



HUBHUB

State of Mind

**MEASURING THE EFFECTIVENESS OF
ONE-ON-ONE MENTORING
FOR FIRST-TIME FOUNDERS**

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HELLO

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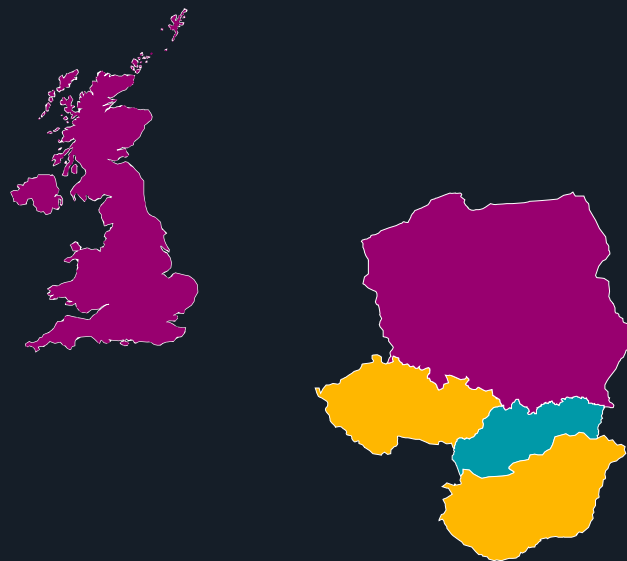
by hb**reavis**





OUR PLANS

- // Bratislava (SK)
- // Warsaw (PL)
- // Prague (CZ)
- // Budapest (HU)
- // London (UK)



8 locations up and running until the end of 2018

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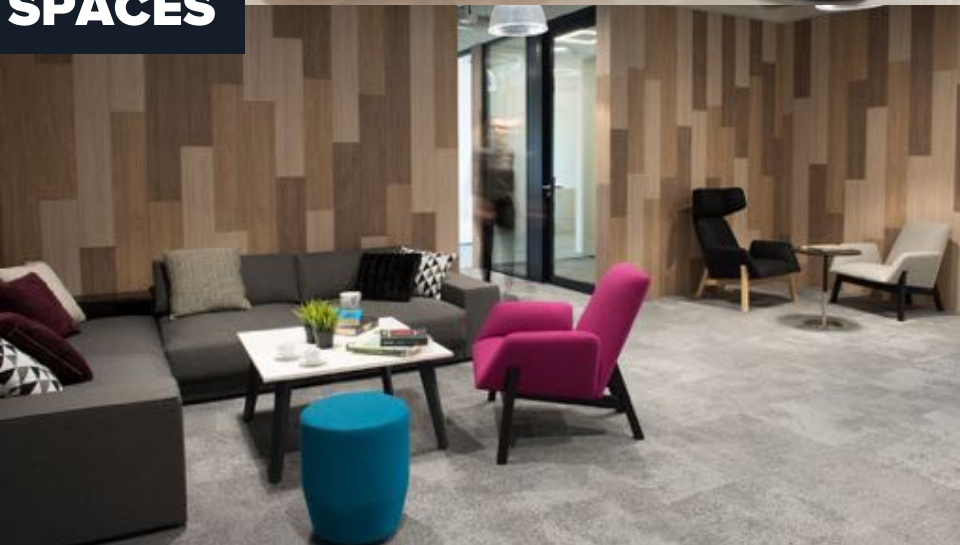


SPACE

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SHARED SPACES





OFFICES





MEETING ROOMS





EVENT SPACE

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BOCCA BAR

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COMMUNITY

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EDUCATIONAL PROGRAMMING

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STREAM 1: BLOCKCHAIN & CRYPTOCURRENCIES

DATE	TOPIC	TYPE	SPEAKER / COMPANY	TARGET GROUP
5/04/2018	Smart Contracts - Trends and samples of possible implementations in the future	ExpertTalk	Wojciech Kaźmierczak Polish Accelerator of Blockchain Technology	students
7/04/2018	EthWorkshops – Learn how to develop smart contracts	Workshop	EthWorks	developers
12/04/2018	ICO - Everything you wanted to know, but were afraid to ask	ExpertTalk + Panel Discussion	Polish Accelerator of Blockchain Technology Kancelaria Snażyk Granicki	representatives of universities, students, startup community
24/04/2018	Blockchain - Why your company should start thinking about it now?	ExpertTalk + Panel Discussion	Bartosz Biliński, Wiktor Suchy / Anchor dr Wojciech Kurowski / SGH prof. Krzysztof Piech & Wojciech Kaźmierczak / Polish Accelerator of Blockchain Technology	innovation departments employees and CTOs from big companies and startups
7/05/2018	Blockchain Hotels - How to build community Around an ICO?	ExpertTalk + Panel Discussion	Blockchain Hotels	tech students, blockchain enthusiasts, startup community
10/05/2018	Smart contract in one evening	Workshop	Polish Accelerator of Blockchain Technology	tech and non-tech students, developers, blockchain enthusiasts
15/05/2018	How to educate in blockchain?	ExpertTalk	Polish Accelerator of Blockchain Technology	tech students, blockchain enthusiasts, startup community
18-19/05/2018	HACKETH - Ethereum Hackaton	Hackaton	EthWorks Polish Accelerator of Blockchain Technology	blockchain developers & enthusiasts, students



WHERE DO FIRST-TIME FOUNDERS GO?

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HOW TO STRUCTURE A MENTORING SESSION?

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STEP 1: IDENTIFYING NEEDS

- // Getting to know your mentee - working experience, goals, mindsets, motivations
- // Getting to know the idea / project of your mentee - genesis, problem the project is solving, progress of the project, currently set goals

STEP 2: IDENTIFYING NEEDS

- // What does your mentee decided to do first? Where he/she decided to start and why?
- // Which competences does your mentee have? Which ones does he/she lack?
- // Which resources does your mentee have? Which ones does he/she lack?
- // Identifying the fields in which you can help your mentee personally
- // Identifying the fields in which you know someone who can help your mentee

STEP 3: WORKING

- // Giving feedback to the mentee's project/startup/idea and advising in the field you have expertise in
- // Introducing your mentee to the people who can help him/her with the project

STEP 4: NEXT STEPS

- // Agreeing on next steps to be undertaken in mentee's project
- // Setting priorities for those next steps

STEP 5: CLOSING

- // Discussing lessons learned from the meeting
- // Agreeing on next steps in your one-on-one mentoring relation (eg. making introductions to next mentors)

**WHAT DO WE WANT
TO ACHIEVE?**

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MAIN GOALS OF MENTORING SESSIONS FOR FIRST-TIME FOUNDERS

- // Helping them in making first steps with their idea/startup/project
- // Setting the priorities - helping them to define which steps are the most important to be taken next and which could be abandoned

HOW DO WE MEASURE?

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PER EACH MENTEE/PROJECT

- // Number and quality of general goals and assumptions set for the project - those can change and evolve during mentoring process
- // Number of mentoring meetings mentee has taken part in
- // Number of potential customer interviews mentee has undertaken
- // Number and quality of findings mentee has discovered during interviews with potential customers

PER EACH MENTEE/PROJECT

// Number and type of activities mentee undertakes by himself

// Number and type of activities mentee undertakes thanks to the mentor

PER EACH ONE-ON-ONE MENTORING SESSION

- // Number and quality of changes in goals and assumptions for the project
- // Number and quality of next steps agreed (identified as the most important)
- // Number and quality of actions abandoned (identified as not important or less important)
- // Number and quality of new connections established by the mentor for mentee

PER EACH ONE-ON-ONE MENTORING SESSION

- // Number and quality of new opportunities and ideas discovered during the session with mentor
- // Number and quality of new threats for the project discovered during the session with mentor
- // Subjective assessment of the mentor on the overall progress of the project

WHAT HAVE WE ACHIEVED?

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KEY RESULTS

- // 12 founders mentored
- // 2 have proceeded to building product or service they wanted
- // 1 have formed a team and joined an acceleration programme
- // 6 of them are still verifying their idea using customer development process and lean startup methodology to find discover business model
- // 3 of mentored founders have gave up or paused working on their project

LESSONS LEARNED

- // There is a lot of talented and devoted to work hard people who would like to start their own project/startup, but they don't know who they should talk about it.
- // If someone is inexperienced in building businesses it does not mean we should give him/her special treatment. Business-sense-honesty and reality checks are very important since day 1.

LESSONS LEARNED

// Mentoring does not always have to be a formal coffee meeting. Think how you can build a better and more natural relation with your mentee - go for a walk, run or a bike trip.

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