

DELIVERABLE D.T1. 3. 3.

ANALYSIS OF EXISTING MENTORSHIP
PROGRAMMES AND PRACTICES
“ENTREPRENEURS-TO-ENTREPRENEURS”

01/2020

Work Package 1: MAPPING EXISTING SITUATION & POTENTIALS
WP responsible partner: Slovak Centre of Scientific and Technical Information
Task leader partner: MTA KRTK





1. Table of Contents

1. Table of Contents	1
2. Summary	3
3. Mentorship programmes	5
MENTORSHIP PROGRAMME OR PRACTICE #1 Association of Village Caretakers (Hungary)	5
MENTORSHIP PROGRAMME OR PRACTICE #2 Dunakanyar Pilis Local Products Social Cooperative (Hungary)	8
MENTORSHIP PROGRAMME OR PRACTICE #3 The guest house of Kozma (Hungary) ...	11
MENTORSHIP PROGRAMME OR PRACTICE #4 Erste Bank Sparkasse (Austria)	14
MENTORSHIP PROGRAMME OR PRACTICE #5 Vienna Impact Hub (Austria)	17
MENTORSHIP PROGRAMME OR PRACTICE #6 Female Founders (Austria)	20
MENTORSHIP PROGRAMME OR PRACTICE #7 “U zoni” accelerator for impact entrepreneurs (Croatia).....	23
MENTORSHIP PROGRAMME OR PRACTICE #8 Social Impact Award (Croatia)	26
MENTORSHIP PROGRAMME OR PRACTICE #9 Crowdfunding Academy (Croatia)	29
MENTORSHIP PROGRAMME OR PRACTICE #10 IdeaSTART (Czech Republic).....	33
MENTORSHIP PROGRAMME OR PRACTICE #11 Karel Janeček Foundation (Czech Republic).....	35
MENTORSHIP PROGRAMME OR PRACTICE #12 Regionální centrum podpory sociálního podnikání (Czech Republic)	40
MENTORSHIP PROGRAMME OR PRACTICE #13 Social innovation projects" within the “Insieme per il Lavoro” programme (Italy)	43
MENTORSHIP PROGRAMME OR PRACTICE #14 CULTURABILITY (Italy)	46
MENTORSHIP PROGRAMME OR PRACTICE #15 CoopUP (Italy)	49
MENTORSHIP PROGRAMME OR PRACTICE #16 - PwC mentors and specialists (Poland)	52
MENTORSHIP PROGRAMME OR PRACTICE #17 Vital Voices (Poland)	55
MENTORSHIP PROGRAMME OR PRACTICE #18 Mentor program in Social Economy Support Centers (Poland)	58



CE RESPONSIBLE

MENTORSHIP PROGRAMME OR PRACTICE #19 Social Economy Support Center in Zielona Góra (Poland)	61
MENTORSHIP PROGRAMME OR PRACTICE #20 Fundacja Pokolenia (Poland)	64
MENTORSHIP PROGRAMME OR PRACTICE #21 Startup awards Bootcamp (Slovakia) ...	67
MENTORSHIP PROGRAMME OR PRACTICE #22 Target - social innovation incubator of Academy for social economics (Slovakia).....	70
MENTORSHIP PROGRAMME OR PRACTICE #23 rozhybbiznis.sk (Slovakia)	73
MENTORSHIP PROGRAMME OR PRACTICE #24 Mentorski program inkubatorja Sežana (Slovenia)	76
MENTORSHIP PROGRAMME OR PRACTICE #25 Mentoring programme “Uči se od najboljših” (“Learn from the best) (Slovenia).....	79
MENTORSHIP PROGRAMME OR PRACTICE #26 FROM STARTUP TO SCALEUP (Slovenia)	82
MENTORSHIP PROGRAMME OR PRACTICE #27 Social Impact Lab Berlin (Germany)....	85
MENTORSHIP PROGRAMME OR PRACTICE #28 Scaling Programme (Germany)	88
MENTORSHIP PROGRAMME OR PRACTICE #29 Mentorship Program (Germany).....	91
MENTORSHIP PROGRAMME OR PRACTICE #30 FellowShip For Good Programme (Germany)	94



2. Summary

There are a few notable European-wide organizations dealing with mentoring social enterprises such as Ashoka, working internationally to cultivate ideas using their network of fellows and partners. NESsT is also working in Hungary and many other European cities to develop sustainable social enterprises that solve critical social problems in emerging market economies. The ERSTE Foundation is active through many programs. The European Union is also offering social enterprise opportunities in many different channels. Just recently, they held a social innovation competition for companies all over Europe to ‘reboot’ equality by inspiring fresh and energetic approaches to digital inclusion, connectivity, and skills development.

In this deliverable we collected good examples from the project partners’ countries for enterprises mentoring enterprises, region specific, mostly small scale mentorship programmes. Building capabilities, mentoring and providing funding support to the social enterprises will be crucial to their growth and sustainability. Finding the right mentor can be the determining success factor for social entrepreneurs, especially for those starting out. Mentoring can offer insightful advice, accountability, support and encouragement. A good mentor can help social entrepreneurs avoid common mistakes and focus on the highest priorities.

Our document contains 30 mentorship programmes. The programmes cover almost all the sustainability sectors/topics, however the most common topics are the following:

- responsible consumption and production
- reduced inequalities
- decent work

We also had more examples related to the following sectors:

- affordable and clean energy
- sustainable cities and communities.

Regarding the type of the mentor, most of them are individual entrepreneurs, but we also have cooperatives, foundations, for profit business organisations and associations. Our aim was to collect mentorship programmes specific to each regions or countries, that is why we mostly left out mentorship programmes offered by big multinational companies, or international foundations, and that is why we mostly have small scale, offered by individual entrepreneurs mentorship programmes.

Mentees are mostly individual entrepreneurs, for profit business organisations, non-profit organisations and cooperatives/social cooperatives.

The examples collected show that most mentoring programs are short-term, usually last for few days or few month. Most of them were shorter than 6 months.



CE RESPONSIBLE

The mentorship programmes contain mostly training, consultation, awards and attitude change. They help in operating a successful business, in development of production and sale techniques in small scale, preserving and using traditions (e.g. restoring old furniture), job creation and career creation.



3. Mentorship programmes

MENTORSHIP PROGRAMME OR PRACTICE #1 Association of Village Caretakers (Hungary)

Basic information

Country: Hungary

Name of the mentor	Falugondnokok Vas és Győr-Moson-Sopron Megyei Egyesülete - The Association of Village Caretakers in Vas and Győr-Moson-Sopron County
Name of the mentorship programme or practice (only if relevant)	-
Name of the mentee(s)	-
Web page for further information	-
Contact info (e-mail):	vasifalu@gmail.com
Consent for publication (YES / NO)	YES

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input checked="" type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>



CE RESPONSIBLE

Other (please, specify)	<input type="checkbox"/>			
-------------------------	--------------------------	--	--	--

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input checked="" type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input checked="" type="checkbox"/>
Good Health and Well-Being	<input checked="" type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input checked="" type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input checked="" type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).:

Until 2018 the Association organized four basic one-day training courses for village caretakers, due to legislative changes since 2018 the Association functions only as coordinator and training centre for the basic training courses.

For its village caretakers the Association offers regular consultations usually through phone. On their monthly consultation days held at an appointed municipal office they offer advice on village caretaker work. Their site in Szombathely functions as a training centre for the 260 hours basic training course required for the village caretaker job. This is an intensive residential training, one weekend per month. One-day gatherings are held regularly every six weeks and professional days are held 2-3 times a year.



CE RESPONSIBLE

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

The mentorship programs of the Association cover the whole life cycle from the organization and coordination of basic trainings required for filling the post of a village caretaker through follow-ups and regular consultations to representing their interests.

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

The main purpose of the Association is to represent the 168 Vas County and Győr-Moson-Sopron County Village Caretaker Services assigned to the organisation. Besides advocacy the Association carries out mentorship. Until 2018 the Association provided basic training for village caretakers, helping them to acquire the necessary education points for filling the posts. Following 2018, due to legislative changes, the Training Department of the Directorate-General for Social Affairs and Child Protection organizes the training programs in which the Association is a coordinator and an appointed training centre. For the Transdanubian village caretaker services the Association organizes and coordinates the 260 hours of basic training. These are residential trainings on the Association's Szombathely site. The purpose of their follow-up programs is to help the village caretakers to apply the acquired knowledge and techniques in their own communities. During follow-ups regular consultation and if needed mediation is carried out. The Association offers to the village caretakers consultation days at the municipal office of a designated municipality. Regular meetings are held every six weeks to provide an opportunity for village caretakers to exchange ideas and share knowledge. Professional days and workshops are organized several times a year, these focus on a central theme and guest speakers are sectoral ministry professionals.



MENTORSHIP PROGRAMME OR PRACTICE #2 Dunakanyar Pilis Local Products Social Cooperative (Hungary)

Basic information

Country: Hungary

Name of the mentor	Dunakanyar-Pilis Helyi Termék Szociális Szövetkezet - Dunakanyar Pilis Local Products Social Cooperative
Name of the mentorship programme or practice (only if relevant)	-
Name of the mentee(s)	-
Web page for further information	-
Contact info (e-mail):	nyitraiakos@gmail.com
Consent for publication (YES / NO)	YES

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				

Type of the mentee(s)

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input checked="" type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input checked="" type="checkbox"/>	Preserving tradition/cultural heritage	<input checked="" type="checkbox"/>
Preserving landscape	<input checked="" type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.): (max. 400 characters including spaces)

The mentoring includes regular consultations and professional one-day conferences 3-4 times a year on topics related to small-scale production and sale. In cooperation with the National Association of Interest Representations for Small-scale producers and service providers the cooperative provides training and workshops by appointment.

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.) (max. 500 characters including spaces)

Mentoring takes place mainly in matured phase, as members are well-established local small-scale producers trying to grow their business and their customer base.



CE RESPONSIBLE

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, the number of mentees, why it was successful; max. 1500 characters including spaces)

The main purpose of the social cooperative is helping local primary producers sell their products in local and regional markets. The mentors' goal is to draw attention to local values, to encourage the consumption of local produce and through that to promote sustainable consumption and production. Through the co-ordination of sales processes and the organization of joint sales of its members' products, the cooperative enables producers to gain a larger market power and negotiating power. It also spreads risks and costs and allows them to focus only on the production itself. In addition to assisting with sales, they also provide legal and professional advice to members. The cooperative organizes conferences on topics related to organic and local product market issues 3-4 times a year too. Through adult training programs they provide knowledge on small-scale production and sale. In 2015 the cooperative started a forum on the promotion of small-scale products and handicrafts in the Danube Bend. Through regular consultations they encourage cooperation and strengthen networking between members. The cooperative was established in 2012 with 10 members, it is steadily growing, currently it has 14 members. In 2019 the cooperative also started a community garden, which provides venue for events that promote responsible consumption and production.



MENTORSHIP PROGRAMME OR PRACTICE #3 The guest house of Kozma (Hungary)

Basic information

Country: Hungary

Name of the mentor	Kozmáék Udvarháza - The guest house of Kozma
Name of the mentorship programme or practice (only if relevant)	Asztalosfabrik
Name of the mentee(s)	-
Web page for further information	asztalosfabrik.hu
Contact info (e-mail):	kozmane.vadasz.viktoria@gmail.com
Consent for publication (YES / NO)	YES

Type of the mentor

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify): private persons	<input checked="" type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input checked="" type="checkbox"/>	Preserving tradition/cultural heritage	<input checked="" type="checkbox"/>
Preserving landscape	<input checked="" type="checkbox"/>	Other (please, specify): private persons interested in preserving cultural heritage	<input checked="" type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.):

They offer thematic one-day workshops and workshops for individuals or teams by appointment.

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

Mentees are usually individual entrepreneurs in matured phase or private persons between 30 and 60 years old.



CE RESPONSIBLE

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

The family-owned business's main sector is preserving tradition and cultural heritage. Their main activity is restoration of old furniture, and their mentorship programme's focus is restoration too. Their workshops focus on shaping attitudes; through restoring old furniture instead of throwing it away they encourage responsible consumption. As mentees are mostly individual entrepreneurs or private persons (most of them woman) the family puts great emphasis on showing them, that everyone has the ability, the capability to do these kind of activities, that they are able to shape their own destiny. Their workshops greatly focus on rural traditions too, as their training venue is a traditional rural guest house. They also offer team building trainings and workshops that focus on working in every phase of restoration together. Workshops are held monthly with the attendance of 4 to 15 people. The mentors reported a positive attitude change among the mentees, many of them come back for a next workshop.



MENTORSHIP PROGRAMME OR PRACTICE #4 Erste Bank Sparkasse (Austria)

Basic information

Country: Austria

Name of the mentor	Erste Bank / Sparkasse
Name of the mentorship programme or practice (only if relevant)	#glaubandich
Name of the mentee(s)	TrueYou KG
Web page for further information	https://www.sparkasse.at/erstebank/gruender#multimedia/glaubandich-guender/6
Contact info (e-mail):	service@s-servicecenter.at
Consent for publication (YES / NO)	NO

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				

Type of the mentee(s)

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input checked="" type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input checked="" type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.): (max. 400 characters including spaces)

*Different offered types of mentorship like the “Startup Academy”, a workshop over two days, or “Gründer Academy”, workshop over three days.
The Erste Bank also provides the “Gründer Center”, where a client can get in touch with personal consultants that help to establish business.*

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.) (max. 500 characters including spaces)

*In the case of TrueYou, the mentorship took place before the business was even started. Four young people had nothing more than an idea and a simple .pdf file written down and came to the Erste Bank to ask for advice and possible funding opportunities. So, they got part of the mentorship program, and received financing.
Even though the company has now established itself, in order to grow and get more successful, the mentoring goes on. Of course, this kind of training and mentoring is also a business model for the Erste Bank, since it gets new growing companies as customers this way.*



Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, the number of mentees, why it was successful; max. 1500 characters including spaces)

#glaubandich “Startup Academy”, “Gründer Academy” and “Gründer Center” are different formats to support entrepreneurs.

“Startup Academy”: At the #glaubandich STARTUP ACADEMY, no lectures and no well-meaning advice await you. This is about speed-up sessions, in which start-ups are coached by the top experts from the retail trade, who challenge your product in a protected environment with regard to content, packaging, price, sales, marketing and many other factors. Participants can ask questions about financing, product certification, contracts and negotiations and learn how their products can be successfully listed in retail chains. The participants receive important insights for go-to-market, make initial contacts with the big names in retail and learn step by step how goals can be achieved.

First day program in 2020:

- Welcome by the board of Erste Bank*
- Keynote Square One Foods*
- Presentation of the startups of the #glaubandich STARTUP Academy and mentors of the Speedup Sessions*
- Speedup sessions with the mentors*
- Networking with startup ticket winners*

Second day Program in 2020:

- Keynote Markus Kuntke (REWE Group): How do I negotiate with retailers?*
- Speedup sessions with mentors*
- Farewell and sponsorship*

“Gründer Academy” are workshops that go over two or three days. The participants will quickly receive important insights for their go-to-market, make initial contacts with big names in retail and learn how to achieve their goals step by step. Moreover, ideas and solutions for strategy, planning and sales are discussed and developed.

The Program includes topics related to:

“My business model”, “My starting position”, “My life as an entrepreneur”, “Speed Connect”, “My 4 eyes coaching”, “My business plan”, “Innovation and creativity”, “My business”, “My financial planning”, “My funding”, “My Marketing”, and “Marketing Overview”.

Those academies take place once a year in Vienna.

The “Gründer Center” is a more long-term based mentorship program, that includes plenty of information about founding a company. The Mentees also have experts for advice always available and gain access to networks. But of course, it also aims for a business relationship. The service itself is free of charge, so entrepreneurs can get advice and support to start their business. However, beside some altruistic reasons, the long-term goal of the service is of course to help young companies to get successful and become customers of the Erste Bank as well.



MENTORSHIP PROGRAMME OR PRACTICE #5 Vienna Impact Hub (Austria)

Basic information

Country: Austria

Name of the mentor	Vienna Impact Hub
Name of the mentorship programme or practice (only if relevant)	Found!
Name of the mentee(s)	Shades Tours
Web page for further information	https://vienna.impacthub.net/program/found/
Contact info (e-mail):	vienna.hosts@impacthub.net
Consent for publication (YES / NO)	NO

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input checked="" type="checkbox"/>				

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input checked="" type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input checked="" type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input checked="" type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).:

found! is a 5-month accelerator program that consists of various workshops coachings and meetings.

- **Expert Hours**
1:1 Sessions on the topics you need to develop your business
- **Training and Mentoring**
By experts, corporate partners, and your peers
- **Funding Opportunities**
Attract investment capital through the Impact Hub network
- **Inspiring workspace & community**
Access to the co-working space and community at Impact Hub Vienna



CE RESPONSIBLE

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

Shades tours was already in its early growth and establishment phase when it participated at "found!". They used the program to set up a marketing plan, a financial plan and an action plan for new tours.

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

Found! is a program for social entrepreneurs whose projects help to prepare refugees for the Austrian labor market, creating job opportunities, and helping them to build a life and livelihood in their new country. It is an established initiative in the Austrian social impact community by the Deloitte Future Fund, executed in cooperation with the Impact Hub Vienna.

After an initial application phase, the six most innovative projects are selected by found!. They are further developed in an intensive six-month process. The aim is to successfully establish the projects on the market.

Tailor-made workshops and training sessions as well as the Co-Working Space of the Impact Hub Vienna are available to the teams during the duration of the project. The finalists also have access to the Deloitte and Impact Hub networks. Furthermore, the three best projects will receive additional financial support totaling 25,000 euros from the funds of the Deloitte Future Fund as well as further pro bono advice.



MENTORSHIP PROGRAMME OR PRACTICE #6 Female Founders (Austria)

Basic information

Country: Austria

Name of the mentor	Female Founders
Name of the mentorship programme or practice (only if relevant)	Base F, Grow F, Lead F
Name of the mentee(s)	WisR
Web page for further information	https://www.femalefounders.global/
Contact info (e-mail):	hi@femalefounders.global
Consent for publication (YES / NO)	NO

Type of the mentor

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For training and mentoring for females founders.			

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input checked="" type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input checked="" type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input checked="" type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.):

The programs Grow F as well as Lead F go over a timeline of three month. They include various meetings and mentorings, workshops and coachings.

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

Kludia Bachinger, CEO at WisR, took part in the program in 2017, which was also the year in which her company was founded.



CE RESPONSIBLE

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

Grow F: The three-month program aims to kickstart highly innovative and scalable female-led ventures. This accelerator program focuses on startup development, founder development and one-on-one support.

Each mentorship is tailor-made for the mentee and focuses on the actual needs of the participant's company. Experts help the mentees to work on their venture. The whole mentorship process is guided by one dedicated mentor and gives access to international experts.

Moreover, the mentees gain invaluable insights and hands-on knowledge through a corporate & start-up matching. This also is the first step to create a meaningful network through like-minded peers and future partners.

Lead F: Geared towards women climbing the corporate ladder. This three-month program aims to build new digital leaders and connects female executives and managers to a network of leaders and entrepreneurs.

These corporate leaders of tomorrow will develop a digital skill-set, personal leadership and become well acquainted with "smart-up" skills from the start-up world bringing back a unique skillset to their organization.

The program consists of a small group of ambitious future female leaders from diverse professional and cultural backgrounds to share challenges and insights, get inspired by fireside chats with C-level guests running some of Austria's biggest companies. The mentees can experience hands-on collaboration with startups as well as rapid personal growth.



MENTORSHIP PROGRAMME OR PRACTICE #7 “U zoni” accelerator for impact entrepreneurs (Croatia)

Basic information

Country: Croatia

Name of the mentor	ACT GROUP
Name of the mentorship programme or practice (only if relevant)	“U zoni” - accelerator for impact entrepreneurs
Name of the mentee(s) •	<ul style="list-style-type: none"> • Cooperative brewery Brlog • Green Energy Cooperative • ProPuh • RoUm • Toy2B, • Fierce Women, • Holiday Home • Međimurski Ceker, • Novallis (GUUC cijedeći prirodni sokovi), • Up Design, • Udruga Pegaz Rijeka, • MeshPoint, • Stratowave Connect, • Hrvatski kišobran / Croatian Umbrella
Web page for further information	http://budiuzoni.hr/
Contact info (e-mail):	info@budiuzoni.hr
Consent for publication	(YES / NO)

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	x
Other (please, specify)	<input type="checkbox"/>				
		For			



CE RESPONSIBLE

Type of the mentee(s)

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input checked="" type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input checked="" type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input checked="" type="checkbox"/>	Helping disabled people	<input checked="" type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input checked="" type="checkbox"/>	Ethnic minorities (including roma people)s	<input checked="" type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input checked="" type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).: (max. 400 characters including spaces)

The accelerator implementation is spanning in four months with over one hundred sixty working hours. This includes eight workshops, home tasks after every event, individual consultations and preparation for the pitch in front of the audience and investors.



CE RESPONSIBLE

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.) (max. 500 characters including spaces)

The focus of the programme is on the growth and development of sustainable businesses and applicants can apply with one of the following growth goals:

- *improving an existing product or service*
- *launching a new product or service*
- *setting up new business processes*
- *increasing production or operational efficiency*
- *market growth*
- *entering new markets*
- *standardization of quality, products or services*
- *changing the business model into a model built around positive social impact*



MENTORSHIP PROGRAMME OR PRACTICE #8 Social Impact Award (Croatia)

Basic information

Country: Croatia

Name of the mentor	ACT GROUP
Name of the mentorship programme or practice (only if relevant)	SOCIAL IMPACT AWARD
Name of the mentee(s) •	<ul style="list-style-type: none"> • Finaktivci • Okolinda • Invisible Zagreb • eVision • Service4You • Wireless Coffee Gadget • Clear Coast <p>Ino-Cent</p>
Web page for further information -	https://croatia.socialimpactaward.net/
Contact info (e-mail):	renata.glad@socialimpactaward.net
Consent for publication	(YES / NO)

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input checked="" type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input checked="" type="checkbox"/>	Affordable and Clean Energy	<input checked="" type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input checked="" type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input checked="" type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input checked="" type="checkbox"/>	Responsible Consumption and Production	<input checked="" type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).:

Time frame of the whole concept was inside of a 4-month period. It included three physical incubations in June, July And August, and three online mentoring workshops in June, July and September.

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

Main target group are students and young people between the ages of 14 and 30, and ideas are mostly in their “seed stage”.

Specifically:

“Future changemakers”: all young people thinking of starting a kind of social enterprise, those seeking inspiration from existing social entrepreneurs;

“Social entrepreneurs”: all young people who already know and have an idea to start a social enterprise or have already started the same.

Applications are open to new ideas that address social or environmental issues.

They can apply for the incubator if they actively started working after January 1, 2018.



Competitive projects must not receive formal start-up support before the start of the SIA program. Formal start-up support means financial support from a third party in excess of € 3,000 (investments, grants, awards...)

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

Physical incubation:

June 7, 2019 - 10-19h "Problem-solution fit" (A brief introduction to the mentors and the program was first conceived, and afterwards all teams participate in the workshop.)

July 15, 2019 - 9-17h "Initial diagnostics in business model"

August 12, 2019 - 9-17h "Initial diagnostics in operations"

Incubation through online mentoring (1 on 1 *):

26th-28th June 2019

July 31 - August 2, 2019

Third to fifth September 2019

Mentors are obligated to fulfill three main criteria in order to become eligible:

- Can apply their expertise to early-stage social entrepreneurs and impact ventures;
- Have a genuine interest and proven capacity in supporting and developing entrepreneurs;
- Have proven knowledge and expertise on specific topics relevant to building a successful (social) business.

Three most successful ideas were participating on the Global Social Impact Award in Kyiv in December 2019. They pitched their ideas in front of social entrepreneur jury and had contested in public voting.



MENTORSHIP PROGRAMME OR PRACTICE #9 Crowdfunding Academy (Croatia)

Basic information

Country: Croatia

Name of the mentor	Brodoto
Name of the mentorship programme or practice (only if relevant)	Crowdfunding Academy
Name of the mentee(s)	Emanuel Červar, ISTRAORGANIC ltd Ivan Banić Oliver Klinac Sanja Rukavina (LAG Mareta) Zoran Popović Ana Markić Vesna Skala, Studio Babin ltd Tina Gašpari, Labin Art Express XXI Damir Bojić (Youth Center CK13) Mario Strmen-Dvorski Goran Gabrić (Mini Jugoslavija) Marjana Sedlar Žigić Sonja Karoglan Todorović
Web page for further information	http://www.crowdfundingacademy.eu/en/home
Contact info (e-mail):	info@brodoto.com
Consent for publication	(YES / NO)

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	x x	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			



CE RESPONSIBLE

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input checked="" type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input checked="" type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input checked="" type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input checked="" type="checkbox"/>	Industry, Innovation, Infrastructure	<input checked="" type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input checked="" type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input checked="" type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).:

Three-day online workshops (eight hour per day), October 2019, plus 3 hour consultations after the mentorship programme. 2019 represented new, online form of previously offline methods and the Academy had been held fifth year in a row.



CE RESPONSIBLE

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

NGOs, SMEs, or individual entrepreneurs that are at the beginning of the life cycle (or seed stage) and are in need of alternative type of funding in the form of crowdfunding.

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

First four years mentoring was implemented in a classic offline frontal way. 2019 was the first year Brodoto implemented an online version in order to achieve greater reach for our target groups. Content, however, was not subjected to any drastic changes.

Detailed three-day programme:

Tue 22.10.

9:50 - 10:00 - Presentation of the teaching team and instructions for using the communication platform

10:00 - 10:45 - CF Fundamentals - Types, Basic Terms and Platforms

10:45 - 11:45 - CF Campaign Strategy and Phases

12:00 - 13:30 - CF canvas

14:30 - 16:00 - Pitch

16:00 - 17:00 - Target groups - Lecture and workshop

17:15 - 18:00 - Conclusions of the first day and flash questions

Wed 23.10.

10:00 - 11:00 - Storytelling and Visual Communication

11:15 - 12:30 - Perks - Lecture & Workshop

12:30 - 13:30 - Video in crowdfunding campaign

14:30 - 15:10 - Good practice example I - Women of BiH

15:10 - 15:50 - Good Practice Example II - Goulash Disco

16:10 - 16:50 - Good Practice Example III - Street Face

16:50 - 17:30 - Good Practice Case Study IV - Brlog

HOMEWORK TASKS - By the last term of education, make:

1. The concept of crowdfunding campaigns
2. Pitch ideas (no longer than one page of text).
3. The concept of rewards / perks in the campaign
4. The first version of the video script (1 page of text)

Wed 30.10.

10:00 - 12:00 - Analysis of the first 2 jobs



CE RESPONSIBLE

12:15 - 13:15 - Communication Strategy and Public Relations - Lecture and Workshop

14:15 - 16:15 - Analysis of the other 2 work assignments

16:15 - 17:30 - Social Media & Advertising - Lecture & Workshop

5:30 pm - 6:00 pm - Yves - Goulash Disko

18:00 - 18:10 - Conclusions of the day and closing of the Academy

Mentors:

Dunja Hafner

Communications expert - ran a number of workshops throughout Croatia.

Marko Gregović

Crowdfunding and PR expert, founder of Brodoto agency, mentor of the successful Taste of Home, Brlog Brewery and Solar Retro Sailboat campaigns.

Damir Šoh

Crowdfunding mentor, assisting teams with finances and business plan development.

Vedrana Radić

Social media and visual communication expert.

Branimir Radaković

Crowdfunding expert specialized in community development and initial support groups growth

Success is measured by evaluation forms and the number of successful campaigns started. Evaluation forms provided 90+% approval rate by the participants, however it is yet too early for campaign launching. Previous Crowdfunding Academies (2015., 2016.,2017.,2018.) had approximately 10-20% of campaigns launched in regard to the total number of participants attending, but over 80% rate of success in actual crowdfunding campaign - which is a solid indicator of success.



MENTORSHIP PROGRAMME OR PRACTICE #10 IdeaSTART (Czech Republic)

Basic information

Country: Czech Republic

Name of the mentor	JAIP
Name of the mentorship programme or practice (only if relevant)	IdeaSTART (program within the South Bohemian region)
Name of the mentee(s)	Michal Paroulek
Web page for further information	http://www.jaip.cz/aktuality/ideastart-2018
Contact info (e-mail):	info@jaip.cz
Consent for publication (YES / NO)	NO

Type of the mentor

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input checked="" type="checkbox"/>	Experts, consultants (internal database)			
		For			

Type of the mentee(s)

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input checked="" type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input checked="" type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input checked="" type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input checked="" type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.): (max. 400 characters including spaces)

An intensive educational and training course including

- 60-hour workshop - face to face session facilitated by mentors, investors, and partners from relevant industries.
- 20-hours of individual consultations
- Effective Feedback

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.) (max. 500 characters including spaces)

The programme called IdeaSTART is designed for start-up entrepreneurs whose aim is to move their projects from a mere idea closer to implementation and their subsequent development.

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, the number of mentees, why it was successful; max. 1500 characters including spaces)



MENTORSHIP PROGRAMME OR PRACTICE #11 Karel Janeček Foundation (Czech Republic)

Basic information

Country: Czech Republic

Name of the mentor	Karel Janeček Foundation
Name of the mentorship programme or practice (only if relevant)	#třidvajedna dílna #třidvajedna #třidvajedna ready
Name of the mentee(s)	
Web page for further information	https://www.321dilna.cz/
Contact info (e-mail):	michaela.zezulova@nadacekj.cz
Consent for publication (YES / NO)	NO

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input checked="" type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input checked="" type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input checked="" type="checkbox"/>	Affordable and Clean Energy	<input checked="" type="checkbox"/>	Climate Action	<input checked="" type="checkbox"/>
---------	-------------------------------------	-----------------------------	-------------------------------------	----------------	-------------------------------------



CE RESPONSIBLE

Hunger	<input checked="" type="checkbox"/>	Decent Work and Economic Growth	<input checked="" type="checkbox"/>	Helping disabled people	<input checked="" type="checkbox"/>
Good Health and Well-Being	<input checked="" type="checkbox"/>	Industry, Innovation, Infrastructure	<input checked="" type="checkbox"/>	Migration	<input checked="" type="checkbox"/>
Quality Education	<input checked="" type="checkbox"/>	Reduced Inequalities	<input checked="" type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input checked="" type="checkbox"/>	Sustainable Cities and Communities	<input checked="" type="checkbox"/>	Ethnic minorities (including roma people)s	<input checked="" type="checkbox"/>
Clean Water and Sanitation	<input checked="" type="checkbox"/>	Responsible Consumption and Production	<input checked="" type="checkbox"/>	Preserving tradition/cultural heritage	<input checked="" type="checkbox"/>
Preserving landscape	<input checked="" type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).:

3 accelerators programmes
*The first is a # 321dilna.cz/3 - a workshop verifying the viability of projects at an **early stage**. Accelerator for projects that address the social problem of education or active civil society in an innovative way. A six-day accelerator with mentors, experts from traditional businesses in different areas. It is followed by # 321dilna.cz/2. A program preparing for investment projects in a **more advanced stage**, which already have a prototype and first users. The final accelerator is # 321dilna.cz/1 weekly ready, which focuses on social impact investing.*



CE RESPONSIBLE

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

Program consists of 3 accelerators programmes:

*1/ # 321dilna.cz/3 - 3 hour workshop, where experts can help you devise your own business model. All you have to do is have **an idea** that solves the social problem in an innovative way.
Time phase: 3 hours workshop, 10 mentors*

2/ # 321dilna.cz/2 - a week program, where experts / mentors share their know-how with you and show you how to avoid mistakes. This program is designed for starting businesses and non-profit organizations. It is enough to have a well-thought-out business model that addresses the social problem of education or active civil society.

Time phase: 6 days, 10 mentors, 144 hours of creation, 10 teams, 5 facilitators, 1 great party.

*3/ 321dilna.cz/1 weekly ready. 3 afternoon workshops - you will learn how to scale and measure impact, go through the appropriate forms of financing and discuss the impact of investment. The program focuses on projects in a more **advanced stage** that already have a prototype, their users and their first profits.*

Time phase: 3 days, 15 hours, 10 mentors



Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

the roles and functions of the mentor,

Mentor in the acceleration programs is someone who is willing to put an effort towards the personal and professional development of the mentee through sharing knowledge and experiences. Altruist, who knows the industry, knows the startup scene and really wants the best for his or her charges.

form of mentoring,

workshops, consultations, long-term cooperation

knowledge acquired through mentorship,

To be effective, startup mentors must appreciate that building trust and empathy are essential components of early discussions with the founding team. Listening, not advising, is a crucial skill for a mentor.

the goals of the mentorship,

TO LEARN FROM EACH OTHER

Foundation do not invest in projects, but in people.

motivations of mentors and mentees,

Mentors and mentees have a lot to gain from each other.

Motivation for mentors is generally to work with a promising new venture and receive equity as compensation. Motivation for mentees is moving their businesses forward.

the number of mentees

Throughout the program existence, the Foundation has registered over 1,000 applications and supported 110 organizations. 27 organizations went through the accelerator and 2 organizations were invested in the třídvojednaready program.

In the last run were supported: Společnost pro kreativitu ve vzdělávání, Neboj neboj, NázNAK, Výluka, Akademie laskavosti, Architekti bez hranic.

why it was successful

The purpose of the Karel Janeček Foundation is primarily to support the development of an active civil society, to support education and to support the functioning of the state.

Project support is administered by clearly defined rules. Foundation prefer projects that have a wider societal impact, are innovative, inspire, develop collaboration and lead to a self-confident and responsible society. Aid can only be applied for in the Czech Republic.



roles and functions of the mentor

Mentors have the skills that our mentees need – problem solving, critical thinking, creativity to innovate, fundraising, entrepreneurship, tech, and soft skills. And, they all are connectors with broad networks. As a mentor pool...this is as good as it gets.

form of mentoring

Start-ups have the opportunity to participate in group sessions where they get an integrated view of all issues regarding their business such as Business modelling, business-related legislation, pricing policy, soft skills, connecting to relevant big companies and networks etc. After that they have the possibility of individual consultations to all relevant topics.

knowledge acquired through mentorship

As mentees say:

- *the feedback and bird eye view of the mentors into our work was the most relevant thing I learned and gained from the program;*
- *the power of cross-sector and regional collaboration;*
- *getting information and overview of business, tips, contacts and much more;*
- *great start-up support*

the goals of the mentorship,

The programme called IdeaSTART is designed for start-up entrepreneurs whose aim is to move their projects from a mere idea closer to implementation and their subsequent development.

motivations of mentors and mentees,

The program is based on specialized workshops on specialized topics. You can complete all or only those that appeal to you most. The precondition for providing the IdeaSTART program for free is to attend at least 75% of workshops and seminars and also to present the business plan to a panel of expert.

the number of mentees

- *2017 - 9 mentees*
- *2018 - 10 mentees (focus on crowdfunding)*
- *2020 – program will be focused on social enterprises*

why it was successful

There is the lack of systematic regional support for start-up environment in the South Bohemian region (including social entrepreneurship).



MENTORSHIP PROGRAMME OR PRACTICE #12 Regionální centrum podpory sociálního podnikání (Czech Republic)

Basic information

Country: Czech Republic

Name of the mentor	Regionální centrum podpory sociálního podnikání
Name of the mentorship programme or practice (only if relevant)	
Name of the mentee(s)	Regionální centrum podpory sociálního podnikání
Web page for further information	https://www.zamestnanyregion.cz/cs/regionalni-centrum-v-akci
Contact info (e-mail):	smetanova@cirihk.cz
Consent for publication (YES / NO)	NO

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input checked="" type="checkbox"/>	Foundation	<input checked="" type="checkbox"/>
Non-profit business organization	<input checked="" type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input checked="" type="checkbox"/>	Affordable and Clean Energy	<input checked="" type="checkbox"/>	Climate Action	<input checked="" type="checkbox"/>
Hunger	<input checked="" type="checkbox"/>	Decent Work and Economic Growth	<input checked="" type="checkbox"/>	Helping disabled people	<input checked="" type="checkbox"/>
Good Health and Well-Being	<input checked="" type="checkbox"/>	Industry, Innovation, Infrastructure	<input checked="" type="checkbox"/>	Migration	<input checked="" type="checkbox"/>
Quality Education	<input checked="" type="checkbox"/>	Reduced Inequalities	<input checked="" type="checkbox"/>	Peace, Justice and Strong Institutions	<input checked="" type="checkbox"/>
Gender Equality	<input checked="" type="checkbox"/>	Sustainable Cities and Communities	<input checked="" type="checkbox"/>	Ethnic minorities (including roma people)s	<input checked="" type="checkbox"/>
Clean Water and Sanitation	<input checked="" type="checkbox"/>	Responsible Consumption and Production	<input checked="" type="checkbox"/>	Preserving tradition/cultural heritage	<input checked="" type="checkbox"/>
Preserving landscape	<input checked="" type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).:

Up-to-date information is clearly presented on the website <https://www.zamestnanyregion.cz/cs/o-socialnim-podnikani>. The functional tool is a comprehensive overview of social enterprises and proven providers of compensation in the Hradec Králové Region in the form of a catalog and interactive map. The regional center also operates www.zamestnanyregion.cz, where it is possible to register your social enterprise and thus get into the catalog of social enterprises and be published on the map of social enterprises. After registration, you can log on to the website www.zamestnanyregion.cz with a registered social enterprise account. The site has a link to the Facebook profile @cirkh, YouTube channel Investment, Development and Innovation, where there are 6 uploaded videos. There are Facebook, Twitter, and LinkedIn icons on the website, which allow you to share the content of the website that the website user follows on those social networks.

- *Consultancy and individual consultations for free, e.g. sources of funding, grant management*
- *Networking of social enterprises and other actors (Hradec Králové Region, Labor Office, ministries, schools, non-profit sector...)*
- *Linking employers from a protected and free labor market*
- *Initiation and facilitation of development plans, popularization*



Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

There is no specification

Social entrepreneurship consultations are held every Wednesday from 1 pm. Consultations are free of charge.

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

the roles and functions of the mentor, form of mentoring

- *Consulting and individual consultations, sources of funding, grant management*
- *Networking of social enterprises and other actors (Hradec Králové Region, Labor Office, ministries, schools, non-profit sector...)*
- *Linking employers from a protected and free labor market*
- *Initiation and facilitation of development plans, popularization of the area*

the number of mentees

no published

why it was successful

The Center for the Support of Social Entrepreneurship is a platform focused on the development of social entrepreneurship in the Hradec Králové Region. It has been operating within the Center of Investment, Development and Innovation, contributory organization of the region since 2015. Target clients are those interested in the field of social entrepreneurship, social enterprises, professional and lay public and other subjects.

In the Czech Republic, there are a large number of programs, projects that address scouting, acceleration or support of social innovation, social entrepreneurship, including programs.



MENTORSHIP PROGRAMME OR PRACTICE #13 Social innovation projects" within the "Insieme per il Lavoro" programme (Italy)

Basic information

Country: Italy

Name of the mentor	Social Seed
Name of the mentorship programme or practice (only if relevant)	"Social innovation projects" within the "Insieme per il Lavoro" programme
Name of the mentee(s)	Social Cooperative "Siamo Qua"
Web page for further information	https://socialseed.eu/
Contact info (e-mail):	giulia.cassani@socialseed.eu
Consent for publication (YES / NO)	YES

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				

Type of the mentee(s)

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input checked="" type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input checked="" type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input checked="" type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including rom people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input checked="" type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.): (max. 400 characters including spaces)

The "Social Innovation Projects" program provides strategic tools to support entrepreneurial ideas and it is structured in 3 phases.
 Phase 1: customized strategic support by Social Seed according to a service design methodology. Duration: 2 months.
 Phase 2: selection and activation of tools. Needs presentation to the "Insieme per il Lavoro" Committee which evaluates the most appropriate tools to adopt (social credit, non-repayable funding, economic support and expertise in the selection of internships from an "Insieme per il Lavoro" beneficiary).
 Phase 3: financing and monitoring. Once the funding has been provided, it is followed by a 6-month monitoring phase.

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.) (max. 500 characters including spaces)

The mentorship program can take place in any phase of the enterprise life cycle. In the case of "Gomito a Gomito", locally recognized as an ethical and sustainable fashion brand, the social enterprise was in a consolidation phase and during the mentoring process identified the lack of skilled employees as an obstacle to growth. For this reason, the activation of a tailored high-level training cycle aiming to improve the skills of the employees in a long-term perspective was set as a strategic priority.



Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, the number of mentees, why it was successful; max. 1500 characters including spaces)

As part of the “Insieme per il Lavoro” program developed in 2017, the “Social Innovation Projects” mentoring is managed by Social Seed since January 2018, who works as an innovation laboratory for social enterprises. The program is targeted at organizations having an entrepreneurial medium-term sustainable idea contributing to fragile people employment and tries to create a more welcoming entrepreneurial ecosystem against social vulnerability. Till now 25 projects were mentored, with a wide variety of design areas tackled, such as crafts and social tailoring, agricultural and social cooperation, education, neighbourhood doormen or sustainable tourism.

Depending on the specific needs, the mentees are supported in defining their entrepreneurial idea and developing a strategy with a draft budget or through technical counselling. The reference group of each social innovation project usually consists of 3-5 people on average.

In the case of the mentorship dedicated to Gomito a Gomito, the course involved 5 volunteers with management responsibilities, willing to make the activities’ organization more efficient, assign clear roles and collectively select some organizational and communication tools. During the mentoring the following strategic goals were pursued:

- alignment of the corporate vision of the volunteers' group;
- sharing of critical points and strengths;
- mapping and identification of key players;
- flow and internal work process with assignment of roles to improve internal organization.

As a result, the in-depth analysis of the organization enabled the volunteers to share the improved skills internally, adopt a more entrepreneurial approach and identify specific strategic priorities of intervention. The mentors have accompanied the process and monitored the analysis of possible administrative and managerial criticalities.

The main successful points of this mentoring program consists in its adaptability to different needs, the selection process based on a Design-Thinking methodology, a diverse network of key promoters composed by public authorities, entrepreneurs and the Church, as well as a database of potential job placements made available by Insieme per il Lavoro.



MENTORSHIP PROGRAMME OR PRACTICE #14 CULTURABILITY (Italy)

Basic information

Country: Italy

Name of the mentor	Fondazione UniPolis
Name of the mentorship programme or practice (only if relevant)	CULTURABILITY
Name of the mentee(s)	Kilowatt, Cantieri Meticci, Senza Spine - Mercato Sonato and many others
Web page for further information	https://culturability.org/
Contact info (e-mail):	roberta.franceschinelli@fondazione.unipolis.org
Consent for publication (YES / NO)	Yes

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input checked="" type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				

Type of the mentee(s)

Individual entrepreneur	<input type="checkbox"/>	Association	<input checked="" type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	X	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input checked="" type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input checked="" type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input checked="" type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input checked="" type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other: SE mentored from this program are active on the Cultural sector which is a crosscutting topic to all SDGs	<input checked="" type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).: (max. 400 characters including spaces)

One of the tools used is a call that has been published every year once a year from 2013 to 2018 and it is structured in different steps:
 Step 1: Opening calls and collecting projects online. Collection of projects through the reserved area on the online portal of culturability. (Duration 2 months)
 Step 2: Evaluation and pre-selection 15 finalist projects. (Duration 1 month).
 Step 3: Training 15 finalist projects and sending of final dossier. (Duration 3 month)
 Step 4: Selection of 5-6 projects. An evaluation committee, mostly from outside Unipolis, examines the 15 proposals and selects the 5-6 winning projects.
 Step 5: Contribution and support. Provision of a financial contribution of 50,000 euros to the 5-6 projects and activation of the individual mentoring program, which includes remote support activities and some meetings in attendance. (Duration 4 months)



CE RESPONSIBLE

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.) (max. 500 characters including spaces)

The mentorship program address SE in different phases of the life cycle: start up phase to support the idea of business to become real and the middle life cycle phase, where mentorship is fundamental to motivate a renewing of the SE growing strategy.

In the case of Kilowatt it has supporting the business in its start up phase for example while in the case of Senza Spine the SE has been supported in its middle development phase defining the new phase for the growing. Senza Spine was already existing and in activity but thanks to culturability they acceded to an abandoned public market transforming it in a social and cultural space, today crucial for the city social life: Mercato Sonato.

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, the number of mentees, why it was successful; max. 1500 characters including spaces)

Culturability is a program established by the Unipolis Foundation to promote and support cultural initiatives that actively involve the reference communities, with a view to the sustainability and with a link to the concept of capability developed by Amartya Sen. It is a platform for building new real and virtual spaces in which culture can act as a channel for social cohesion and opportunities to promote social and economic development of territories. The goal is to support new cultural realities to emerge. At the same time, it has contributed to the experimentation and affirmation of a new way of creating and developing calls for proposals, which allows the creation of a truly bi-univocal and trustworthy relationship between the donor and the beneficiary, alongside the economic contribution, with support and accompaniment aimed not only to develop a single project but also to foster processes of empowerment of the organizations themselves.

Since 2013, it has launched the national call for proposals for Culturability, that has been renewed for five editions 2013-2018. During these 5 editions the program has seen:

- 3,112 projects participation
- 80 of these have been accompanied by a training course
- 39 have also obtained a non-refundable grant of about 50 thousand euros for each project.

Overall, the Foundation invested 1.8 million euros in the initiative.

After the call closed 15 finalists project were selected to follow a training and support path aimed at improving and developing the project, as well as strengthening the skills of the teams, offering an opportunity for comparison with the professionals, expanding the relational capital by connecting with other projects. The groups involved take part in two workshops of three days each, then are supported remotely by a mentor to review the proposal submitted in the application phase. At the end of the course, which lasts about two months, each of them sends a final dossier with the revised project. From here there is than a second selection: over 15 finalists, 6 winners receive financial contribution of 50,000 euros and the activation of the individual mentoring program, which includes remote support activities and some meetings in attendance for 4 months.

Knowledge and benefit acquired from the program, that made it successful are:

- The usefulness of the economic contribution which is important to start new projects and to structure the organization;
- Awareness and capacity-building;
- Increased legitimacy among stakeholders;
- Facilitation of networks and connections.



MENTORSHIP PROGRAMME OR PRACTICE #15 CoopUP (Italy)

Basic information

Country: Italy

Name of the mentor	Confcooperative, Kilowatt, Emil Banca, Irecoop, with the contribution of the Chamber of Commerce of Bologna
Name of the mentorship programme or practice (only if relevant)	CoopUP
Name of the mentee(s)	DAS and many others
Web page for further information	http://www.coopupbologna.it/
Contact info (e-mail):	coopupbo@confcooperative.it
Consent for publication (YES / NO)	YES

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other - Consortium of AP	<input checked="" type="checkbox"/>				

Type of the mentee(s)

Individual entrepreneur	<input type="checkbox"/>	Association	<input checked="" type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input checked="" type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input checked="" type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input checked="" type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input checked="" type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input checked="" type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input checked="" type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input checked="" type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other: the SE mentored from this program are active in the Cultural sector which is a crosscutting topic to all SDGs	<input checked="" type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one-year program etc).: (max. 400 characters including spaces)

The project is structured as an incubation path for an ecosystem: a place of promotion, support and aggregation for those who want to do business in a cooperative and collaborative way. CoopUP is made by two-stage process:

- A first intensive moment of evaluation of the business idea and teams, open to all groups that we have passed the first phase of selection;
- a second, longer follow-up phase to deal with all the details of the business model of a business idea.

1 step: pre-selection on the basis of the applications received (from 5-12 August 2019)
 2 step: intensive collective training dedicated to the definition of the value proposition (9-10 September 2019)
 3 step: selection of 6 projects for the training and support path (from 11 to 16 September 2019)
 4 step: Collective training + public problem framing events dedicated to startups (from 25 September to 20 November 2019)
 5 step: individual interviews with "vertical" mentors/tutors on specific aspects of the business model (from 21 November to 20 December 2019)
 6 step: delivery of simplified business plans (15 January 2020)
 7 step: final event with presentation of the results of the course
 The full duration of the program is 6 months and it occurs once a year.



CE RESPONSIBLE

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.) (max. 500 characters including spaces)

The project aims to accompany the definition of sustainable business models, the birth and development of new cooperatives and social enterprises, accompanying and supporting them in their growth, always with a focus on mutuality, creating bridges between new ideas and already active cooperative and social enterprises.

During the 5 years of activity CoopUp has been mentoring social enterprises at different stage of their life cycle:

- 40 business ideas have been helped in the definition phase
 - 7 cooperative and startups have been accompanied to birth so in the starting process.
- Using DAS as case study for example, they received the mentorship during the starting phase of their life cycle but after one year they affirmed that would have been more productive for them to receive it during this middle phase, a more mature phase in where they are more conscious of their needs and a better understanding of tools.

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, the number of mentees, why it was successful; max. 1500 characters including spaces)

CoopUp is a training, networking and business incubation path dedicated precisely to entrepreneurial projects that have the ambition to improve the environment and society in which we live widespread cultural operation on doing business with a view to social and environmental impact, redistribution of value, collaboration. CoopUp Bologna aims to promote and bring closer to the cooperative, mutual and social economy, especially young people and new entrepreneurs.

The type of mentoring for each edition are:

- 12 hours of ice-breaking and intensive collective training to focus on SE value proposition
- 16 hours of intensive training to know and apply the tools of service design and business modeling necessary to consolidate and validate SE business project
- 10 hours of one-to-one mentoring with a dedicated tutor, with whom to discuss the tools and progress of SE business project
- 3 Mr Wolf, i.e. matching meetings with companies, entrepreneurs, technicians and experts selected specifically for SE business plan
- 1 final event of public return of the route and networking.

After the program the SE acquire skills and capacity in:

- define an effective business model from an initial idea
- make the business project more solid
- define the hypotheses to be verified in order to launch one's own company
- Skills to know and recognize the motivations, the intentions, the drive that will guide SE to be successful on the market
- Capacity become part of a community of social practices and entrepreneurs and to activate dynamics of peer collaboration.

During the years the program has reached and benefit 47 mentees.



MENTORSHIP PROGRAMME OR PRACTICE #16 - PwC mentors and specialists (Poland)

Basic information

Country: Poland

Name of the mentor	PwC mentors and specialists
Name of the mentorship programme or practice (only if relevant)	Mentoring program for leaders of social enterprises - PwC
Name of the mentee(s)	FAJNA Spółdzielnia Socjalna - Fajna Social Cooperative
Web page for further information	https://www.facebook.com/FajnaSpoldzielnia/
Contact info (e-mail):	fajna@fajna.eu
Consent for publication (YES / NO)	NO

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			



CE RESPONSIBLE

Type of the mentee(s)

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input checked="" type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.): (max. 400 characters including spaces)

Mentoring program for leaders of social enterprises, which has been conducted since 2011. The program is an award granted in the competition for the Best Social Enterprise of the Year organized by the Foundation for Social and Economic Initiatives. The program lasts half a year. At this time, mentors and mentee have 5 sessions.



Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.) (max. 500 characters including spaces)

Social enterprise was mentored at the beginning of the life cycle. The company was a finalist of the 1st Competition for a business plan for social enterprises NESsT so they started business.

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, the number of mentees, why it was successful; max. 1500 characters including spaces)

The company received individual support, among others in the field of management, strategy or personal development. Social entrepreneurs participating in the program has the opportunity to work on the effectiveness and increase the quality of their activities. As a consequence, this help them improve the services offered and strengthen their competitiveness.



MENTORSHIP PROGRAMME OR PRACTICE #17 Vital Voices (Poland)

Basic information

Country: Poland

Name of the mentor	Vital Voices Poland
Name of the mentorship programme or practice (only if relevant)	Open Mentoring Program for Polish Women
Name of the mentee(s)	associations
Web page for further information	http://vitalvoices.pl/jak-dzialamy/programy/otwarty-program-mentoringowy/
Contact info (e-mail):	OPMVV@vitalvoices.pl
Consent for publication (YES / NO)	YES

Type of the mentor

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input checked="" type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input checked="" type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.):

Mentorship program is very intensive, it lasts around 2 weeks of work day after day (from 10 to 14 days of study).

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)



CE RESPONSIBLE

To enterprising women, in managerial and specialist positions who:

- have their own business or work in another company, corporation, organization, non-governmental or governmental institution;
- have at least 7 years of active professional career behind them;
- have a strong motivation to develop their leadership potential
- they speak fluent English
- are involved in pro publico bono work

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

The two-week program includes:

- Direct work with a mentor including job-shadowing - program participants will be combined into mentee-mentor pairs
- participation in the Global Mentoring Walk 2019 in Warsaw
- Media training conducted by TVN Media School experts
- Substantive training, among others, in: Project Management, Personal Brand, Design Thinking Customer Journey, Innovation Strategy, General Trends in Digital Times, Social Media including Social Listening, Effective Leadership in Digital Times, New Technologies and Future of Work, prepared and carried out by our partners.
- Meetings with experts of Vital Voices Poland in the field of mentoring and building women's leadership
- Meetings with other leaders who will share their experience.

What is important there is a registration fee of PLN 800, which is allocated to the organizational purposes of the foundation. The registration fee confirms Mentee's motivation and determination as well as presence and availability in the two weekly modules of the Program.



MENTORSHIP PROGRAMME OR PRACTICE #18 Mentor program in Social Economy Support Centers (Poland)

Basic information

Country: Poland

Name of the mentor	Mentors cooperating with Ośrodek Wsparcia Ekonomii Społecznej https://dobrarobota.org/sylwetki-mentorow/
Name of the mentorship programme or practice (only if relevant)	Mentor program in Social Economy Support Centers
Name of the mentee(s)	
Web page for further information	https://dobrarobota.org/wsparcie/program-mentorski/
Contact info (e-mail):	biuro@dobrarobota.org
Consent for publication (YES / NO)	YES

Type of the mentor

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input checked="" type="checkbox"/>	Helping disabled people	<input checked="" type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input checked="" type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.):

The process takes half a year. During this time mentee receives 72 hours of support. In justified cases, it is possible to continue the process for another six months.

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

Social economy entities that run a business or paid statutory activity and want to increase sales of their products and services, introduce changes in the organization and develop business competences.



CE RESPONSIBLE

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

The program is extremely rich in innovative elements that are to serve the development of your business competences. Participants take part in individual meetings with the mentor. Participants meet other mentors and program participants during group sessions. Each meeting serves to exchange experiences, establish relationships and listen to a practical mini workshop led by a mentor.

In addition, by participating in the Internship Program - Intership Program - in a mentor or other company, participants can live observe and use business practices.

The participant may indicate 3 preferred Mentors. The OWES website will feature profiles of mentors participating in the Program. Then he gets an invitation to the meeting starting each subsequent edition of the program, where you meet your mentor candidates, and has the opportunity to talk directly with the mentor and make the final selection.

Important parties must agree on mentoring and be available: A mentor can take care of a maximum of 2 organizations. If the chosen mentor is already "busy", it is possible to choose another, suggested by the coordinator.

The mentor shares his knowledge and experience, suggests some solutions, gives feedback, provides the so-called "Constructive challenges". However, he does not perform the tasks of being mentored.



MENTORSHIP PROGRAMME OR PRACTICE #19 Social Economy Support Center in Zielona Góra (Poland)

Basic information

Country: Poland

Name of the mentor	Social Economy Support Center in Zielona Góra
Name of the mentorship programme or practice (only if relevant)	MENTORING for social enterprises
Name of the mentee(s)	People who want to set up NGO, cooperate with NGOs
Web page for further information	https://owes.zgora.pl/oferta/csr/
Contact info (e-mail):	m.robaszynska@fundacjajcp.org
Consent for publication (YES / NO)	

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input checked="" type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input checked="" type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input checked="" type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.):

The recruitment process is opened. Mentoring meetings take around 10 hours (it can be also provided online because of the distance or by phone). It is a half year programme, around 2 consultations per month.

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

Social enterprise at the beginning of the life cycle.

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the



mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

As part of its social commitment, the organization offers company representatives the use of competence volunteering in practice, by participating in the MENTORING program for social enterprises.

Social engagement can take the form of educational programs addressed to various social groups, employee volunteering programs or material and financial assistance. One of the forms of the mentioned employee volunteering is competence volunteering, which involves the transfer of knowledge by employees of a given company. The organization's response to this area is the proposal for the participation of business representatives in the MENTORING program for social enterprises.

The mentors are people with great experience from different branches ex. lawyers, entrepreneurs, other foundations (ex. Fundacja CSR Profit), coaches, listed on the website.

Each of the social enterprises determines the area they want to improve. Their needs are very different: from marketing, sales or business management support.

Benefits of participating in the Mentoring program:

- Strengthening Mentor's personal development
- Gaining new experiences and knowledge in the area of functioning of social enterprises
- Building good company practice in the area of social involvement (competence volunteering)
- The opportunity to present good practice in the 'Socially Sensitive Business' competition,
- Presentation of Mentors and companies on the website and fanpage of the Social Economy Support Center
- Presentation of Mentors in Lubuskie media



MENTORSHIP PROGRAMME OR PRACTICE #20 Fundacja Pokolenia (Poland)

Basic information

Country: Poland

Name of the mentor	Fundacja Pokolenia
Name of the mentorship programme or practice (only if relevant)	Aktywność obywatelska
Name of the mentee(s)	NGOs
Web page for further information	http://fundacjapokolenia.pl/aktywnosc-obywatelska/
Contact info (e-mail):	Paulina Kremer pkremer@fundacjapokolenia.pl
Consent for publication (YES / NO)	Yes

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input checked="" type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input type="checkbox"/>	Association	<input checked="" type="checkbox"/>	Foundation	<input checked="" type="checkbox"/>
Non-profit business organization	<input checked="" type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input checked="" type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input checked="" type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input checked="" type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.):

The Non-Governmental Centre (Centrum Organizacji Pozarządowych) offers free of charge service for other NGOs. One of them is mentoring program which is a part of the NGO incubator activity which is a comprehensive program, the idea of which is to make the informal group or non-governmental organization independent and increase its effectiveness and range.

The duration of mentoring is from 6 to 12 hours. in half a year (at least one meeting per month).

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

Most of the mentoring programs are implemented with the people who want to establish a NGO (the before starting business), and at the beginning of the life cycle, but there are also so mature NGO looking for financing.



CE RESPONSIBLE

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

The incubated group / organization receives its mentor with whom he works for max. half a year over its development. Additionally, in the incubation process, the organization must use mandatory formal and legal advice.

Mentoring is understood as - individual work of an expert with an informal group or organization, focused on creating a self-empowerment plan based on the potential and resources of the group / organization. Mentoring is based on inspiring, stimulating the development of the group / organization to the extent necessary for self-realization.

The Center for Non-Governmental Organizations offers comprehensive training in the establishment and operation of non-governmental organizations.

The mentoring and advisory services covers:

- how to set up a foundation or association,
- how to raise funds for its functioning,
- how to effectively manage human resources or build a team.

Training package:

- formal and legal aspects,
- Project management,
- Planning of initiatives,
- Volunteering in the organization,
- How to build partnerships and cooperate with the local government,
- Engaging people to act,
- Oxford debates and public speaking,
- Gender mainstreaming,
- New technologies,
- Marketing and promotion of a non-governmental organization,
- Soft competences: communication, assertiveness, anti-discrimination and stereotyping,
- Financial management in non-governmental organizations, and others resulting from local needs.



MENTORSHIP PROGRAMME OR PRACTICE #21 Startup awards Bootcamp (Slovakia)

Basic information

Country: Slovakia

Name of the mentor	Mentors of Future Now - Start up Awards, Bootcamp
Name of the mentorship programme or practice (only if relevant)	Startup awards Bootcamp
Name of the mentee(s)	8 selected startups for the bootcamp
Web page for further information	https://ftrnw.org/startup-awards/
Contact info (e-mail):	katarina.stefankova@ftrnw.org
Consent for publication (YES / NO)	Information is retrieved from webpage https://ftrnw.org/startup-awards/

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input checked="" type="checkbox"/>				
		For			

Type of the mentee(s)

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)



CE RESPONSIBLE

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input checked="" type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.): (max. 400 characters including spaces)

3-day long Bootcamp is organized as integral part of startup awards Future Now. Intensive work

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.) (max. 500 characters including spaces)

The bootcamp is organized as part of award ceremony for startups.

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, the number of mentees, why it was successful; max. 1500 characters including spaces)



The Bootcamp was organized in a sports and leisure resort. The bootcamp took 3 days, started on Friday with introduction and networking sessions. The first day is devoted to introduction and ice breaking, networking sessions and the next day is packed with group mentoring sessions. Founders are split “into several mentoring groups based on market verticals and assigned with appropriate mentors to each group. Startups provide their pitch and receive immediate feedback.” After the pitch session one on one mentoring is provided based on founders choice. This part of mentoring is focused mainly on “fine-tuning the value proposition, exploring business model possibilities and devising go-to-market strategies.” On the last day “24 startups pitch throughout the day, with the jury selecting the top 12 startups at the end. These 12 companies will then be pitching their company or product on the Startup. Stage during the FutureNow Conference”

The bootcamp aims to provide the startups with

Knowledge on fundraising

Meeting investors and mentors in the same time

Prepare perfect pitch for the final conference.



MENTORSHIP PROGRAMME OR PRACTICE #22 Target - social innovation incubator of Academy for social economics (Slovakia)

Basic information

Country: Slovakia

Name of the mentor	Mentors of Target programme: https://target2019.sk/
Name of the mentorship programme or practice (only if relevant)	Target - social innovation incubator of Academy for social economics
Name of the mentee(s)	n/a
Web page for further information	https://target2019.sk/
Contact info (e-mail):	target@impacthub.sk
Consent for publication (YES / NO)	Information is retrieved from webpage https://target2019.sk/

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input checked="" type="checkbox"/>
Non-profit business organization	<input checked="" type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input checked="" type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input checked="" type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input checked="" type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input checked="" type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).:

8-weeks long intensive incubation program was focused on entrepreneurship and social innovation. Each week was accompanied with coaching and mentoring.

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

The incubation and mentoring programme was focused on start-up phase of social innovators.



CE RESPONSIBLE

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

The incubation programme included:

Group workshops on the different topics providing knowledge to build a sustainable projects. Expert mentoring consisted on individual consultations with experts in finance, marketing or business.

And business coaching with a mentor at the beginning, middle and final stages of incubation programme to guide participants and give them feedback as well as provide them with contacts.

The incubation programme was created and managed by Academy for social economics, which was established in partnership of Green Foundation and bank Slovenská Sporiteľňa. Impact Hub and Academy for social economics participated in organization jointly.

The programme Target was designed for nonprofits organizations, social startups and projects, that address issues such as: life and land, climate actions, responsible consumption and production, sustainable cities and communities, reduced inequality, quality education, good health and wellbeing.

The topics focused on:

- *Funding of social innovation*
- *Marketing strategy*
- *Business cases*
- *Low-cost marketing*
- *Sales*
- *Social innovation*

The incubation programme was finalized with presentation of projects. Besides the topics presented to participants in workshop form, each week was accompanied with coaching and mentoring: At the first meeting the business mentors' (coach) task was to ask a lot of questions in order stimulate mentee to think about the answers and tasks that need to be done and solved during the incubator. The outcome of meetings with business mentor was a list of tasks and activities for the coming weeks. Participants had also individual consultation with expert mentors that helped them analyse their specific cases in details. There were 2 business-mentoring sessions and 4 expert mentoring sessions provided during the incubation programme.



MENTORSHIP PROGRAMME OR PRACTICE #23 rozhybbiznis.sk (Slovakia)

Basic information

Country: Slovakia

Name of the mentor	Ms. Soňa Ondrejková
Name of the mentorship programme or practice (only if relevant)	rozhybbiznis.sk
Name of the mentee(s)	Mentees listed in website in part references are coming from various businesses, including social enterprises such are: Dedoles, Svet Debničiek, Seniors House in Pezinok,
Web page for further information	rozhybbiznis.sk
Contact info (e-mail):	-
Consent for publication (YES / NO)	Information is retrieved from webpage https://rozhybbiznis.sk/

Type of the mentor

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input checked="" type="checkbox"/>	Foundation	<input checked="" type="checkbox"/>
Non-profit business organization	<input checked="" type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input checked="" type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input checked="" type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input checked="" type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).:

The timeframe is variable and depends on individual client requirement. The mentoring can have different forms depending on type of topic, one options is mentoring within a small group for to get know how to start a new business, one on one individual consultations.

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

Mentoring is offered to business in different state of life cycle. For start-ups there is Mastermind group mentoring taking 10 weeks and consultation meetings and the same is offered also to already established business that are in market for 2-5 years (mastermind groups mentoring and individual consultations) and the same setup is available to senior business who are in the market for over 5 years.

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)



CE RESPONSIBLE

Mentoring is focused on various aspects of business. For startups and concepts the mentor facilitates transformation of an idea into business. For matured businesses mentor offers complex consultations with analysis and solution findings to achieve business goals.

Mentor provides main 2 types of mentoring - group and individual:

Mastermind groups presents a 10 weeks long group regular meetings of different people. The focus is given on feedback which is crucial for learning and coping with difficult situations easier. Valuable recommendations from people who have experience in different areas is shared.¹ Each mastermind group has rules that are followed by participants to grow business.

Individual one on one consultations the result could be a mind-map of business process, time management and delegation of tasks, financial indicators sheet for better decision-making process, mapping of process. Business mentoring is individual advice for entrepreneurs, business owners and managers that will help you get your business together.

¹ <https://rozhybbiznis.sk/mastermind-skupina-slobodna-a-zrela-firma/>



MENTORSHIP PROGRAMME OR PRACTICE #24 Mentorski program inkubatorja Sežana (Slovenia)

Basic information

Country: Slovenia

Name of the mentor	12 entrepreneurs offering individual mentoring in the framework of the Sežana regional incubator
Name of the mentorship programme or practice (only if relevant)	“Mentorski program inkubatorja Sežana”
Name of the mentee(s)	Individual idea owners and start-ups
Web page for further information	https://inkubator.si/mentorski-program-za-potencialne-podjetnike-in-start-up-podjetja/
Contact info (e-mail):	info@inkubator.si
Consent for publication (YES / NO)	NO

Type of the mentor

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				

Type of the mentee(s)

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>
		Programme is not dedicated to specific sector all individuals and start-ups can be supported by mentoring			

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.): (max. 400 characters including spaces)

The mentoring program is conducted in the form of in-depth individual work with an experienced mentor in the range of 20 to 70 hours per year with individual potential entrepreneur or company. Mentoring lasts up to 3 months.

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.) (max. 500 characters including spaces)

Mentoring programme is dedicated to individual entrepreneurs or to start-ups. Mentoring is offered to all sectors, not limited to specific branch.



Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, the number of mentees, why it was successful; max. 1500 characters including spaces)

<https://inkubator.si/mentorski-program-za-potencialne-podjetnike-in-start-up-podjetja/>

*The mentoring program is intended for:
owners of entrepreneurial ideas for successful start-up of a business,
start-up companies for faster growth and development.*

How does the mentoring program work?

The mentoring program is conducted in the form of in-depth individual work with an experienced mentor in the range of 20 to 70 hours per year per individual potential entrepreneur. company and a total duration of at least 3 months. The mentor provides the necessary knowledge and guides the entrepreneur or start-up company with the aim of creating an effective business model and improving business.

12 mentors (regional successful entrepreneurs) are offering mentoring in following areas:

- *Starting a business*
- *Business models*
- *Organization and reengineering of business processes*
- *Promotion, communication, marketing*
- *Information and communication technologies*
- *Taxes and finance*
- *Internationalization*
- *Personal development*
- *Legal requirements*
- *Intellectual property*
- *Quality.*

More than 50 entrepreneurial ideas were successfully implemented through the programme. The programme is successful due to the fact that it offers individual/personal approach in mentoring. The mentoring programme is organized by the incubator and supported by Ministry of Economic development and technology, national agency SPIRIT and ERDF fund.



MENTORSHIP PROGRAMME OR PRACTICE #25 Mentoring programme “Uči se od najboljših” (“Learn from the best) (Slovenia)

Basic information

Country: Slovenia

Name of the mentor	Mentoring programme is organized by NGO, “Ypsilon Institute” with volunteering mentors
Name of the mentorship programme or practice (only if relevant)	Mentoring programme “Uči se od najboljših” (“Learn from the best)
Name of the mentee(s)	Individuals and start-ups
Web page for further information	https://mentorstvo.si/ http://ypsilon.si/projekti/
Contact info (e-mail):	info@ypsilon.si
Consent for publication (YES / NO)	NO

Type of the mentor

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input checked="" type="checkbox"/>	Foundation	<input checked="" type="checkbox"/>
Non-profit business organization	<input checked="" type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input checked="" type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input checked="" type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).:

Mentoring lasts for 1 year. Participation of mentors is voluntary and based on reciprocity. The only obligation of the mentors is to devote at least one hour of their time to the chosen mentees once a month.

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

Young entrepreneurs in the development phase of the business ideas.



Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

The Ypsilon Institute is a non-governmental non-profit organization bringing together proactive and responsible individuals among age 20-30 and promotes intergenerational cooperation. Mentoring program “Learn from the best”, connects young people between the ages of 15 and 30 with older, experienced individuals, who become their mentors for a year. Mentors are successful people who have the knowledge and experience they want to hand over onwards. Mentors are successful entrepreneurs, artists, athletes, academics, politicians and other public figures. A mentor can be anyone who wants to transfer their knowledge forward, positively influence on potential entrepreneur.

There are many young people today who lack employment, would like to succeed as entrepreneurs but are often unaware of how difficult it is to develop your own entrepreneurial idea and realize it. Experienced entrepreneurs, however, are the ones who with their knowledge and experience can help young people on the path to success, whether at developing your own business idea, starting your own business or at its growth. So far in the framework of the mentoring programme “Learn from the best”, 547 mentees chose their mentor for one year of guiding.

The mentoring programme functions in the way, that young entrepreneurs can choose a mentor from the list of mentors and invite chosen mentor to cooperate in their business idea development with motivational letter. Chosen mentor may accept, reject, or submit the request orientations for the growth and development of a young man or woman. After confirmation, mentors have a mentoring relationship for one year in which they pursue challenges, accomplish tasks and learn from each other.

Objectives of the mentoring are to improve knowledge, motivation, gaining experience, practical advice. The options are limitless and left to the individual mentoring couple.



MENTORSHIP PROGRAMME OR PRACTICE #26 FROM STARTUP TO SCALEUP (Slovenia)

Basic information

Country: Slovenia

Name of the mentor	ABC Accelerator organization with mentors entrepreneurs
Name of the mentorship programme or practice (only if relevant)	FROM STARTUP TO SCALEUP #10 BATCH
Name of the mentee(s)	Start-ups
Web page for further information	https://abc-accelerator.com/slovenia/ https://abc-accelerator.com/apply/
Contact info (e-mail):	grega@abc-accelerator.com
Consent for publication (YES / NO)	NO

Type of the mentor

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).:

100 days of tailor-made individual mentoring and workshops.

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

Start-ups, with finished products, ready for business growth.



CE RESPONSIBLE

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

In 2015, BTC company and its partners established the ABC Accelerator, whose main mission is to create a more advanced business environment in Slovenia and to enable innovative entrepreneurs to access international investors and accelerate their penetration into the global market.

Mentoring scheme “FROM STARTUP TO SCALEUP#10 BATCH”

Start-ups, with finished products, ready for business growth need to apply for the candidacy for mentoring. Start-ups can prepare application and if they are selected, they receive:

- *Tailor-made support program,*
- *real-life testing of solution in the biggest retail and logistic center - BTC city,*
- *comfortable offices,*
- *access to renowned mentors,*
- *weekly meetings with Entrepreneurs in Residence,*
- *cooperation with our strategic partners,*
- *25.000 € of convertible loan and a chance to secure up to 250k of investment from our in-house VC fund ABC First Growth.*

More than 120 start-ups from 30 countries, more than 300 mentors have joined the ABC accelerator in the four years since it was founded, with 30 million investments and more than 1,000 jobs created.

In 2017 & 2018, ABC Accelerator received two consecutive CESA awards - Central European Startup Association, as the Best Accelerator in the Central European Region.



MENTORSHIP PROGRAMME OR PRACTICE #27 Social Impact Lab Berlin (Germany)

Basic information

Country: Germany

Name of the mentor	Social impact gGmbH & SAP
Name of the mentorship program or practice (only if relevant)	Social Impact Lab Berlin Startery (with a focus on Central Europe)
Name of the mentee(s)	Startups
Web page for further information	https://socialimpact.eu/labs https://startery.de
Contact info (e-mail):	Tel. +49 30 695 661 08 info@socialimpact.eu
Consent for publication (YES / NO)	NO - WE NEED TO VERIFY THE DATA FIRST

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				

Type of the mentee(s)

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify): All types of social entrepreneurs	<input checked="" type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.): (max. 400 characters including spaces)

The following information relates to Startery Central Europe (see below). 4day mentoring workshop in Budapest and then 2week mentoring programme in Berlin.

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.) (max. 500 characters including spaces)

The following information relates to Startery Central Europe (see below). Before starting the business and at the beginning of the life cycle.



CE RESPONSIBLE

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, the number of mentees, why it was successful; max. 1500 characters including spaces)

The Social Impact GmbH together with the software company SAP developed a support and qualification program for the founders of companies with socially innovative ideas. The program was launched in 2011 and until 2018 250 teams at six locations in Germany and Austria and several locations in Central and Eastern Europe were coached. 200 SAP mentors and 28 SAP workshop trainers supported the social entrepreneurs.

For the Central Europe Training Program, startups were asked to apply to participate in the program. Successful applicants were invited to a 4-day workshop in Budapest in November 2017, where they were introduced to new methods of Design Thinking and the Business Model Generation. All expenses were covered. Three pitch-winners were invited to a 2-week stay at the Social Impact Lab in Berlin.



MENTORSHIP PROGRAMME OR PRACTICE #28 Scaling Programme (Germany)

Basic information

Country: Germany

Name of the mentor	Fashion4Good
Name of the mentorship programme or practice (only if relevant)	Scaling Programme
Name of the mentee(s)	Several fashion startups with a social or environmental impact
Web page for further information	https://fashionforgood.com/innovation/scaling-programme/
Contact info (e-mail):	The Fashion4Good accelerator is based in Amsterdam, but is funded by a large number of German textile companies, such as the Otto Group, C&A, Adidas
Consent for publication (YES / NO)	NO - NEED TO VERIFY DATA FIRST

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input checked="" type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input checked="" type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input checked="" type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input checked="" type="checkbox"/>	Responsible Consumption and Production	<input checked="" type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc.):

Two-year program

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

Mature phase of social entrepreneur or startup



CE RESPONSIBLE

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

The Scaling Programme of the Fashion4Good incubator and accelerator offers a direct support with a large textile company over a period of one to two years. Based on an initial assessment, the main barriers to commercial scale are identified, which leads to a “roadmap to scale”. Typical areas for support include customer development, marketing and operations strategy, operational development and fundraising support. The program also offers to connect the startups to the supply chain managers in the large textile corporates. The Accelerator is supported by founding partner C&A Foundation and run in partnership with corporate partners adidas, C&A, Galeries Lafayette, Kering, Otto Group, PVH Corp., Target, Stella McCartney and Zalando.



CE RESPONSIBLE

**MENTORSHIP PROGRAMME OR PRACTICE #29 Mentorship Program
(Germany)**

Basic information

Country: Germany

Name of the mentor	enpact e.V.
Name of the mentorship programme or practice (only if relevant)	Mentorship Program
Name of the mentee(s)	Social Startups from outside of Europe
Web page for further information	https://www.enpact.org/entrepreneurial-support/accelerator/#/
Contact info (e-mail):	Albrechtstr. 10 10117 Berlin - Germany Phone: +49 30 6577 3851 E-Mail: info@enpact.org Internet: http://www.enpact.org
Consent for publication (YES / NO)	NO - NEED TO VERIFY FIRST

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input checked="" type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).:

8 month

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

Before starting a business, needs to be a startup from outside of the European Union



CE RESPONSIBLE

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

enpact's Mentoring Programmes enables young founders to create a long-term international network with other business owners, mentors, and experts. Over the course of an eight-month-long programme, up to 30 young entrepreneurs work together in groups, accompanied and coached by entrepreneurs from enpact's international network.

Start-ups from West Africa and Europe came together in 2018 in Bad Belzig to participate in workshops facilitated by experts and successful entrepreneurs. Each start-up was paired with successful entrepreneurs who then mentor them for eight months. In order to join them grow their businesses in their respective countries. After that, their growth is evaluated.



MENTORSHIP PROGRAMME OR PRACTICE #30 Fellowship For Good Programme (Germany)

Basic information

Country: Germany

Name of the mentor	DoSchool
Name of the mentorship programme or practice (only if relevant)	FellowShip For Good Programme
Name of the mentee(s)	Social Startups
Web page for further information	https://www.thedoschool.com/impact/
Contact info (e-mail):	The DO School Innovation Lab GmbH Novalisstraße 12, 10115 Berlin, Germany Tel: +49 (0)30 847 11 88-0 E-Mail: info@thedoschool.org
Consent for publication (YES / NO)	NO - NEED TO VERIFY FIRST

Type of the mentor

Individual entrepreneur	<input type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input checked="" type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				
		For			

Type of the mentee

Individual entrepreneur	<input checked="" type="checkbox"/>	Association	<input type="checkbox"/>	Foundation	<input type="checkbox"/>
Non-profit business organization	<input type="checkbox"/>	For profit business organization	<input type="checkbox"/>	Cooperative or social cooperative	<input type="checkbox"/>
Other (please, specify)	<input type="checkbox"/>				



CE RESPONSIBLE

Topic/Sector of the mentored social enterprise (you can choose more, if the given social enterprise affects more topic or sector)

Poverty	<input type="checkbox"/>	Affordable and Clean Energy	<input type="checkbox"/>	Climate Action	<input type="checkbox"/>
Hunger	<input type="checkbox"/>	Decent Work and Economic Growth	<input type="checkbox"/>	Helping disabled people	<input type="checkbox"/>
Good Health and Well-Being	<input type="checkbox"/>	Industry, Innovation, Infrastructure	<input type="checkbox"/>	Migration	<input type="checkbox"/>
Quality Education	<input type="checkbox"/>	Reduced Inequalities	<input type="checkbox"/>	Peace, Justice and Strong Institutions	<input type="checkbox"/>
Gender Equality	<input type="checkbox"/>	Sustainable Cities and Communities	<input type="checkbox"/>	Ethnic minorities (including roma people)s	<input type="checkbox"/>
Clean Water and Sanitation	<input type="checkbox"/>	Responsible Consumption and Production	<input type="checkbox"/>	Preserving tradition/cultural heritage	<input type="checkbox"/>
Preserving landscape	<input type="checkbox"/>	Other (please, specify):	<input type="checkbox"/>		<input type="checkbox"/>

Time frame of mentoring (please specify the time frame of mentorship, e.g. two consultations or one year program etc).:

1 year program

Time phase of the mentored social enterprise (in which phase of the life cycle of the enterprise the mentorship program took place, e. g. before starting business, at the beginning of the life cycle, or in matured phase etc.)

All time phases of social enterprise



CE RESPONSIBLE

Description of the mentorship programme or practice (Please include the roles and functions of the mentor, form of mentoring, knowledge acquired through mentorship, the goals of the mentorship, motivations of mentors and mentees, why it was successful; max. 1500 characters including spaces)

The Do School operates not only in Germany but internationally. The one-year "Entrepreneurship For Good" program is aimed at international social entrepreneurs. During a ten-week incubation phase (in Berlin and New York), startups learn the most important skills for developing their social enterprise. The fellows work on a real challenge by a partner. After the return of the Fellows to their home countries, they are supported by mentoring and an online platform. By guiding the social entrepreneurs through an in-person training followed by online learning, the Do School equips participants with the skills, mindsets, and network to successfully launch their ventures.