and everything revolves around money. But what motivates us to start our own tech business? Could it be money?

92% of startups fail, and people end up in an emotional and financial trap. So what motivates them to start their own business? Never stop starting - we fail many times, we learn from mistakes, and we keep opening startups. **PASSION FOR CREATION** is something that is the key to innovation, a source of inspiration, a growing strength when we fall to create our own solutions, in which we grow as their creators in our own eyes and in the eyes of others. Even when we fall for the hundredth time. We build strength that helps us keep growing and inspire others.

Beyond Western World

Now, imagine your innovation is a simple machine for automating seedlings in a Kenyan village. There's no deep tech here because there's no internet. You're creating a device for grinding plastic, fish feeding systems - rationalization initiatives that in many cases turn into regular social businesses. Over the past 4 years: **USAID Development Innovation Ventures, Global Innovation Fund, Save The Children Global Ventures** have invested in over 120 business projects focused simultaneously on society and the environment. **The Unsung Heroes Foundation has accelerated over 200 social enterprises from 21 countries**, where many founders attend workshops on their phones because there are no... computers :)

At the bottom of pyramid

800 million people live in intergenerational poverty cycles. They mostly reside in poorer countries, descendants of former white colonists. They seek for instance:

- water purification systems,
- information on where to buy food cheaper,
- automation of transportation with medicines or supplies.

Thousands of these innovations are waiting for discoverers. When our minds are saturated with innovative thinking, we can greatly help them. Adapting existing technologies to the needs of poorer societies is a great initiative, which was initiated, for example, by the Unsung Heroes Foundation, and which has started a strategic collaboration with Lazarski University.

Pillar I – **Startup Management**

Courses focused on practical skills, economic practitioners - businessmen, investors, and lawyers - are the backbone of **Lazarski University**, which is transforming into a university of innovation and



entrepreneurship - starting from the bachelor's level - involvement in initiatives like the HI5 Incubator, Unsung Heroes Acceleration Programme, Great Entrepreneurship Gala - all teach practical knowledge and provide real contacts for the future.

Pillar 2 – Transformation of Nonprofit Organizations into Social Enterprises

Relying on grants to build nonprofit organization models is risky and doesn't allow for permanent employment. That's why, when managing social organizations, it's important to build sustainable funding models (through providing simple services) that allow organizations to survive tougher periods and acquire funds in a new way for their basic charitable activities.

Starting from 2024, Lazarski University offers a specialization in Social Organization Management.

Where do we start?

Radek Wierzbicki is one of the Lecturers at Lazarski University, the Founder of Unsung Heroes Foundation, and an entrepreneur running two social impact businesses. *Many participants in our programs struggle with using Excel. Many don't have access to a computer. A good example is Nelson Josh from Nigeria, who got heavily involved in the Foundation's activities, received a computer from us, learned numbers and Excel, and now we're investing in his business.*



If we want to technologically support people living in different cultural contexts, without access to innovation and technology, let's pay attention to a few things:

- You don't have permanent internet access,
- Internet is very expensive,
- You've never learned PowerPoint.

However, you have:

- Huge learning potential,
- A big heart.



Slightly different resources than founders in Europe and North America. Nonetheless, resources are so significant that if you want to be a mentor to such a founder, you can become one. Also, remember that you'll fall many times. But if you succeed, you'll help millions of people, and local communities will gain millions of lives, priceless health, the lives of their children, and a bright future - thanks to technology. Thanks to technology that ensures work-life balance.

Announcement of Global Łazarski - Unsung Heroes Social Impact Mentorship Program

MENTORSHIP FOR HUMANITY

In 2024, Lazarski University entered into a strategic agreement with the Unsung Heroes Foundation, directing cooperation towards socially responsible innovations. **We're launching a mentoring program together, connecting mentors and future entrepreneurs from many poverty-threatened countries.** If you're interested, email us at: office@unsung.tech

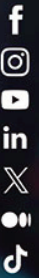
Humanitarian-Tech Landscape 2023 powered by Unsung Heroes





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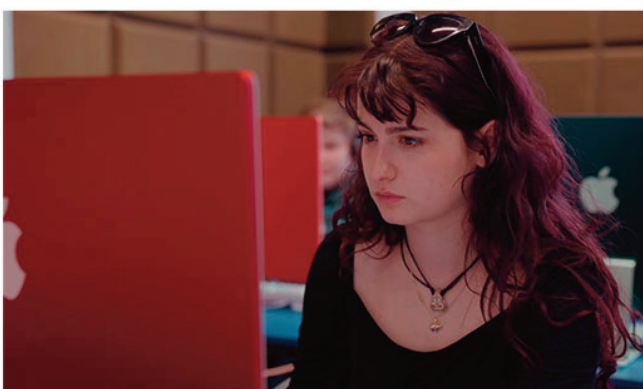
AND BECOME AN EXPERT WITH PJAiT

Artificial intelligence (AI) is entering more and more areas of our lives every year. In 2024, we can confidently say that we are living in the future! But do we have anything to worry about? Will AI replace humans in the technology and IT industries? We assure you that you do not have to be afraid! AI will not

take our place, but its growing importance will require us to act in a specific way. We need to become specialists and learn how to make use of artificial intelligence and how to program it to work to our advantage. **You can prepare for this by studying at the Polish-Japanese Academy of Information Technology in Warsaw.**

FUNDAMENTAL BASICS: FOCUS ON MACHINE LEARNING

Machine learning is a field of artificial intelligence that focuses on the creation of algorithms and computer models that can learn from data, draw conclusions from it, make predictions and make decisions without requiring humans to do constant, precise programming. At PJAiT, knowledge of machine learning is introduced and deepened in the Computer Science in classes such as **fundamentals of machine learning, architecture of AI solutions and implementations, and AutoML runtime environments**, as well as in Information Management in the **fundamentals of artificial intelligence and machine learning** classes. Mastering machine learning ensures that you will find a place for yourself in the rapidly changing modern job market.



DATA MORE VALUABLE THAN EVER

One of the most interdisciplinary fields of computer science is **Data Science**. 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. In the second cycle studies programme in Computer Science at PJAiT, you can explore and work on your diploma project within the specialisation of **Data Science**. We also take pride in our active Data Science Club, whose members annually place on the podiums of prestigious hackathons such as #Supervision_hack. The **Data Science Club** at PJAiT is a place for all those who would like to develop the skills they learn in their classes. In addition to the **Data Science Club**, depending on your interests you can also choose the **RoboLab robotics club** or the **Mobile Devices Networking Science Club**.

Study programmes at the Polish-Japanese Academy of Information Technology are prepared on the basis of observations of labour market 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!**

POZNAN UNIVERSITY OF TECHNOLOGY THE **LEADER** OF EUROPEAN UNIVERSITY **EUNICE**

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As a PUT student, you naturally become a Eunice student.



EUNICE

European University for Customised Education - consists of 10 partner universities and is led by Poznan University of Technology, the only leader of such an alliance in Poland. It offers a diverse educational curriculum, creating personalised, interdisciplinary courses accessible online, onsite or in hybrid formats, along with short-term language programs. The consortium actively collaborates with industry partners, providing students' access to an extensive database of international internships developed in partnership with regional companies.

EUNICE contributes to the European Union's objective of fostering strategic partnerships among higher education institutions across Europe, through the European Universities Initiative.



POZNAN UNIVERSITY OF TECHNOLOGY

BECOME THE ENGINEER OF THE FUTURE

The Poznan University of Technology is an unique university. At 9 Faculties, we conduct over 40 fields of study (in Polish and English), including those that enjoy unflagging interest through out 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.





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SGH Shapes Leaders



SGH Shapes Leaders

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.

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).

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:

SGH Warsaw School of Economics
al. Niepodległości 162, 02-554 Warsaw, Poland
phone: +48 22 564 77 77
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first and second-cycle studies, Faculty of Economics
- > **Marine Biotechnology**
second-cycle studies, Faculty of Oceanography and Geography
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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.



Wrocław
University
of Science
and Technology



When AI identifies lupus

Autoimmune diseases feature prominently in medical TV shows. They are difficult to identify and often have non-specific symptoms, which makes them well-suited to the screenplay. Meanwhile, between 3 and 8 per cent of the population suffers from them, and a proper diagnosis takes much longer than one episode of “House MD”.

We talked to **Katarzyna Gruszecka**, Head of the Rheumatology and Internal Medicine Ward at the Marciniak Lower Silesian Specialised Hospital in Wrocław and a researcher at Wrocław University of Science and Technology.



– It is generally accepted that autoimmune diseases, i.e. diseases in which the body attacks itself, are mainly suffered by women, who fall ill quite early. Is this true?

– Not exactly. Each disease in this group, which now comprises over 80 entities, is different and the gender statistics are slightly different. It's true, however, that the peak in incidence is observed between the ages of 20 and 40.

– That is, when most of us are working intensively and trying to balance this with domestic responsibilities, living a life of constant flux.

– Are you thinking about stress? It's certainly one of the factors that contribute to diseases. Not just autoimmune ones. We know, however, that the sufferers of Hashimoto's, lupus, and rheumatoid arthritis, for example, are people who have a genetic predisposition to them, and the diseases are compounded by environmental factors, including, above all, a history of viral infections. What we eat is also important. Once again, I strongly recommend looking closely at what goes onto the plate. It's best to cook on your own using unprocessed products and, if impossible, to have meals made from good ingredients.

– We know that things can be difficult – sometimes the day is too short when you have to work or devote part of your time to your children...

– Exactly, children. Do you know how often I deal with women who for many years have been trying unsuccessfully to have a baby?

They undergo one IVF procedure after another and rarely ask themselves why it fails. Meanwhile, one of the causes is precisely autoimmune diseases, in which – let me remind you – our lymphocytes attack organs, considering them to be a threat, a foreign body. They treat the embryo and the placenta in the same way. In the treatment of autoimmune diseases, we must act decisively.

Our arsenal is quite large because, in addition to the classic drugs, we also have biologics, Janus kinase inhibitors, and the very promising CART-T therapy, which is already known in oncology.

– What does it involve?

– It consists in creating a “school” for our lymphocytes, which, when sampled, are “taught” anew that the enemy is microbes and not our body. Then, once they are introduced back into the body, they pass this knowledge, as it were, on to other lymphocytes. In the future, however, I see the greatest opportunity in gene therapy.

– What else could science offer patients?

– Our work would become easier if we had better tools for dynamic imaging. In short, we need the quality and accuracy of MRI combined with the ability to examine the patient in motion, as with ultrasound. There's also great hope in artificial intelligence.

– Are you talking about faster diagnosis?

– Yes, we take an enormous number of specimens for examination, which have to be reviewed and described. I imagine that AI could be taught to notice key features of a disease that it would be able to identify and thus at least initially verify whether what we're dealing with is an autoimmune disease and, if so, possibly indicate which one.





Female Pioneers in Technology: How WSB University is Creating Leaders in the Engineering Industry

WSB University

At WSB University, the percentage of women in engineering and technology majors, which include computer science, management and production engineering, transportation, logistics, and management engineering, exceeds 35%. Specializations such as Web and Mobile Applications, Transportation Safety Engineering, and Quality Management in Production and Services, attract female students, offering them future-ready skills. Additionally, international female students are particularly interested in specializations like Mobile and Cloud Computing and Data Scientist, indicating the modernity of the programs offered by the university.

A significant step forward was also the introduction of doctoral programs in the field of technical sciences from the 2022/2023 academic year, focusing on civil engineering, geodesy, and transport, as well as safety engineering. Current work includes doctoral theses on topics such as transportation infrastructure design and the use of AI in logistics. This only confirms the university's deep commitment to addressing current technological challenges.

The Implementation Doctorate Program offers a unique opportunity for doctoral students to work on projects that directly translate into innovations in enterprises. Examples of such projects include the implementation of innovation management procedures and process optimization, demonstrating the practical dimension of education and its direct impact on the economy.

"Women who choose technical fields at WSB University are exceptionally motivated and determined not only to achieve academic success but also to take advantage of the wide range of developmental opportunities offered by the university. The decision to pursue technical studies often stems from a passion for new technologies and professional ambitions, which translates into dynamic skill development in a forward-looking sector," says Prof. Zdzisława Dacko-Pikiewicz, Rector of the University.

"Regardless of their motivation, women are extremely determined to complete their studies on time and to take advantage of the opportunity to study two specializations simultaneously. They are also eager to take additional training and courses offered by the University

and actively participate in the work of scientific clubs," adds Dr. Patrycja Mickiewicz, Deputy Dean of the Faculty of Applied Sciences at WSB University.

Support in development at every step

WSB University provides comprehensive support for its students, offering individualized education paths, a variety of scholarships, and flexibility in organizing studies. It's worth mentioning the "3 days study, 2 days work" program, which combines theoretical foundations of education with practical professional experience, creating a unique space for students to develop skills essential for the job market. Collaboration with industry leaders such as Microsoft, Fujitsu, Sopra Steria, Keywords Studios, Raben, and Huawei, allows for the adaptation of teaching programs to the current needs of the job market, emphasizing the practical dimension of education at the university. The Optimization and Simulation Engineering specialty, conducted in cooperation with Flexsim Intermarium, is an example of how theoretical knowledge can be effectively applied in real working conditions. WSB University not only sets standards in the field of engineering and technical education but also inspires future generations to push boundaries, innovate, and shape the future of technology. By combining a passion for learning, practical application of knowledge, and international cooperation, WSB University continues its mission of educating leaders ready to face the challenges of the 21st century.

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Assoc. Prof. Zdzisława Dacko-Pikiewicz, PhD
Rector of WSB University

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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.



CHRISTIANE FLOYD
Professor Emerita



Christiane Floyd, born in Vienna 1943, was a professor in software engineering at TU Berlin and the University of Hamburg. She was the first female professor in the field of computing in the German-speaking countries. She stands for a human centred approach to software development and technology assessment, and has been active in ICT for Development in Ethiopia.

SPECIAL GUESTS



MARGOT GERRITSEN

Professor, Activist for Women in Data Science

Stanford
University

Founder of Women in Data Science Conference (WiDS). With more than 100,000 participants worldwide, online and at satellite events spreading into six continents, Gerritsen has inspired women across the planet world to enter the sciences and provided a platform for them to highlight their work. She is a professor in the Department of Energy Resources Engineering at Stanford, interested in computer simulation and mathematical analysis of engineering and natural processes. From 2010 to 2018, she directed the Institute for Computational and Mathematical Engineering. Since 2015, She is the Senior Associate Dean for Educational Affairs in the School of Earth, Energy and Environmental Sciences, as well as the co-director of Women in Data Science and the host of the WiDS podcasts.

Her primary interests are in sustainability, and renewable and fossil energy production. She is also active in coastal ocean dynamics and yacht design, as well as several areas in computational mathematics including search algorithm design and matrix computations. Her latest research projects include traffic congestion and emissions simulation and mitigation, and wildland fire prediction and mitigation.



CLARA NELLIST

Particle Physicist on the ATLAS Experiment at CERN



Dr Clara Nellist is a particle physicist working on the ATLAS experiment at the Large Hadron Collider (LHC) at CERN. Her research delves into the properties of the top quark, the most massive particle ever discovered, and employing advanced statistical and machine learning techniques to unravel some of the most significant scientific mysteries of our time, such as dark matter. As a science communicator with millions of views on social media, Dr Nellist is dedicated to making physics accessible and engaging. She is also a strong advocate for diversity in science, actively promoting inclusive environments that foster innovation and broaden participation in the field.

OPENING GUESTS



KRZYSZTOF GAWKOWSKI

Deputy Prime Minister, Minister of Digitisation



Krzysztof Gawkowski is a politician and social activist. Holds a Ph. D. in humanities and completed postgraduate studies in labour law at the University of Warsaw. From 2002 to 2010, he served as a councillor in the Wołomin City Council. From 2010 to 2014, he was a councillor in the Provincial Assembly. Since 2019, he has been a Member of the Polish Sejm representing the Bydgoszcz constituency. A member of the Sejm's Committee on Digitisation, Innovation, and Modern Technologies. From 2019 to 2023, he was the Chairman of the Left Parliamentary Club. Since 2021, he has been the vice-chairman of the New Left party. An academic lecturer and expert in the field of national cybersecurity. From 2015 to 2020, he was a member of the technical committee of the Polish Committee for Standardization. He is the author of numerous scientific articles and monographs on new technologies, digitisation, artificial intelligence, and cybersecurity, including the book „Cybercolonialism,” which was awarded by the Polish Information Processing Society. He is a husband and father of three children. Additionally, he is a crime writer, sports fan, and enthusiastic photographer.



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.



MARK BRZEZINSKI

Ambassador of the United States to Poland



Mark Brzezinski was sworn in as the Ambassador of the United States to Poland on December 22, 2021. From 2011 to 2015, he served as U. S. Ambassador to Sweden.

Most recently, Ambassador Brzezinski was founder and principal of Brzezinski Strategies LLC. He was a Managing Director at Makena Capital Management, where he led the firm's sustainable and ESG investing efforts. For a decade, he was a partner at the law firm McGuireWoods LLP, where he helped build the law firm's international compliance practice. From 1999 to 2001, he served on President Clinton's National Security Council staff, first as a Director for Russia and Eurasia, and then as a Director for the Balkans.

Ambassador Brzezinski is a member of the Council on Foreign Relations (CFR) and the Trilateral Commission. He was a Fulbright Scholar in Poland in 1991-93, during which he researched and wrote a book entitled „The Struggle for Constitutionalism in Poland.” In 2010, he was named to the State Department's Fulbright Foreign Scholarship Board. He received a BA from Dartmouth College, a JD from the University of Virginia, and a PhD in Political Science from Oxford University.

He is the proud father of a teenage daughter.

OPENING GUESTS



OLGA LEONOWICZ

Gender Equality Expert and Activist

She actively participates in shaping initiatives promoting gender equality, fostering women's empowerment, and addressing mental health issues, particularly targeting the younger demographic. Her efforts play a pivotal role in advancing these crucial areas, ensuring a brighter future for generations to come. Her dedication and commitment to these causes serve as a beacon of inspiration, motivating others to join in the pursuit of positive change.



KATARZYNA KOTULA

Minister for Equality



Chancellery of the Prime Minister
Republic of Poland

Philologist, English teacher, social activist, entrepreneur. A graduate of the University of Adam Mickiewicz. Member of Parliament in the 9th term, active in the area of women's rights and social policy. Chairwoman of the Parliamentary Group for Reproductive Rights and member of the Committee for Social Policy and Family and the standing subcommittee for Family in the 9th term of office of the Sejm.

Particularly involved wherever the rights of women, older people and excluded people, including people with disabilities, were violated. She was a co-founder of the Social Committee „We are”, aimed at introducing and applying the UN Convention on Persons with Disabilities in Poland.

She organized and participated in various protests and events related to the defense of human rights. She was one of the leaders of the National Women's Strike and was also involved in defending victims of pedophilia in the Church.

From the beginning, she was strongly involved in changing the anti-abortion law and women's rights, including reproductive rights. She was a member of the legislative initiative committee „Legal abortion. No compromise”.



ANNA CLUNES

British Ambassador to Poland



British Embassy
Warsaw

Anna Clunes is a British Diplomat, currently serving as HM Ambassador to Poland. She has previously worked in the UK Missions to the EU and to the UN, as well as a previous posting to Warsaw. Anna has worked in roles across Government, including in the Department for Exiting the EU, the Cabinet Office and No 10. She has received a CMG and an OBE for services to British foreign policy. Anna graduated from Cambridge University in 1994, with a degree in Mathematics.



DR MACIEJ GDULA

Undersecretary of State



Ministry of Science and Higher Education
Republic of Poland

Sociologist, publicist, author and co-author of books, PhD in social sciences.

He graduated in sociology from the University of Warsaw in 2001. In 2006, he received his doctoral degree from the Faculty of Philosophy and Sociology at the University of Warsaw. There, in 2016, he received a doctoral degree in social sciences in sociology. He is a fellow of the Institute of Sociology and the Institute of Advanced Studies at the UW. As a sociologist, he specializes in social theory and the study of social classes.

He is a columnist for „Krytyka Polityczna” and a member of the Stanisław Brzozowski Association (he was a member of the board of directors and served on the audit committee). He was the author of the „Miastko” report showing the dynamics and sources of political change in Poland from the perspective of a small town. In 2019, he won a mandate as a deputy to the Sejm of the ninth term.

At the Ministry of Science and Higher Education, Dr. Maciej Gdula oversees, among other things, the Department of Science

KEYNOTE SPEAKERS



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.

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CLARA NELLIST
Particle Physicist on the ATLAS Experiment at CERN



Dr Clara Nellist is a particle physicist working on the ATLAS experiment at the Large Hadron Collider (LHC) at CERN. Her research delves into the properties of the top quark, the most massive particle ever discovered, and employing advanced statistical and machine learning techniques to unravel some of the most significant scientific mysteries of our time, such as dark matter. As a science communicator with millions of views on social media, Dr Nellist is dedicated to making physics accessible and engaging. She is also a strong advocate for diversity in science, actively promoting inclusive environments that foster innovation and broaden participation in the field.



DOMINIKA BETTMAN
Google Cloud Poland Country Manager



Businesswoman, advocate of digital transformation and sustainable business based on values. Before taking the position of General Manager in the Polish branch of Microsoft, she was associated with Siemens in Poland for 26 years, latterly as CEO. Dominika Bettman is a graduate of the Faculty of Foreign Trade at the Warsaw School of Economics and the Advanced Management Program of IESE in Barcelona. She wrote the book „Technologiczne magnolie”.



DOMINIQUE LEROY
Board Member for Europe, Deutsche Telekom AG



Since November 2020, Dominique Leroy is a member of the Board of Management of Deutsche Telekom AG. She is responsible for the Board Area Europe and Member of the Board of Directors at T-Mobile US and OTE S. A., Chairwomen of the Board of Directors at T-Mobile Polska and Member of the Board and of the Audit Committee at GSMA.

Dominique Leroy has over 30 years of experience in the consumer goods and telecommunication sector. She started her career at Unilever, in 2011 she joined Proximus where she quickly became Head of the Consumer Market and held the position of CEO from 2014 till 2019. Member of Apheon Capital Advisory Committee, and during 2020, she was Advisor to Bain & Company.

Dominique Leroy has more than 10 years of Board experience, having been Board Member at Lotus Bakeries, Royal Ahold Delhaize and Compagnie de Saint-Gobain. She has been active as Chairwoman of BICS and Bemobile, Chairwoman of the Solvay Brussels School Advisory Board, member of the European Round Table of Industrialists (ERT) and member of the International Business Council of the World Economic Forum. She holds a Master in Industrial Engineering and Management from the Solvay Business School in Brussels.

KEYNOTE SPEAKERS



SŁAWOSZ UZNAŃSKI
ESA Project Astronaut



Sławosz Uznański was selected as an ESA reserve astronaut in 2022. Born in Poland in 1984, Sławosz is a scientist and engineer. Before his selection, he was working for the European Organization for Nuclear Research (CERN), where he oversaw the creation of a radiation-tolerant power converter control system which has been a core part of the Large Hadron Collider.

In his leisure time, Sławosz is outside testing his limits on high-altitude mountaineering expeditions, travelling to remote places or on a sailing boat, taking part in competitive regattas.

In September 2023, he started his training as a project astronaut at ESA's European Astronaut Centre.



ALEKSANDRA PRZEGALIŃSKA
Vice-Rector for International Cooperation and ESR - Kozminski University, Head of the HumanRace Research Center



As Head of Technology & Data for S&P Commodity Insights, Dan is responsible for the end-to-end platforms, innovations, data science and operations that the division uses to ingest, create, curate, model and deliver data to our customers and internal users.

Previously, Dan was Chief Data Officer for the division, is responsible for defining and implementing a unified data strategy for the business which includes setting standards for data governance and quality. Dan oversees centralized data operations, data science, internal product application management and software engineering.

Prior to S&P, Dan was at Castlake, L. P., a global private investment firm where he was CTO/CIO, leading all aspects of technology and facilities with a global team, contractors and managed service providers.

Dan counts 25+ years' experience in technology leadership, system architecture and design on a variety of platforms and projects and extensive experience in systems and data modeling in multiple technologies. Dan holds a Bachelor of Science degree in Computer Science with Artificial Intelligence from The University of Leeds, UK.



TOMASZ ROŻEK
CEO



Justyna is a graduate of Mechanical Engineering at Warsaw University of Technology. She has been affiliated with GE Aerospace since 2011. Having started her professional career as a reliability engineer, she progressed through various engineering and managerial roles in Services Performance and Analytics team, where she was responsible for delivery of customer-specific & fleet-wide cost and performance models. Justyna has extensive experience in project management and has been engaged in numerous initiatives including Cultivate (aimed specifically at women) and Talent Development Program. Since 2021, Justyna has been a member of Module Cost Review Board, a role crucial to the delivery of two of the biggest GE Aerospace commercial engine lines – GE90 and CF6.



MICHELLE PRANCE
Mettle, CEO



Michelle is senior leader and specialist in delivering technology enabled transformation in customer facing businesses. Michelle joined NatWest in 2021 and is currently the CEO of Mettle - NatWest's fully digital integrated finance platform designed for small business owners. She is a qualified economist with experience and expertise across retail, commercial and investment banking customer businesses. Michelle has had a wide variety of roles in product, transformation, innovation and strategy. This experience has included time at Credit Suisse, ABN AMRO, CMC Markets and Lloyds Banking Group. As a positive disruptor and influential collaborator she has created solutions that grow value at the highest levels of the banking industry.

KEYNOTE SPEAKERS



VIRGINIA SHEPARDSON-SERNA

Vice President Engineering Operations Honeywell Aerospace Technologies

Honeywell

I have been at Honeywell Aerospace Technologies for almost 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.



DAN BENNETT

Head of Technology & Data

S&P Global

As Head of Technology & Data for S&P Commodity Insights, Dan is responsible for the end-to-end platforms, innovations, data science and operations that the division uses to ingest, create, curate, model and deliver data to our customers and internal users.

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Dan counts 25+ years' experience in technology leadership, system architecture and design on a variety of platforms and projects and extensive experience in systems and data modeling in multiple technologies. Dan holds a Bachelor of Science degree in Computer Science with Artificial Intelligence from The University of Leeds, UK.



JUSTYNA BŁANIARZ

Senior Product Cost Manager

GE Aerospace

Justyna is a graduate of Mechanical Engineering at Warsaw University of Technology. She has been affiliated with GE Aerospace since 2011. Having started her professional career as a reliability engineer, she progressed through various engineering and managerial roles in Services Performance and Analytics team, where she was responsible for delivery of customer-specific & fleet-wide cost and performance models. Justyna has extensive experience in project management and has been engaged in numerous initiatives including Cultivate (aimed specifically at women) and Talent Development Program. Since 2021, Justyna has been a member of Module Cost Review Board, a role crucial to the delivery of two of the biggest GE Aerospace commercial engine lines – GE90 and CF6.



ANA-MARIA BORLOVAN

Head of Driver Operations

Uber

Ana Maria Borlovan's passion for technology and its potential to improve lives led her to Uber, where she now serves as Head of Driver Operations for Central and Eastern Europe. With a background in computer sciences and a focus on social change and innovation from Esade in Barcelona, Ana Maria has always been driven by a desire to make a difference. Her experience includes leadership roles with AIESEC ESADE, an exchange program at the University of St. Gallen, and an internship at Google. Joining Uber eight years ago, Ana Maria embraces the challenges of the ever-changing tech landscape, striving to innovate and create meaningful impact globally.

KEYNOTE SPEAKERS



MARTA BUCHLOVSKÁ
Software Engineering Lead



Marta is a leader of an international team of software engineers at Roche, bringing on top of over a decade of IT experience, also a strong exposure to different industries and different cultures. This has allowed her not only to grow professionally, but also to exercise empathy, understand the power of work culture and psychological safety, and overcome a wide variety of barriers she never knew existed, including the ones she created for herself.

Closely tied with the IT world for over 10 years, Marta never really let go of her strong connection to the field of Psychology, which is her educational background. Committed to helping others go through changes in their professional lives, she also supports youth in making decisions about their future careers.

Marta believes that every change contributes to personal and professional growth, including a huge influence of changes in private life on our capabilities as professionals. Coming from a bilingual family, living in 5 countries, and being a mother of 3 sons have taught her a thing or two about finding herself navigating a brand-new set of circumstances and surviving it, even if she did have some moments of doubt.



FILIPA CASTRO
AI Program Manager



Filipa plays a pivotal role in establishing and steering innovative AI solutions across the value chain of tires. Her mission is to demystify AI concepts and foster a culture of AI adoption, aiming to enhance operational efficiency and product quality. With a strong foundation in computer vision, deep learning and generative AI, Filipa brings a deep technical perspective to her cross-functional work with business, engineering and data science.

Prior to joining the automotive industry, Filipa helped develop AI-based solutions for the subsea environment. She holds an Integrated Masters in Bioengineering from the University of Porto, complemented by international study experiences in the UK and the Netherlands. Beyond her professional endeavors, Filipa belongs to the Lead Team of Data Science for Social Good Portugal, a community of data enthusiasts who focus on empowering non-profit social organizations to leverage their data effectively and augment their impact.

Filipa's unique blend of technical expertise, leadership in AI strategy, and commitment to social good positions her as a forward-thinking leader in the field of artificial intelligence.



SARAH CHAPMAN
Senior Technical Manager



A senior manager at global materials science company 3M, and Vice Chair of the Corporation Board at Farnborough College of Technology, Sarah was described as a natural dancer growing up. She initially pursued a career in ballet, but an inspirational chemistry teacher led to a change of direction, and she has since held various roles in science and engineering. A dedicated advocate for flexible working and diversity, Sarah has received multiple awards for her work as a STEM volunteer and her passion for driving innovation through diversity has led her to speak publicly on platforms like the BBC and TEDx.



LIUDMILA CLIMOC
General Manager of Microsoft in Poland



Liudmila has over 25 years of experience in telecommunications and has headed Orange Moldova from 2008, Orange Romania from 2016 and joined Orange Polska in 2023.

She lead companies through a complex transformation from a mobile-only company into a fully integrated operator, with the launch of the first convergent services for residential customers and continued with the expansion of fibre coverage across the country and with integration of 2 companies under one Orange umbrella. She joined the Group in 1998 at Voxtel (currently Orange Moldova).

Liudmila Climoc has a degree in engineering from the Technical University of Moldova and holds an Executive MBA from the Newport University USA/ProEra Moldova programme between 2011–2013.

KEYNOTE SPEAKERS



PIA DREISEITEL

Principal Expert AI



Dr. Pia Dreiseitel graduated from Darmstadt University of Technology in Electrical Engineering, Germany. She finished a PhD on Speech Enhancement before she went into the field of Computer Vision, where she worked on X-ray image analysis for the detection of dangerous goods with Smiths Detection. Since 2017 she is with Continental, where she is now responsible for the Growth Field AI Technologies in Research and Advance Engineering with SCT. Since 2023 she is principal expert Artificial Intelligence. Her main message is "AI is for everybody" – both in the enterprise environment and in the private life. Currently, her main interest is on self-supervised learning.



CHRISTIANE FLOYD

Professor Emerita



Christiane Floyd, born in Vienna 1943, was a professor in software engineering at TU Berlin and the University of Hamburg. She was the first female professor in the field of computing in the German-speaking countries. She stands for a human centred approach to software development and technology assessment, and has been active in ICT for Development in Ethiopia.



AMANDA GETHIN

Global Talent Leader, Consulting, EY



Amanda is the Global Talent Leader for the Global Consulting business within EY. She drives a holistic and integrated talent strategy designed to enable the level of transformation and performance required to effect change and to ensure continued success. She is also the Executive Sponsor of the Global Women in Technology program, sits on the Global D&I Steering Committee and is a member of the Global Social Equity Taskforce. As Global Consulting Talent Leader, Amanda uses her seat at the C-Suite table to co-design human-centric, transformative strategies, aspiring to create cultures that inspire people to embrace change, and take risks for the greater good. Amanda empowers leaders to harness the collective intelligence of the organization and lead with the art of the possible. She is a thought leader, executive coach, and speaker on leadership topics including leadership agility and psychological safety. She is a member of 'Pilot Light', an organisation which matches executive talent with CEOs of charities to work alongside them, typically at a tipping point in the growth or development of the charity, to enable them to achieve the success that they deserve.



MELANIE GOOD

Senior Executive Director of Reliability



Mel, a people-centric leader with a legacy of over two decades in the technology industry, embodies a unique blend of innovation, resilience, and a profound passion for reliability engineering. As the Head of Reliability at Chase, she is on a mission to redefine customer experiences through reliable technology. In her current role, Mel spearheads the development of automated reliability platform solutions, grounded in meticulous controls. This platform aims to seamlessly integrate customer usage and enable engineers to work without the disruptions of incidents, reflecting Mel's commitment to optimizing technological processes for efficiency and user satisfaction.

Mel's philosophy revolves around the belief that people are at the heart of reliability and transformation. Beyond her technological expertise, she is fervently dedicated to fostering talent and developing leaders for the future. With a career defined by a relentless pursuit of excellence, Mel is not only a seasoned professional but a catalyst for positive change in the realm of technology, where the intersection of innovation and human-centric values defines her impactful leadership journey.



METTE GROLLEMAN

SVP Government Engagement, Europe



Mette joined Visa in January 2023 and is responsible for Visa's Government Engagement strategy in 37 countries in Europe. Before joining Visa, she was the General Manager of Fleishman Hillard's Brussels office. Previously Mette was in the European Commission, including as an advisor on financial services to Vice-President Dombrovskis and as an advisor to the Commissioner for Financial Stability, Financial Services and Capital Markets Union Jonathan Hill. Prior to joining the Commission, Mette worked as a Financial Counsellor at the Danish Permanent Representation to the EU, responsible for financial services.

She holds a Master of Law from the University of Copenhagen. Mette lives in Brussels with her husband and two daughters.

KEYNOTE SPEAKERS



DAWN JONES

**Chief Diversity & Inclusion Officer,
Vice President of Social Impact**



Dawn Jones is the Chief Diversity and Inclusion Officer (CDIO), Vice President of Social Impact at Intel Corporation. In her pivotal role, she spearheads Intel's comprehensive social impact initiatives. Her responsibilities encompass a wide range of areas including diversity and inclusion, corporate social responsibility, the Intel Foundation, philanthropic endeavors, and the implementation ESG strategies. As a global leader, Dawn unites cross-functional teams to identify and develop innovative solutions that mitigate the impact of social challenges on Intel's business. In her role, she cultivates strong partnerships with employees, customers, governments, and communities, generating a dynamic synergy that promotes sustainable impact, elevates company representation, and cultivates an inclusive work environment, enriching the organization's cultural and business transformation. Dawn's philosophy that leadership is driven from any seat has propelled her 25+ year career at Intel from administrative assistant to Vice President. She has a degree in broadcast journalism from Arizona State University and master's degree in communications management from Syracuse University.



BARTEK KOZLOWSKI

SVP of Software Engineering, Head of Centers of Excellence



Dr. Bartek Kozlowski takes care of the Centers of Excellence for Technology at Paramount Global, collaborating with top talent to address Paramount's broad spectrum of technological needs, including streaming services. Throughout his career, Bartek has been involved in initiatives across international institutions and global brands from technology and other sectors that required both technical and leadership expertise.

He is committed to fostering continuous learning and cultivating a strong engineering culture, where a blend of creativity, technological advancement, and cooperation leads to efficient solutions and high-quality products for end-users. Bartek emphasizes the importance of diverse and inclusive teams, valuing openness, varying cultural backgrounds and perspectives, which he believes are crucial for bringing real value to the business.

Bartek graduated in Computer Science from Warsaw University of Technology, where he also earned his PhD. He remains engaged with his alma mater, sharing his knowledge and practical experience with students.



JOANNA OBSTÓJ

Engineering Director, Cloud Runtimes Poland



Joanna is the Engineering Director of Cloud Runtimes Poland Team, responsible for building User Interface (UI) for top Google Cloud products such as Google Kubernetes Engine (GKE) and Serverless. Also responsible for selected services in the GKE Enterprise stack. She is an executive sponsor & leader of the Women in Tech and LGBTQ+ DEI efforts in Google Poland.

Joanna has many years of experience in the financial industry – she spent 14+ years at Goldman Sachs, where she led the Global Markets Engineering teams in Warsaw, and founded and managed the Warsaw Women's Network.

Joanna graduated in Computer Science from Silesian University of Technology.



HEATHER OXLEY

Chief People Officer



Heather Oxley, Chief People Officer at GlobalLogic, will represent GlobalLogic, Hitachi Vantara, and Hitachi Energy as part of the One Hitachi – a collective mindset that drives innovation, diversity and business excellence. With over 21 years of industry experience, she has played a key role in talent strategy and HR business partnerships, and the design and implementation of large-scale talent programmes.

She has worked across the globe, including China, Brazil, and South Africa where she was part of a non-profit project working with the United Nations Development Programs. Heather has a keen understanding of different cultures and local requirements and thinks and acts globally.

Heather is an avid hiker and traveler, having visited 45 countries and all 7 continents. She is a retired Master Scuba Diver and weekend zookeeper. Heather is an alumnus of Miami University of Ohio, where she studied Chemistry and Zoology. Heather is passionate about personal relationships and enjoys serving as a mentor and coach to women leaders as they advance in their careers, and is dedicated to educating and empowering young girls through her volunteer work with Girls on the Run and the Girl Scouts.

KEYNOTE SPEAKERS



SYLWIA PYŚKIEWICZ

Managing Director of Equinix Poland



As a Managing Director of Equinix in Poland Sylwia continues to grow the business in a market that has become the third fastest growing economy in the EU, doubling in size over the last 15 years. As well as leading the core Poland business, Sylwia oversees and grows the Equinix global teams-hub operating in Warsaw and delivering the services to Equinix across the world.

Sylwia has 20+ years of global senior management experience. Prior to Equinix, she managed a Central Eastern European cluster of 12 countries at Iron Mountain. Sylwia's career has spanned diverse sectors, including leading roles at retailers B&Q and Tesco, as well as international healthcare businesses like Pelion and Medcover. She is renowned as a business transformation leader in Poland, having founded Payback, one of Europe's largest loyalty programs, which gained 7M Polish consumers and partnered with top merchants before being acquired by American Express in 2011. Having managed teams in 20 countries on 2 continents in retail, healthcare and technological sectors, living in multiple countries across the world, Sylwia believes you can achieve anything you want it is only a matter of finding the way how.



ANUSHREE SRIVASTAVA

*Managing Director, Fixed Income,
Currency and Commodities Engineering*



Anushree Srivastava leads Fixed Income, Currency and Commodities Engineering, within the Global Banking & Markets division at Goldman Sachs.

Anushree serves on the Goldman Sachs's internal EMEA Women in Engineering inclusion network, dedicated to recruiting, supporting and retaining women engineers across the firm.

Anushree earned a BSc in Computer Science from Kings College London, and an MSc in Information Systems Management from the London School of Economics.



ALDONA STUDZIŃSKA

Senior Manager of Software Engineering



Aldona joined Paramount ten years ago and currently holds the position of Senior Manager, serving as one of the leaders in the Backend Engineering Chapter. Her journey in the field of information technology began after completing her studies in computer science at the University of Mikołaj Kopernik in Toruń. She has been immersed in backend technologies since the beginning of her professional career.

Over the past few years, Aldona has focused on developing and refining her leadership skills. With the challenges associated with remote work in a global context, she has placed particular emphasis on effective communication and fostering an inclusive work environment. She fully embraces the idea that software development extends beyond mere coding; it encompasses teamwork, communication, and adaptability. It's about problem-solving, creating value, and making positive impacts on users' lives.

Beyond her professional pursuits, Aldona leads a fulfilling personal life as a wife and mother. Under one roof, she shares her home with a cat, five spiders, fish, and an African snail. What is most important to her is mastering the art of balancing a successful career with a fulfilling personal life..



ANNA SURDACKA

Software Engineering Lead



Anna is a leader of an international team of software engineers at Roche. Beyond people leadership, she is shaping the technological strategy essential for Roche's drug discovery.

Holding multiple roles in various business areas across different countries, resulted in the development of Anna's strong leadership skills, but also helped her build deep understanding of global perspectives, and taught her the importance of being adaptable, while keeping core values intact. She is passionate about innovation and technology, at the same time having great understanding of the opportunities and also inevitable difficulties coming from exercising professional and personal change. This allows her to be an engaged mentor for many individuals in, but not only, the IT field. She holds a Master's degree in Finance and Banking and has 15 years of experience in finance and the IT industry. Anna has lived in Poland, the UK, and Switzerland, reflecting her global perspective and adaptability to diverse work environments.

Privately, Anna is enjoying family endeavors with her husband and son, being a very proud mom of 4-year-old Olo and the devoted "dog mom" of 6-year-old Watson, a Corgi Pembroke.

KEYNOTE SPEAKERS



SANDRA TOPIC

Environmental Equity Leader



Sandra Topic is a techno optimist and a supporter of finding new ways to use technology for solving the world's "to do list". She moved her tech career from Swiss Alps to sunny California, Palo Alto to Warsaw, and Warsaw to London in pursuit of meaningful work, social impact projects and great people. Or just interesting art galleries and good food.

Sandra's journey includes social entrepreneurship, AI and cybersecurity implementations across the commercial and public sector, and leading sustainability efforts in tech companies. Now, at Amazon Web Services, she leverages her engineering background to drive social impact and environmental equity, focusing on access to clean air and supporting biodiversity.



ALEKSANDRA TUTAJ

Engineering Director InPost Technology



Olka is technology professional with over a decade of experience, currently excelling as the Director of Engineering at Inpost. Her career path has seen her excel in roles such as Software Engineer, IT Project Manager, Scrum Master, and Software Engineering Manager. Olka's expertise lies in merging innovative solutions with the dynamic needs of logistics and e-commerce, guided by her strong advocacy for Product approach. She is a firm believer in servant and transformation leadership, dedicated to empowering and mentoring her engineering teams to achieve excellence. Beyond her engineering and leadership endeavors, Olka is passionate about promoting diversity and inclusion, actively supporting and uplifting women in the tech industry through various initiatives.



NORA WAHBY

Head of Customer Unit Northern and Central Europe



I have had the privilege of working at Ericsson for the past 22 years, in various roles spanning sales, business development, account management, finance and leadership, with my most recent being the Head of Customer Unit Northern & Central Europe.

My aim is to build upon our team's mission of driving business success by identifying and seizing 5G growth opportunities for both consumer and enterprise customers. Along with my colleagues, I'm committed to responsible business practices with a focus on building and maintaining trust, transparency and integrity.

Outside of work, I love exploring new places, learning about the history and culture of the region, as well as trying out local cuisines. Spending time in nature and hiking in the mountains is another passion of mine — I firmly believe in finding a balance between work and personal interests for overall well-being and growth. I look forward to applying this balanced perspective while leading the Northern & Central Europe team.



EWA ZMYŚŁOWSKA

***Member of the Management Board of P4 sp. z o.o.,
Chief People Officer***



Ewa Zmysłowska has been a member of the Management Board of P4 sp. z o.o. ("Play") since January 2024. At the same time, she holds the position of the Director of HR Division (Chief People Officer). Within P4 Group, she is also a member of the Supervisory Board of 3S DC SA and a member of the Management Board of the Wolność Wyboru Foundation, a partner of the Campus42 coding school. Ewa Zmysłowska has been involved in the HR field for over 20 years. Before joining PLAY, she held the position of Human Capital Director at PwC, and gained experience as a Recruitment Lead at Microsoft in Poland and Central Europe and in boutique consulting firms specializing in the field of human resources. She joined Play in 2018. During this time, in addition to her responsibility for the People area, she actively participated in strategic projects that had a significant impact on the development of the Play Group, including the integration process and formation of a single organization after the formal merger of PLAY-UPC. She is a graduate of European studies at the Faculty of Law of the University of Adam Mickiewicz in Poznań and the Warsaw School of Economics (SGH).

PANELISTS



DOMINIQUE LEROY
Board Member for Europe,
Deutsche Telekom AG



EWA BARANOWSKA
Head of Wholesale IT Poland



SYLWIA BARTHEL DE WEYDENTHAL
Country Director Poland & CEE
at IQM Quantum Computers



ELA BONDA
Head of DEI & Productivity
NatWest Group Poland



MARIA BUCZKOWSKA
IT Director Master Data Services
Domain Architect



MAGDALENA CHUDZIKIEWICZ
Board Member/ Chief Commercial
Officer at home.pl



SYLWIA CZUBKOWSKA
journalist



EDITH ELKIND
Professor at the University
of Oxford



NANSSIA FRAGOUDAKI
Technology Chief Operating Officer



PANELISTS



LEANDRO FREITAS
IT Expert



DAGNA FRYDRYCH
Head of Growth Marketing



MARGOT GERRITSEN
Professor, Activist for Women in
Data Science



KINGA GRUSZECKA
President of the Polish Space
Professionals Association



PAWEŁ HOLNICKI-SZULC
COO Business & Risk Solutions



ELEANOR JONES
Post-doctoral researcher at
DESY, working on the ATLAS
experiment at CERN



ANNA KAMIŃSKA
Quantum Technologies Business
Development Manager Creotech
Instruments S.A.



SŁAWOSZ UZNAŃSKI
ESA Project Astronaut



**RAJVANSH KAUR SANDHU
HARBAN SINGH**
Global Head of Applications
Services



PANELISTS



AGA KOZAK
Journalist, Wellbeing Coach



WERONIKA KRÓL
Data and Reporting Specialist at CERN



PAMELA KRZYPKOWSKA
Director of Research and Innovation Department at Ministry of Digital Affairs



MACIEJ KUSKE
Head of Technology at Natwest Poland



ANETA LEGENZA
Partner, Technology Consulting, EY Polska



JOANNA MARASZEK
Head of Product at Plan Be Eco



EMILY MCMAHON
Manager, Engineering



ISABELLA MOTTA
Inclusion Recruiting Programs Manager



CLARA NELLIST
Particle Physicist on the ATLAS Experiment at CERN



PANELISTS



**MAGDALENA
OSTROGÓRSKA**
Engineering Manager

VOLVO



MARILIN PEREZ-MAZAN
*Director at Motorola Solutions in
Kraków*



ALEKSANDRA PIASECKA
*Product owner & Senior
product designer*



ALEKSANDRA RADECKA
Data Scientist, PSPA



ROMANA RATKIEWICZ-LANDOWSKA
*Professor at the Space Research Centre
Polish Academy of Sciences*



STEFANIE RATZEL
Head of Talent & Learning



JUSTYNA REDELKIEWICZ
*Head of Sector Consumer&Environment,
Market and Technology*



TOMASZ ROŻEK
CEO



MAŁGORZATA RYBAK-DOWŻYK
*Corporate Communication & ESG
Department Director*



PANELISTS



PIOTR SANKOWSKI
CEO of IDEAS NCBR



PATRYCJA SITKIEWICZ
Expert Lead in Transformation Office



PIOTR SKALDAWSKI
HR Director and Country
Governance Leader for 3M in Poland



MAGDALENA SKORUPA
Global IT&D Director, Global Technology
& Security, Digital Workplace



KAMILA STARYGA
Member of AI Team at Ministry of
Digitalisation



DOROTA STROJKOWSKA
Member of the Management
Board



MARTYNA STYFIK
Senior Validation Lead & Roche
PL DEI Squad member



EWELINA ŚWIĄTEK
Cryptography Technical Lead



KONRAD SZAROWOLEC
Executive Director



PANELISTS



KATARZYNA SZYMIELEWICZ
President of the Panoptikon
Foundation



MARTINA TARARUJ
Business Advisor and Tech
Consulting Expert



AGNIESZKA TARKO
Head of Group Talent
Acquisition



ANNA URBAŃSKA
CEO



RIMMERT VAN LUYN
SVP, Head of the Global Supply
Chain Group



KAROLINA WASIELEWSKA
journalist



**EMILIA
WGRZYN-MASŁOWSKA**
Space Mechanisms Engineer



KASIA WIERZBOWSKA
Entrepreneur, Co-Founder and
CEO of Sophia Health



ANNA WITTENBERG
Journalist



PANELISTS



JULIA WOJAS
Innovation Hub Team



MARTYNA WYRZYKOWSKA
Managing Director
at SEXEDPL Foundation



JUSTYNA WYSOCKA-GOLEC
Partner Associate, ESG,
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SIMON ZERNICKI-GLOVER
Innovation Hub Team



DOROTA ŻURKOWSKA
Board Member, Group Senior
Vice President – Revenue



INGA APIECIONEK
Head of GenAI and AI Solution
Manager



ALEKSANDRA BANAŚ
Masters of Architecture
Candidate at MIT



VALERIIA BORSCHCH
Wtech Lead Partner in Europe, Head of
Marketing at GIATA GmbH



ANNA DAWID
Research fellow at the Center for
Computational Quantum Physics,
Flatiron Institute, New York



PANELISTS



JOANNA GZYRA-ISKANDAR
Communication Specialist



ALEKSANDRA HIRSZFELD
Author and Producer



ALEKSANDRA JACH
Facilitator, coach, art curator,
communicator

HUBA FOUNDATION



ZOFIA KIERNER
CEO Girls Future Ready, Visiting
Lecturer Harvard University, UC Berkeley



MAYA KOMAR-FLETCHER
Member of executive team



ANNA LIPIEC
Student at NYU Abu Dhabi



ZOFIA ŁAPNIEWSKA
Professor at Jagiellonian University and
Co-chair of Polish Economy Network



ANNA MAGIERA
Managing Director at ICLUB



PATRYCJA NAMYSŁ
Innovation Hub Team



PANELISTS



INEZ OKULSKA
NLP Assistant Professor



KATARZYNA PAWŁOWICZ
Product Director, Go To Market,
Visa CEE



BOHDAN PĘKACKI
Batory Foundation expert
and co-founder of Huba Foundation



KAJA POŚNIK
Neuroscience student at UCL



EWA REWERS
Activist

EWA REWERS



ALICJA SIEJKA
Student at Wellesley College



NICOLA STANISŁAWSKA
Founder of Innovation Hub



ZHECHKA TOTEVA
Technical Leader and Deputy
Engagement Manager at CERN



RUTE VENDEIRINHO
Division Head of Data and Information
Governance at the EIB Group



PANELISTS



MARIA VIOLARIS

PhD student and quantum educator



KATARZYNA GAWEL

Head of Diversity, Equity & Inclusion (DEI) at Ringier Axel Springer Polska, journalist and co-host of the Forbes Women podcast



KATERYNA NAKONECHNA

Wtech Partner Kyiv, Chief Commercial Officer GMS AG



CHRISTINE SERYOZHECHKINA

CEO Kooperativ, Wtech Ukraine lead partner



ANASTASIIA SOLODOVNIKOVA

Wtech Partner Warsaw, Supply Chain & Logistics Tech expert



ALEKSANDRA KARASIŃSKA

Journalist, activist, Director of RASP Foundation



TECH TALK SPEAKERS



MARWA ALI
Senior IT Consultant



GREG ANDERSON
*Site General Manager, Poland
Assembly Test Manufacturing*



JACI BADENHORST
*Head of Financial Insights and
Innovation (PI COE)*



EMESE BARI PHDC
*Vice President, Mobile
Enablement Platform*



SANDRA BARUT
*Senior Energy Market Advisory
Consultant*



JOANNA BIGAJ
Senior Product Manager



LYDIA CHATZIOANNOU
Engineering Manager



SZYMON CZEKAJEWSKI
Director of Product Management



PAWEŁ DOBRZAŃSKI
*Security Tribe Lead,
T-Mobile Polska*



TECH TALK SPEAKERS



ANA DUARTE

*Head of Solution Development Center
Continental Tires*



MARINA FISHER

*Director, Production
Engineering*



ROBIN FRANKLIN GUHA

Security Engineer



DARLENE GARCIA

*Security Programs Team
Manager*



MARTA GASIK

Senior IT Consultant



AGNIESZKA MALINOWSKA

mgr inż. architekt



KAROLINA TARASZKIEWICZ

mgr inż. architekt



ALEKSANDRA GRZYBOWSKA

Systems Staff Engineer



JINGLONG GUO

*Enterprise Engineer
of Enterprise Security Products*



TECH TALK SPEAKERS



AGNIESZKA JAKUBAS
Head of Engineering Global Private
Banking and Wealth Management



AGNIESZKA JANKOWSKA
Corporate and Public Affairs
Director, T-Mobile Polska



KRYSTYNA JAREK
AI Innovation Expert



KAMILA JUSZCZYK
Senior Business Control
Specialist



ANNA KARWOWSKA - WRÓBEL
Director of the Fiber Optic Network
Development Department



SZYMON KLARMAN
Senior Director, Ontology



CAROLIN KOŁODZIEJ
Head of Connectivity Services



EWA KONDERA
Executive Director, Global ServiceNow
Go To Market Leader, EY GDS



MAŁGORZATA KOWALCZYK
Associate Director



TECH TALK SPEAKERS



MATEUSZ KULEJEWSKI
*Marketing Automation Specialist
and Project Manager*



MAŁGORZATA MATEUSIAK
Senior Data Engineer



KATARZYNA MARCZUK
Founder and CEO of Aleet



MARINA MIELCZAREK
Senior Product Manager



LETICIA MORRISON
Project Manager



SARA NAGAOKA
AI Engineer



JAGODA NIŻNIK
Line Manager



DAWID OCHRYMUK
Automation & Low Code Manager



PRZEMYSŁAW ORDYSZEŃSKI
Intelligent Operations Senior Director



TECH TALK SPEAKERS



MONIKA OSIĄK
Product Manager

**Goldman
Sachs**



MAGDALENA OSTROGÓRSKA
Engineering Manager

V O L V O



KATARZYNA PALUCH
Senior Manager - Engineering

GlobalLogic®
A Hitachi Group Company



MATEUSZ PAPROCKI
VP, Third Party Cyber Risk Management
(TPCRM) Operations Lead

**STATE
STREET**



NATALIYA PASICHNYK
Engineering Manager

NETFLIX



ANNA M. GÓRSKA
Director of Women and Diversity in
Organizations Research Center,
Kozminski University.


KOZMINSKI UNIVERSITY



JOANNA RAJCA-RYCHLEWSKA
EMA Product Content Services Leader
and Team Manager

3M



ALEKSANDRA RAKIEĆ
Lead Engineer

 **GE Aerospace**



JERZY RUSIŃSKI
Solutions Architect

Linklaters

TECH TALK SPEAKERS



TARAKA SATTI
Vice President, Engineering



TOMASZ SKÓRSKI
Senior Product Manager



AGATA SROKA
Line Manager



AGNIESZKA STYPCZYŃSKA
Business Intelligence analyst manager



ANNA SZCZYGIELSKA
Senior IT Consultant



PAULINA SZELĄG
Software Engineer in Test



ANNA SZEWCZYK
Director Engineering



TAMILLA TRIANTORO
Co-Director M&T Bank Center for Women & Business



MORGAN TRIBOLET
Director in assembly and wafer level packaging



TECH TALK SPEAKERS



MONIKA TRYC
Senior Manager of Customer
Success



ALEKSANDRA TUTAJ
Engineering Director InPost
Technology



EWELINA WACŁAWIK-MACURA
Project Manager - Engineering



DAVE WALL
Manager of Cloud Infrastructure
at Hitachi Vantara



AGNIESZKA WILK
Lead IT Product Manager,
Associate Director



WOJCIECH WIŚNIEWSKI
Haskell Developer



DOMINIKA WNUĆ
Lecturer at PJATK



PAULA ZAPADKA
IT&D Product Manager, Power Platform
CoE & M365 Development



PIOTR ZEGADŁO
Software Engineer, Treasury
Quant Strategy



TECH TALK SPEAKERS



CHEN ZHENG
Data Engineering Manager



PIOTR ZIELIŃSKI
Director of Academic Center for Technology and Innovation, Faculty at the Department of Management and Economics



ANNA GAWLICKA
Digital HR Senior Manager



JUDYTA GRZYB
Bot Architect



PAULA JANUSZKIEWICZ
Founder & CEO of CQURE



DOMINIKA JURCZYK
Senior Platform Engineer



MONIKA KAŁAS
Distribution Lead



BENIAMIN KALINOWSKI
Senior DevOps Expert



TOMASZ KLEKOWSKI
Digital Transformation Advisor, Mentor at Lazarski University of Technology



TECH TALK SPEAKERS



MILENA KURPIEWSKA
DS&AI Competency Manager



JULIA KWIECIĘ
HR Project Manager



ŻANETA ŁUCKA-TOMCZYK
*Customer Value Management
Director (Xsell/Upsell)*



NATALIA MAREK-TRZONKOWSKA
*Director of the International Centre for
Cancer Vaccine Sciences (ICCVS) at the
University of Gdansk*



EWA NOWAKOWSKA
Partner, EY AI Lab Leader



KAMILA NOWIŃSKA
*Director of Customer Retention
Value Management*



KATARZYNA PAŁ
*Head of Marketing & Communications,
Ericsson Poland*



WERONIKA PRUSISZ
CEO, Molecooles



LORETTA WOOTTON
Director Engineering



TECH TALK SPEAKERS



PATRYCJA CHUDZIŃSKA
*Cloud Security Governance
Manager*



MEGAN DALY
Area Tech Lead



SAM DHINDSA
Senior Product Manager



CAREER STAGE SPEAKERS



MARTA AMBROZIAK
Associate Director of the Recruitment
and Employer Branding Team



SERGII ARTEMENKO
Director, Software Engineering



AJITESH CHAUDHURY
Technical Program Manager



ALEKSANDRA CHRUSTEK
HR Generalist



CORA CONSTANTIN
Lead Enterprise Architect



DARIUSZ DAJSZCZYK
Senior Director, Global Employee
Support



PHILIPPE J DE BROUWER
SENIOR VP, Model Risk
Management



JACEK DRABIK
Country Manager, Chairman of
The Board



KATARZYNA DZIEDZIC
HR Manager in Poland



CAREER STAGE SPEAKERS



KATARZYNA FRELIK
Senior Scrum Master



JAKUB GEMBICKI
Senior Warsaw Technology
Manager



NATALIA GIERACH
Talent Acquisition Manager



JADWIGA CZECH-STRZELCZYK
Lead Specialist, People
Development



MAGDA GROSZEK
Vice President



ANNE HEIDEMANN
HR Manager



KAMILA HEITZMAN
Lead Employer Branding and
Diversity&Inclusion Centre of Expertise



KASIA JAGIELSKA
Recruiting Business Partner at Ring



IZABELA JAGODZIŃSKA
Scrum Master



CAREER STAGE SPEAKERS



EWA JAKIMOWICZ
Expert Team Lead - Talent Acquisition
& Employer Branding



ALICJA JURA
Expert Lead Recruitment



ANNA KAROLSKA
Senior HR Business Partner DBS



KATARZYNA KOPAŃSKA
Operations Manager



ANNA KOPEC
Talent Acquisition Manager



WIKTORIA KRUŻOLEK
New To Career Talent Acquisition
Recruiter



PATRYCJA KUZNICKA
Sourcing Recruiter, Ring



ÅSA LAVÉNO
Senior Director, head of SW
Engineering Office



JANUSZ LISIECKI
Senior Deep Learning
manager/Polish Site leader



CAREER STAGE SPEAKERS



JESSICA MEDYGRAL
Talent Acquisition Specialist



EWA MEDYŃSKA
Senior Team Lead Talent Acquisition



MARTYNA MIŁOSZ
Talent Acquisition Senior Recruiter



MAŁGORZATA MINORCZYK
Talent Attraction Team Leader



JOANNA NASARZEWSKA
Talent Acquisition Manager



PAULINA NAUMENKO
Diversity & Inclusion Leader at Intel Poland



ANNA OLCZAK
Senior IT Director



RANI PALLAVI MOHAPATRA
Staff Technical Solutions Consultant



SYLWIA PAWELSKA
Expert Team Lead – Employee Performance & Growth



CAREER STAGE SPEAKERS



IRYNA PELEKH
Recruiter



ALINA PIELASZKIEWICZ
Pedago at 42 Warsaw



KRYSZYNA PIETRZYKOWSKA
Head of Technology Center



PIOTR PODOLSKI
Engineering Manager



MONIKA PYLIŃSKA
Recruitment Partner



ANNA RAUBO
IT&D Director - ServiceNow and DevOps Platform



JOANNA RYŚ
Country Business Manager



BASIA SACEWICZ-CHABRASZEWSKA
Senior HR Business Partner, CEE



IWONA SASAL-SIWKOWSKA
Resourcing Manager



CAREER STAGE SPEAKERS



KALINA MIKIEWICZ
CEE HR Director

Honeywell



MAGDALENA SZAJOWSKA
Principal Recruiter & PL TA Leader



KAMILA SZKWAREK
TAG Head Poland & Croatia

GlobalLogic®
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STATE
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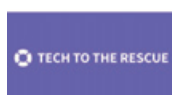
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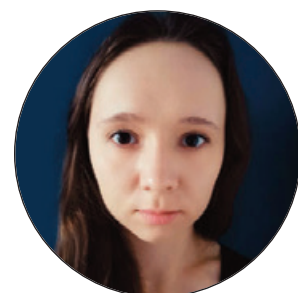
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ELIZA NOWAK
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MAGDALENA PERNAK
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K r a k ó w



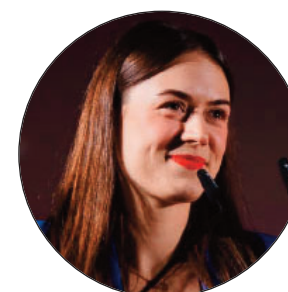
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T



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