PERSPEKTYWY

WOMEN IN TECH SUMMIT 2026

POWER OF COLLABORATION

10-11 JUNE 2026
WARSAW, POLAND
EXPO XXI

Perspektywy

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PERSPEKTYWY
WOMEN IN TECH SUMMIT

UNLEASH NEW ENERGY

10-11 JUNE 2026

WARSAW • POLAND

WOMENINTECHSUMMIT.PL

PERSPEKTYWY WOMEN IN TECH SUMMIT

Welcome from Bianka Siwińska

Summit Creator

WHAT POWERS CIVILISATION?

Energy. From the Big Bang, through the steam engine and the information revolution, to AI and, quantum technologies – and the simplest act of everyday life: getting out of bed in the morning. Energy is the essence of life. It allows us to grow, to collaborate, to create technology, and to build the future together. When energy begins to fade, we lose more than speed or momentum. We lose agency. We lose security – personal, social, and geopolitical. This is why we need energy that is clean, abundant, and accessible to all. Energy we can manage intelligently and sustainably. Energy developed with respect for human sensitivity, care for the planet, and trust in technological progress.

***UNLEASH NEW ENERGY** – the motto of Summit 2026 - is a call to rethink how we power our world, our technologies, and ourselves. Get ready for what moves us!*

B. Siwińska

Bianka Siwińska
Perspektywy Education Foundation CEO,
Summit Creator

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of Academic Schools in Poland
rector AMU

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MAIN TECH PARTNERS

GlobalLogic® A Hitachi Group Company

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T

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PERSPEKTYWY WOMEN IN TECH SUMMIT

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AGH University of Science and Technology

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Warsaw University of Technology

Wrocław University of Science and Technology

SGH Warsaw School of Economics

Polish-Japanese Academy of Information Technology

Kozminski University

Cracow University of Technology

DAAD Deutscher Akademischer Austauschdienst German Academic Exchange Service

Poznań University of Life Sciences

SWPS University

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COMMUNITIES

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4programmers

AI Chamber

AIESEC

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All Digital

BICC International

Bielik.AI

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DEI team

EDISON International School

EDISON Preschool Magic Fish

Eduko Fundacja

ESN Erasmus Student Network PW Warsaw

ESN Erasmus Student Network SGGW

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FIN TECH POLAND

Finansowe latte

IWWE International Women's Finance and Education

FISE

Forum Kobiet w Infrastrukturze i Transporcie

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Women in Technology

Fundacja Muzeum Historii Kobiet

Fundacja Sama Mama

Pelki

MEDIA PATRONAGE

WOMEN HAVE **POWER** – BUT TOGETHER WE HAVE **IMPACT**

The second European Summit of Women Leaders in Science and Technology will take place on June 11, 2026, in Warsaw, alongside the EIGHT EDITION of the Perspektywy Women in Tech Summit. Invitation only, it is an unprecedented gathering of female CEOs, rectors, directors of research institutions, ministers, and distinguished scientists from the EU countries, the USA, the Middle East, and Central Asia. The event will convene over 100 PARTICIPANTS.

Bianka Siwińska, CEO of Perspektywy Education Foundation says: *Europe is at an inflection point - and the energy needed to move it forward is already in the room. Women scientists, innovators, decision-makers, and institution builders are not on the sidelines of this transformation. They are driving it.*

From the new frontlines of European competitiveness, to the deep tech labs shaping our future, to the networks being built to make change last - this is where it happens.

Last year, European Summit of Women Leaders in Science and Technology produced a landmark Declaration, signed by all the participants. This time around, we are focusing on turning the Declaration into action. With Ministers, Ambassadors, Rectors and CEOs all speaking in panels and contributing to discussions as Leading Voices, we concentrate our collective efforts on building an action plan - implementation of the Declaration's premise.

In this spirit, a new element has been introduced to this year's programme: a moderated Peer-to-Peer Leadership Workshop, in which leaders are matched across sectors to share their fresh perspectives on each others' daily challenges, and build a community of female leaders across academia, business, and governance. This session will inaugurate a longer programme that will take place over several months.

European Summit of Women Leaders in Science and Technology is organised by Politechnika Białostocka, and it is funded by the Minister of Science and Higher Education of the Republic of Poland.

10–11 JUNE EXPO XXI

PERSPEKTYWY WOMEN IN TECH SUMMIT

PROGRAM

MAIN STAGE – DAY 1

9:00 – 9:40 *Discussion Panel*

The Leadership Paradox: Hidden Costs and Sustainable Impact

- **Dorota Żurkowska**, Board Member, Group Senior Vice President – Revenue, Warner Bros. Discovery
- **Nataliya Siromakha**, Vice President, Engineering, GlobalLogic
- **Agnieszka Jankowska**, Corporate & Public Affairs Director, at T-Mobile Polska
- **Anna Urbańska**, CEO, Standard Chartered Poland
- *Moderator*: **Katarzyna Gaweł**, Head of DEI,

9:50 – 10:05 Keynote speech

Breaking the Myth of the Perfect Expert. What Happens When We Stop Pretending?

- **Aneta Legenza**, Head of Global IT Security, ING Hubs Poland

10:10 – 10:30 Keynote Speech

With Great Power Comes Great Responsibility: How to Grow and Innovate in the Middle of AI Revolution

- **Paulina Święcicka**, Global Head of Data Management and Data Quality Platforms, Roche

11:00 – 11:40 **GRAND OPENING**

- **Zuzanna Całka**, Pianist
- **Pamela Krzypkowska**, Alumna of Perspektywy, Ministry of Digitalisation
- **Estera Kot**, Alumna of Perspektywy, CTO, Clouds on Mars
- **Joanna Maraszek-Darul**, Alumna of Perspektywy, Co-Founder of Plan Be Eco
- **Bianka Siwińska**, President, Perspektywy Education Foundation
- **Sandra Wiktorko**, Business Director, Perspektywy Women in Tech

11:45 – 12:00 **Special Guest – Astro Teller**

- **Astro Teller**, Captain of MoonshotsX, The Moonshot Factory.
- **Joanna Maraszek-Darul**, Alumna of Perspektywy, Co-Founder of Plan Be Eco

12:05 – 12:20 *Keynote Speech*

- **Miruna Stratan**, Partner Managing Director, Global Head of Cloud Platform and Foundational Infrastructure, Goldman Sachs

12:25 – 12:40 *Keynote Speech*

From Megawatts to Mindsets: How People Power

- **Giuseppe Petrelli**, Global Head of Marketing, Hitachi Energy, Global Head of Marketing and Sales, Portfolio, and Strategy for Business Unit Transformers, Hitachi Energy

12:45 – 13:00 Keynote Speech

Designing Aircraft Engines with Energy in Mind

- **Virginia Shepardson-Serna**, Vice President, Aerospace Integration Leader, Honeywell

13:05 – 13:20 **Special Guest – Enrica Porcari: Curiosity - The Force that Moves Humanity Forward**

- **Enrica Porcari**, Chief Information Officer, CERN

13:25 – 13:40 *Keynote Speech*

From Managing People to Designing Systems: How AI Redefines Leadership in Software

- **Alexandra Charikova**, Head of AI Business Development & Partnerships, JetBrains

13:45 – 14:00 *Keynote Speech*

Leading in the Age of AI: Why the Future of Technology Is a Leadership Decision

- **Yuliia Shtukaturova**, Vice President & Head of EMEA, GlobalLogic

14:10 – 14:50 *Discussion Panel*

The Future of Energy: Biggest Breakthroughs and Dilemmas

- **Krystyna Pietrzykowska**, Head of Hitachi Energy Technology Center in Poland, Hitachi Energy
- **Patrycja Kunc-Rozbrój**, Executive Vice President and Chief Corporate Affairs Officer, Polska Grupa Energetyczna
- **Aga Maciejowska**, CEO and Co-Founder, Plan Be Eco
- **Agnieszka Okońska**, Vice President, Polskie Sieci Elektroenergetyczne
- **Bogumiła Ożarska-Karbowiak**, Vice President of the Management Board, Polskie Elektrownie Jądrowe

Moderator: **Aleksandra Józefaciuk**, Alumna of Perspektywy, Project Leader at BCG

15:00 – 15:15 *Keynote Speech*

Leading in the Age of AI: Why Culture is Your Strongest Technology

- **Nina Schmarander**, SVP Group Leadership & Executive Management, T-Mobile

15:20 – 15:30 **ARTEMIS II Speaker – Aleksandra Rutczyńska: Moon joy**

- **Aleksandra Rutczyńska**, Senior Software Engineer, Artemis Mission, German Aerospace Center

15:35 – 15:45 **ARTEMIS II Speaker – Anna Fogtman: You Are Go**

- **Anna Fogtman**, Radiation Protection Operations Lead, ESA

15:55 – 16:35 *Discussion Panel*

The Broken Promise of the Tech Labour Market and What Now?

- **Agnieszka Chmiel**, Vice President, Business Services Center Head Poland & Spain, Capgemini
- **Candy Chatawanich**, Vice President, Engineering Operations, Honeywell
- **Dariusz Dajszczyk**, Senior Director, Employee Services & IT Business Operations, Hitachi Vantara
- **Jolanta Jaworska,** President, Digital Association Lewiatan
- **Piotr Zegadło**, Quantitative Strategist, Point72

Moderator: **Magdalena Chudzikiewicz**, General Manager, home.pl

16:45 – 17:00 *Keynote Speech*

The Trap of Management Tricks and Why Gender Matters

- **Monika Chajdacka**, Senior HR Business Partner, Capgemini

17:05 – 17:20 *Keynote Speech*

The Spark of Crystal: Experiences That Shape and Ignite New Energy

- **Jessica Hayungs**, Vice President, Transportation & Electronics Business Group Supply Chain, 3M

17:25 – 17:40 **Special Guest – Siri Chilazi – AI Isn't Changing Everything: What Actually Drives Performance in the Workplace of the Future**

- **Siri Chilazi**, Senior Researcher at the Women and Public Policy Program at Harvard Kennedy School

17:45 – 18:00 **Fireside Chat with Melissa Morganstein**

- **Melissa Morganstein**, Vice President, People Operations, Google
- **Gizem Özcan**, Engineering Manager, Google

18:10 – 18:50 *Discussion Panel*

The Rewritten Body: Medicine, AI, and the End of Natural?
Biotech in the Age of Breakthrough

- **Agnieszka Chacińska**, Director, International Institute of Molecular Mechanisms and Machines
- **Adriana Kiędzierska-Mencfeld**, CEO, Rezon Bio
- **Ziemowit Sławiński**, PhD Student, Nencki Institute of Experimental Biology
- **Marta Winiarska**, President of the Board, BioInMed

Moderator: **Magda Gacyk**, Journalist & Author, Radio 357

19:00 – 19:45 **Top 100 Women in Biotech in Poland Gala**

- **Krzysztof Bojanowski**, CEO, Sunny Bio Discovery
- **Agnieszka Chacińska**, Director, International Institute of Molecular Mechanisms and Machines
- **Agnieszka Czechowicz**, Assistant Professor, Stanford University School of Medicine
- **Joanna Liliental**, Executive Director, Stanford University School of Medicine
- **Adriana Kiędzierska-Mencfeld**, CEO, Rezon Bio
- **Aleksandra Kubica-Misztal**, CEO, BioForum
- **Bianka Siwińska**, President, Perspektywy Education Foundation
- **Joanna Wojsiat**, Science Educator

SCIENCE & ENGINEERING STAGE – DAY 1

9:00 – 9:10 **Engineering the Future of Medicine: Novel Biomaterials Tissue Regeneration**

- **Dagmara Słota**, Assistant, Cracow University of Technology

9:15 – 9:25 **If Everyone Has AI, What Becomes Your Advantage? – Why the Most Important Tech Skill May No Longer Be Only Technical**

- **Karol Jędrasiak**, PhD, Eng., Deputy Director of the Technology Transfer Centre, WSB University

9:30 – 10:10 *Discussion Panel*

Where Can Humans Go Next? Testing the Limits of Human Endurance in Extreme Environments

- **Aleksandra Rutczyńska**, Senior Software Engineer, Artemis Mission, German Aerospace Center
- **Agata Harasymczuk**, Assistant Professor at Faculty of Space Technologies, AGH University of Science and Technology
- **Agata Mintus**, Chief Operations Officer and Science Lead, LunAres
- **Izabela Świca**, Member of the Board, Polish Astrobiology Society

Moderator: **Weronika Boguś**, Co-founderAstroYouth

10:15 – 10:25 **Fusion: Solving the energy crisis with a 500 million degree hot plasma and a 10 T strong magnetic field**

- **Katarina Bendtz**, Physicist, Novatron

10:30 – 10:55 Future of Flight – Next Engineers

- **Anna Fornalczyk**, Systems Subsection Manager, GE Aerospace
- **Agata Wiśniewska**, Staff Engineer, GE Aerospace

11:00 – 11:45 **GRAND OPENING – LIVE TRANSMISSION**

- **Zuzanna Całka**, Pianist
- **Pamela Krzypkowska**, Alumna of Perspektywy, Ministry of Digitalisation
- **Estera Kot**, Alumna of Perspektywy, CTO, Clouds on Mars
- **Joanna Maraszek-Darul**, Alumna of Perspektywy, Co-Founder of Plan Be Eco
- **Bianka Siwińska**, President, Perspektywy Education Foundation
- **Sandra Wiktorko**, Business Director, Perspektywy Women in Tech

11:50 – 12:30 *Discussion Panel*

404: Stereotypes Not Found (Ministry of Digital Affairs)

12:35 – 12:50 **Quantum Stage Opening**

- **Cierra Lunde**, CEO & Co-Founder, Universum Labs
- **Denise Ruffner**, President, DiviQ
- **Bianka Siwińska**, President, Perspektywy Education Foundation
- **Anna Topol**, CEO, Qlithic

12:55 – 13:10 **The Future of Science: What Breakthroughs Should We Prepare For Now?**

Martin Müller, Executive Director of Science Anticipation, GESDA

13:15 – 13:30 **Quantum Computing: From Fundamentals to Future Impact**
- **Heike Riel**, IBM Research, IBM

13:35 – 14:15 *Discussion Panel*
Shaping the Quantum Future: Geopolitics, Education, and Transformation
- **Nydia Assaf Aragón**, Founder & CEO, EnLuz
- **Cierra Lunde**, CEO & Co-Founder, Universum Labs
- **Denise Ruffner**, President, DiviQ
- *Moderator*: **Kiran Kaur Raina**, Founder & CEO, NucleQi

14:20 – 14:35 **Girls in Quantum**
- **Diya Nair**, Head of Outreach, Girls in Quantum

14:40 – 14:55 **Quantum Reality: Why Security and Education Decide Everything**
- **Kiran Kaur Raina**, Founder & CEO, NucleQi

15:00 – 15:15 **Hear from the Chief Information Officer at CERN**
- **Enrica Porcari**, Chief Information Officer, CERN

15:20 – 15:35 **Making Science Memorable – Hear from the CERN FameLab Winner**
- **Natalia Izdebska**, PhD Candidate, Warsaw University of Technology

15:40 – 15:55 **Computing at the Heart of Big Science: Enabling Collaboration and Discovery**
- **Maria Alandes Pradillo**, Computer engineer, CERN

16:00 – 16:15 **The Quantum Edge: Innovation, Defence, and a Career at the Frontier**
- **Lucy Maidwell**, Quantum Computing Lead, MBDA UK

16:20 – 16:30 **Building a Racecar – From Start to Finish**
- **Joanna Popielewska**, President & CFO @ PWR Racing Team, Wrocław University of Science and Technology

16:35 – 16:45 **Cell Culture Monitoring, Engineering Living Systems**
- **Monika Janik**, Assistant Professor, Warsaw University of Technology

16:50 – 17:30 *Discussion Panel*
CARLA Capsule: Professional opportunities enabled by quantum
- **Verònica Ahufinger**, Head of Academic Affairs, ICFO
- **Dobrosława Bartoszek-Bober**, Research Project Manager & Physicist, Nicolaus Copernicus University in Toruń
- **Morgan Mitchell**, ICREA Professor of Quantum Optics, ICFO
- **Barbara Piętka**, Professor, University of Warsaw
- **Aleksandra Sierant**, Research Fellow, ICFO
- *Moderator*: **Lydia Sanmartí-Vila**, Head of Outreach, ICFO

17:35 – 17:45 **Quantum Fractals: Landscapes of the Unseen Where Quantum States Become Form**
- **Wiktor Mazin**, Quantum Fractal Artist

TECH STAGE 1 – DAY 1

9:00 – 9:25 **The Cyberlegion**

- **Jarosław Wacko**, Cyber Defence Forces Component Command, Wojska Obrony Cyberprzestrzeni

10:00 – 10:35 *Doiscussion Panel*

Technologia i kultura - współpraca czy konflikt?

- **Barbara Gołębiowska**, Dyrektorka Muzeum Marii Skłodowskiej-Curie w Warszawie, Orlen
- **Marlena Jezierska**, Dyrektorka Biura Sponsoringu Kultury i Nauki ORLEN, Przewodnicząca Rady Fundacji ORLEN im. Ignacego Łukasiewicza, Orlen
- **Łucja Koch**, Zastępca Dyrektora ds. Edukacji i Sprzedaży, Orlen
- **Marianna Otmianowska**, Dyrektor Muzeum Łazienki Królewskie, Orlen
- **Emilia Szuchniewicz**, Tłumaczka PJMm Orlen

Moderator: **Katarzyna Zdanowicz**, Dziennikarka i prezenterka telewizyjna, Orlen

10:30 – 10:55 **How the Magic Gets Home**

- **Marissa Garcia**, Director – Global Integrated Marketing, Xperi
- **Marzena Podhorska**, Customer Success Manager, Xperi

11:30 – 11:55 **Exploration as a Service: Validate and Accelerate AI Ideas**

- **Cátia Correia**, Data Scientist, Continental
- **Jana Vihs**, Data Scientist, Continental

12:00 – 12:25 **Designing Inclusive AI programs**

- **Subbu Palaniappan**, Sr. Director of IT – Digital Experience, AI & Automation, Hitachi Vantara

12:30 – 12:55 **Cybersecurity in the Vibe Coding Era: How to Secure Software When AI Helps You Build It**

- **Klaudia Kloc**, CEO, Vidoc

13:00 – 13:25 **How do Polish buyers use the Allegro AI Assistant?**

- **Katarzyna Zalewska**, Senior Product Manager, Allegro

13:30 – 13:55 **Unlocking AI-Driven Decisions**

- **Joanna Kieniewicz**, BI Tech Lead, Lingaro Group

14:00 – 14:25 **Fireside Chat with Virginia Shepardson-Serna**

- **Virginia Shepardson-Serna**, Vice President, Aerospace Integration Leader, Honeywell
- **Jarosław Królewski**, CEO&Co-Founder, Synerise

14:30 – 14:55 **Should I Stay or Should I go? 10 Years in One Place vs. 10 Years Everywhere**

- **Cezary Kuik**, Kierownik Działu Automatyzacji & AI, T-Mobile
- **Magdalena Wirtek**, Kierownik Działu Innowacji Danych, T-Mobile

15:00 – 15:25 **Running Faster, Going Nowhere: AI isn't just progress, it's a faster treadmill.**

- **Patryk Pankiewicz**, Principal Consultant, Engineering, GlobalLogic

15:30 – 15:55 **Digital Thread in Energy Systems: From Engineering to Operations – Where AI Really Adds Value**

- **Monika Goszcz**, Global Digital & AI Transformation Project Manager, Hitachi Energy

16:50 – 17:30 **Cyfrowy minimalizm w dobie AI - czyli jak nie zwariować korzystając ze sztucznej inteligencji?**

- **Artur Kurasiński**, Entrepreneur and investor

TECH STAGE 2 – DAY 1

9:00 – 9:25 *Discussion Panel*

What do Aviation, Women on Corporate Boards and Data Have in Common?

- **Małgorzata Bjorum**, CISO, Polskie Porty Lotnicze
- **Paulina Paga**, ESG Transformation Leader, Polskie Porty Lotnicze
- **Agnieszka Wieczorek**, Marketing & Advertising Director, Digital Transformation, Polskie Porty Lotnicze

9:30 – 9:55 **Fireside Chat with Gauri Kapur**

- **Gauri Kapur**, VP Corporate Applications & Data Analytics, Hitachi Vantara
- **Aga Światowa**, Strategic Advisor

10:00 – 10:25 **Who's Really Leading? Designing Systems for Human–AI Teams**

- **Jolanta Momot**, Senior Delivery Manager, AI Productivity, Epam

10:30 – 10:55 **From Hype to Enterprise Productivity. Building an AI Assistant That Works at Scale**

- **Joanna Majewska**, Product Manager, Reckitt

11:00 – 11:25 **Is It a Glitch or a Behaviour Change? Finding the Root Cause Behind Confusing Product Metrics**

- **Ekaterina Rachinskaya**, Data Analyst in PyCharm, JetBrains

11:30 – 11:55 **Can an Agentic Voice Bot Plan Your Perfect Trip?**

- **Julka Cichosz**, Principal Technical Program Manager, Pega
- **Dominik Smolarek**, Principal Software Engineer, Pega

12:00 – 12:25 **AI for Security, Security for AI**

- **Leo Sobecki**, Security Engineer, Asana

12:30 – 12:55 **Efficient AI infrastructure for Drug Discovery. Optimizing GPU utilization for Training & Inference.**

- **Nam Kaur**, Senior Software Engineer at Isomorphic Labs, Google

13:05 – 13:45 *Discussion Panel*

Space for Civil Security

- **Katarzyna Dobisz**, Investment Officer
- **Anna Fogtman**, Radiation Protection Operations Lead, European Space Agency (ESA
- **Gema Maza**, Deputy Head of Operations, SatCen
- **Justyna Redelkiewicz**, Head of Entrepreneurship, Women in Aerospace Europe

Moderator: **Marta Krywanis**, Senior Research Officer, Frontex

13:55 – 14:20 **Zero Emission Aviation**

- **Kurt Vanden Bussche**, Vice President Technology Strategy and Innovation, Honeywell

14:25 – 14:50 **Fireside Chat with Mateusz Rak**

- **Mateusz Rak**, Hitachi Energy Head Krakow Center, Hitachi Energy Services. Vice President, Hitachi Energy
- **Elżbieta Rutkowska**, Journalist at WNP

14:55 – 15:20 **Leading Through Change: How AI Shaped My Product and People Strategy**

- **Kristina Allgurén**, Head of Radio Unit Software, Radio & Transport Engineering, Ericsson

15:25 – 15:35 **SPACE '26 – The Reinvention of Space: Power, Pressure, and Possibility**

- **Marta Wachowicz**, President of the Polish Space Agency, POLSA

15:40 – 15:50 **SPACE '26 – Cybersecurity Policies for Satellite Infrastructure**

- **Monika Stachoń**, Security and Strategy Expert, POLSA

15:55 – 16:05 **SPACE '26 – From Space to Earth: Poland's Role in the Earth Observation Race**

- **Radosław Gurdak**, Chief Specialist, Department of Earth Monitoring, Navigation and Communications, POLSA

16:10 – 16:20 **SPACE '26 – Orbiting Resilience: How space-based services keep society safely connected and moving**

- **Ewelina Kaatz-Drzeżdżon**, Expert, Department of Earth Monitoring, Navigation and Communications, POLSA

16:25 – 16:35 **SPACE '26 – Space Safety: Does it hurt to fall from heaven? Analysis of Re-entry events**

- **Kinga Lipińska**, Specialist, Department of Space Safety, POLSA

16:40 – 16:50 **SPACE '26 – Why Space Rejects Cheap Solutions**

- **Adrianna Bocheńska**, Chief Specialist, Department of Research and Development, POLSA

16:55 – 17:05 **SPACE '26 – From Competition to Cooperation: How Space Exploration Teaches Us a New Diplomacy**

- **Kamila Lis**, Chief Specialist, Department of Earth Monitoring, Navigation and Communications, POLSA

17:10 – 17:20 **SPACE '26 – Align Early Beats Redesign Late: Space Technology Harmonisation**

- **Ida Matysek**, Senior Specialist, Department of Research and Development, POLSA

WORKSHOPS – DAY 1

Each workshop has a limited number of seats. Registration for workshops operates on First Come – First Served basis. After a workshop is filled, registration will no longer be possible. We cannot guarantee to anyone that they will be able to sign up for their first-choice workshop.

9:30 – 10:40

Room D

Beyond Skills: Future-Ready for the Career You Want

- **Katarzyna Wielgosz**, Software Engineering Director, Visa

Room A

Training Watson, Enabling Holmes: How structured learning and tooling transformed analyst capability into real investigations

- **Jakub Olszewski**, Delivery Lead, Cyber Knowledge Hub, Standard Chartered
- **Alex Wloch**, Senior Active Threat Monitoring Analyst, Standard Chartered

Room C4

How to Use AI to Improve Your Writing and Product [WORKSHOP IN POLISH]

- **Luiza Gralińska**, Junior UX Designer, Allegro
- **Roksana Raczek**, Senior UX Designer, Allegro

11:10 – 12:20

Room E

Coaching yourself and others

- **Aneta Stępska**, Krakow Center Learning & Development Partner and Competency Expert, Hitachi Energy

Room B2

The Human Side of Cyber Security: Shaping a Culture of Secure Behaviour

Ebelechukwu Bob-Ume, Specialist, Cyber Risk Culture, Standard Chartered

Room B3

Efektywność to za mało: jak kultura cyfrowa zmienia zasady gry w pracy

- **Barbara Basak**, Dyrektorka Formacji Cyfrowych Doświadczeń Pracownika, PKO Bank Polski
- **Weronika Szymańska**, Menedżerka ds. kultury cyfrowej, PKO Bank Polski

Room A

Unleash Your Professional Energy: Building the Skills of the Future

- **Anna Nowicka-Mejssner**, P&C Business Partner, Holcim
- **Agnieszka Woś**, P&C Business Partner, Holcim

Room B1

- **Let's Automate It! How to Plan and Make Automation Projects**
- **Agnieszka Bochenek**, Senior Mechanical Design Engineer, 3M
- **Sebastian Wyborny**, Engineering Technology Manager, 3M

Room C4

Failing right: The mistakes that actually move your career forward

- **Maria Bohdan**, Technical Product Team Leader, Playtika

12:50 – 14:00 *Room B2*

Ghost in the Machine: Exorcising Your Digital Waste Graveyard

- **Sondra Bagata**, Senior Project Manager, GR8 Tech

Room B1

Strong for the Team, Mindful of Yourself: Women Managers Carrying the Invisible Weight of Leadership in Crisis

- **Katarzyna Kwaśny**, Program Manager from, GlobalLogic Delivery

Room D

Orchestrating AI Tooling: A Workflow for Shipping Software

- **Mariusz Kaczkowski**, Staff Software Engineer, Box

Room A

Passwordless Login – Convenience and Security Combined

- **Patryk Gralewicz**, Vice President, Security Architect, Goldman Sachs
- **Martyna Jakubowska**, Associate, Penetration Tester, Goldman Sachs

Room E

Zakochałam się w szpiegu – to nie jest warsztat o romantycznych relacjach, ale kilka case study z cyberbezpieczeństwa

- **Marcin Czerniawski**, Tech Lead, Orange
- **Mateusz Ossowski**, Security Expert, Orange

Room C4

The AI Impact Lab: when "fair" isn't simple and "sustainable" isn't optional

- **Oliwia Ebebenge**, Data Scientist, Lingaro Group
- **Mateusz Panek**, Head of Sustainability, Lingaro Group
- **Oliwia Sobczyk**, Sustainability Consultant, Lingaro Group

14:30 – 15:40 *Room B1*

Hack the human – czyli o tym, jak zaczyna się większość cyberataków

- **Paulina Rosłoń**, Expert in the Cybersecurity Department, Pekao SA

Room E

Building Enterprise Ready AI Agents for Real Business Impact

- **Eddie Shigeta**, Sr. Manager – AI Development, Hitachi Vantara

Room D

Designing AI-Powered Workflows (Hands-On Workshop)

- **Anna Jasik**, IT Senior Service Manager, Philip Morris International
- **Justyna Jędrzejczyk**, IT Project Manager, Philip Morris International
- **Gosia Majka**, User Experience Architect, Philip Morris International

- **Anna Tomaszewska**, IT Project Manager, Philip Morris International

Room A

Strategic thinking for high performers who stuck in execution

- **Ula Jasinowska**, Customer Delivery Lead, Xperi

Room B3

You're More Ready for IT Than You Think

- **Paulina Sobieszuk**, Senior Product Researcher, JetBrains
- **Adelina Zielińska**, Research Operations Manager, JetBrains

Room B2

Overlooked Friends and Foes: Neurodivergent Traits in Women Leadership

- **Agnieszka Boulcott**, Global FCFP Learning Lead, Neurodivergent Director, EMCC Mentor, Leader of Support Disability and Neurodiversity Employees Group, ING Hubs Poland
- **Beata Klimczyk**, Soft Skills Trainer, Coach, Facilitator, ING Hubs Poland

Room C4

Deploying your own Large Language Model – Putting AI in your own hands

- **Poppy Burton**, Aerospace Business Apprentice in Configuration Management and Data Services, Honeywell
- **Charles Kelly**, Senior Engineering Manager, Honeywell

16:10 – 17:20 *Room C4*

Od Oporu do Spokoju: Otwartość myślenia w świecie dynamicznych zmian i AI

- **Aleksandra Guła**, Senior PMO, Capgemini
- **Magdalena Pernak**, Senior Project Manager, Capgemini

Room B3

Stres jako interpretacja otaczającej nas rzeczywistości – Jak utrzymać równowagę w wymagającym środowisku zawodowym

- **Zuzanna Kamińska**, Psychologist, Psychotraumatologist, Co-Founder, Insight Space
- **Ewa Wiśniewska**, Co-Founder, Senior Revenue Growth Manager at FoodWell, Insight Space

Room D

Tech Interview Workshop

- **Ela Czajka**, Engineering Manager, Google

Room E

Technologia w ESG: źródło problemów czy część rozwiązania?

- **Maria Czarnecka**, Specjalistka ds.Komunikacji Korporacyjnej i ESG, T-Mobile
- **Gabriela Jajdek**, Project Manager in the Infrastructure Department, T-Mobile

SPECIAL EVENTS – DAY 1

9:30 – 11:00 *Room C3*

Top100 Women in Bio-Tech - Networking [by invitation]

- **Krzysztof Bojanowski**, CEO, Sunny BioDiscovery
- **Agnieszka Chacińska**, Director, International Institute of Molecular Mechanisms and Machines
- **Agnieszka Czechowicz**, Assistant Professor, Stanford University School of Medicine
- **Joanna Liliental**, Executive Director, Stanford University School of Medicine
- **Adriana Kiędzierska-Mencfeld**, CEO, Rezon Bio
- **Aleksandra Kubica-Misztal**, CEO, BioForum
- **Bianka Siwińska**, President, Perspektywy Education Foundation

The networking event for TOP 100 Women in Bio-Tech in Poland is attended by a diverse range of professionals from across the industry, all coming together to share ideas, make connections, and discuss the latest trends and developments in their respective fields.
The event provides a valuable platform for women to showcase their expertise and share their experiences. Networking is a key focus of the event, and attendees are given plenty of opportunities to connect.
womenintechsummit.pl/top-100-women

11:00 – 11:20 **Engineering Hall**

How Does Engine Work

- **Krzysztof Dominiak**, Senior Engineer CTH, Repair Engineering, GE Aerospace
- **Jakub Kulecki**, Principal Engineer, GE Aerospace

Turbo fan engines – how they operate?
In this short session We would like to look inside into the Turbo Fan Engines using CFM56-7B cross-cut real Aircraft Engine. This engine is used on B737 Aircrafts.
During this session you will get information what are the key element of the Turbofan Engine and how it happens that its producing power to lift the Aircraft up.
You will also have the opportunity to ask questions, explore components closely and understand real-world aviation engineering applications in practice.
Please join us!
Size of the group is limited to please sign up ahead at the GE Aerospace stand in the Engineering Hall.

11:10 – 12:40 *Room C3*

Inside a Cyberattack: Decisions, Pressure, Response

What happens in the first minutes of a cyberattack – and who makes the decisions when the pressure increases with every minute?
During this interactive session, participants will step into the role of an incident response team and make decisions in a dynamic cyber crisis scenario. It is an opportunity to see what working in cybersecurity looks like from the inside, put theory into practice, and better understand the skills needed in this field.
The session led by Łukasz Basa will be conducted in Polish.
In the second part, we will continue the conversation in a *roundtable format with Women Go Cyber* experts, focusing on six areas inspired by the workshop: the first 15 minutes of a cyberattack, decision-making in a cyber crisis, the role of technology, people and communication,

difficult incident-response dilemmas, different perspectives within the organization, and key lessons learned from a cyberattack simulation.

- **Łukasz Basa**, Cybersecurity Expert, Allegro
- **Patrycja Chudzińska**, Digital Resilience Expert, Women Go Cyber
- **Joanna Foks**, Cybersecurity and IT Infrastructure Expert, Women Go Cyber
- **Monika Gieruk**, Cybersecurity Specialist, Women Go Cyber
- **Alicja Marzec**, Security Project Lead, Orange
- **Ewa Piłat**, Global Chief Information Security Officer, International Air Transport Association
- **Aneta Trojanowska**, Cyber Security Expert, Women Go Cyber

11:10 – 12:20 *Room D*

Beyond the Code: Handling Tech Changes and Company Growth – Ukrainian Tech Special Event

Where does the true secret to scaling tech lie? It's not just in the code, it's in the human element behind it. Join us as pioneering tech leaders explore the mechanics of modern digital transformation. This session is about making new tech work without losing the human side of the business.

Agenda:

Session 1:

Topic: TBA

Speakers: TBA (TBA, Inetum)

What happens when global digital transformation fully embraces an "AI-first" strategy while keeping technology strictly human-centric? To navigate continuous technological change across 19 countries, a tech powerhouse of over 26,000 experts must seamlessly balance cutting-edge innovation with a deeply rooted culture of inclusion. Aligning advanced AI and cloud solutions with a clear purpose translates emerging tech into real business outcomes and profound societal value. Discover how balancing next-gen technology with deep human trust becomes the ultimate recipe for global tech success.

Session 2:

Topic: Data & People: How to scale a tech business 2x by managing chaos and preserving culture

Speakers:

- **Hanna Sokolova**, Chief People Officer at UPSTARS
- **Ulyana Kucheruk**, Marketing Analytics Team Lead at UPSTARS

What happens when strict data analytics meets a Human-to-Human HR strategy during a period of hyper-growth? In just one year, UPSTARS rapidly scaled its team from 500 to over 1,150 specialists. To navigate this extreme growth without breaking the business or losing their unique corporate DNA, they had to unite the "Brain" (Data) and the "Heart" (People). Learn how to manage chaos within massive data structures, cultivate female leadership in engineering, and build a mature culture that eliminates micromanagement.

Q&A & Closing panel:

Moderator: **Anastasiia Solodovnikova** (Inetum)

A quick wrap-up followed by a Q&A session summarizing the main points about tech and people. An opportunity to ask the speakers about how they handle rapid changes and team growth in their daily work.

12:00 – 14:00 *Room C1*

Women in Mid-Career [Apply]

Mid Career Networking Forum – Inspire – Elevate – Connect

The forum is dedicated to new energy – fresh perspectives, bold voices, and meaningful connections that help women navigate and shape the evolving tech landscape. It is a space to recharge, exchange ideas, and meet others who are building with ambition and purpose.

4 Power Speeches – bold perspectives from women & man shaping the tech landscape

Networking Forum – this year with a twist: we're bringing Lego Serious Play to the table – a hands-on method that unlocks creative thinking and authentic communication through building and storytelling

12:50 – 14:00 *Room B3*

Moonshot Thinking

- **Alison Darcy**, Moonshot Explorer, Google X, The Moonshot Factory.
- **Crystal Knodel**, Hardware Moonshot Prototyper, Google X, The Moonshot Factory.
- **Alex Zoellner**, Head of Rapid Evaluation, X, The Moonshot Factory.

Ready to build the next big thing?

Join the team from Google's Innovation Lab for an exclusive, hands-on workshop on radical innovation. Over the past 16 years, X has launched industry-defining breakthroughs like Waymo's self-driving cars, Wing delivery drones, and Google Brain.

Now, they're opening up their playbook. In this interactive session, you'll learn some of the tools and frameworks they use to turn wild ideas into real-world impact. Space is limited. Grab your spot and start thinking bigger.

[Want to join? Fill out the form!]

You will get confirmation that you joined the event via email.

13:00 – 13:20 *Engineering Hall*

How Does Engine Work

- **Krzysztof Dominiak**, Senior Engineer CTH, Repair Engineering, GE Aerospace
- **Jakub Kulecki**, Principal Engineer, GE Aerospace

Turbo fan engines – how they operate?

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You will also have the opportunity to ask questions, explore components closely and understand real-world aviation engineering applications in practice.

Please join us!

Size of the group is limited to please sign up ahead at the GE Aerospace stand in the Engineering Hall.

13:00 – 16:00 *Room C3*

IT for SHE Mentoring Program Kickoff Meeting [by invitation]

Inauguration of the 10th edition of the IT for SHE Mentoring Program – Perspektywy's flagship initiative awarded by the European Commission.

The 10th edition of the IT for SHE Mentoring Program marks another exciting milestone in empowering women to succeed in the tech industry. This prestigious initiative recognised and awarded by the European Commission, aims to provide invaluable mentorship to young women, helping them navigate their paths to success in IT and related fields.

In this inaugural meeting, mentors and mentees will come together for the first time to participate in a goal-setting training session. The session will help establish a clear vision for the collaboration over the next 6 months, ensuring both mentors and mentees are aligned on expectations and objectives.

For more information about the program, please visit **www.itforshe.pl**.

14:30 – 17:00 *Room C1*

Women go Boards! [Apply]

Program leaders:

- **Zofia Dzik**, Innovator, impact investor, strategic thinker
- **Aleksandra Hamryszak**, International Growth Director, Autenti
- **Jarosław Królewski**, CEO&Co-Founder, Synerise
- **Ewa Kubín**, Country Lead, European Women on Boards
- **Hedwige Nuyens**, CEO, International Banking Federation
- **Milena Olszewska-Miszuris**, Co-Chair 30% Club Poland, CEO WM Advisory
- **Kasia Piasecki**, Managing Director, European Women in VC
- **Adam Wiśniewski**, Founder and CTO, AI Clearing

"Can AI Be a CEO?"

for professionals with 12+ years of experience

We begin with a fireside chat hosted by @Milena Olszewska-Miszuris, Co-Chair 30% Club Poland and CEO of WM Advisory, with guest @Adam Wiśniewski, co-founder and CTO of AI Clearing and EY Entrepreneur of the Year 2025, who will share real-world insights on navigating today's fast-changing, tech-driven landscape.

In the interactive workshop led by Ewa Kubín, EWOB Country Lead and COO of Outfindo, and Zofia Dzik, Founder of the Humanites Institute that follows, you will step into the role of a Board of Directors to explore a bold question: can AI truly take on the role of CEO? Together, we will examine where AI can already match or exceed human capabilities - and where its limits remain.

To guide the discussion, we will use a modern competency model designed specifically for this session, capturing the complexity and shifting nature of leadership today.

Our guest will be @Hedwige Nuyens, Chair of European Women on Boards and Managing Director of the International Banking Federation.

To guide the discussion, we will use a modern competency model designed deigned by @Jarosław Królewski, a pioneer of AI in Poland, CEO of Synerise, specifically for this session, capturing the complexity and shifting nature of leadership today.

In partnership with 30% Club Poland and European Women on Boards, join us to challenge your perspective and connect with women shaping the future of leadership [APPLY]

*Please note that participation is subject to profile review and confirmation, in order to ensure a highly relevant and engaging group of participants.

**We kindly ask confirmed guests to honour their attendance and, should their plans change, to let us know as early as possible so that we may offer the place to another participant.

16:10 – 17:40 *Room A*

CERN Networking Meeting

- **Maria Alandes Pradillo**, Computer engineer, CERN
- **Enrica Porcari**, Chief Information Officer, CERN
- **Kasia Pokorska**, Head of the Finance and Administrative Processes Department, CERN
- **Natalia Szczepanek**, Staff Performance & Data Analytics Engineer, CERN
- **Aleksandra Wardzińska**, Head of IT Platforms and Workflows, CERN

Thank you for your interest in the CERN Networking Meeting hosted during Perspektywy Women in Tech Summit!
We expect high interest in this event. To help streamline the networking experience, please select the time slot that suits you best.
Participants will receive a confirmation email with their allocated entry slot (16:10 or 16:50) prior to the event.

16:10 – 17:20 *Room B2*

Let's make masturbation great again

- **Aga Kozak**, Journalist, Writer, Educator

Let's make masturbation great again...
What are the myths and truths about masturbation?
What do we know from the last scientific discoveries and research?
What are some common misconceptions, and unconscious beliefs?
Is “the M word” useful in life?
Can it change the dominant culture?
The way we perceive life or ourselves?
Our relations with our body and pleasure?
What does our relationship with masturbation tell about us?
And what can we learn from it?
Join Aga Kozak's workshop and find answers to these questions!

16:10 – 18:10 *Room B1*

Quantum Pioneers Inaugural Meeting [by invitation]

- **Nydia Assaf Aragón**, Founder & CEO, EnLuz
- **Anna Beata Kalisz Hadegaard**, CEO, Quantum Security Defence
- **Cierra Lunde**, CEO & Co-Founder, Universum Labs
- **Juliette de la Rie**, Business and Ecosystem Development, Qblox
- **Denise Ruffner**, President, DiviQ
- **Anna Topol**, CEO, Qlithic

16:10 – 18:30 *Room C3*

LeaderSHEp in Tech Academy Program – networking meeting [by invitation]
Meeting for mentors & mentees in the 6th edition of the LeaderSHEp in Tech Academy Program. The mentoring and training program, implemented by Perspektywy Women in Tech with the support of the Motorola Solutions Foundation, is aimed mainly at graduates of other expert Perspektywy programs, but not only. It is intended to help young women at the beginning of their careers develop as leaders, both through mentoring with role models from the world of

technology, adaptive leadership workshops, and exchange of experiences with people at a similar stage of career development.
Participants will carry out #TechForGood projects in groups.
leadership.perspektywy.pl

- **Monika Goszcz**, Global Digital & AI Transformation Project Manager, Hitachi Energy
- **Paulina Kowalke,** Independent Consultant at Change Facilitated, On Purpose Fellow

16:10 – 17:20 *Room B1*

Quantum Pioneers Inaugural Meeting [by invitation]
Find out more about the program here: https://qpli.pl/
This is the inauguration meeting for Quantum Pioneers Legacy Initiative 2026: a mentoring and leadership initiative designed for high-potential young women who are interested in shaping the future of quantum technologies.
The program brings together a small, carefully selected cohort of participants with leading experts from across the global quantum ecosystem: including researchers, industry leaders, and founders working at organisations such as CERN, IBM, and pioneering startups.
Through a series of conversations, mentorship sessions, and shared experiences, participants gain insight into real-world pathways in quantum science and technology, while building the confidence, perspective, and network needed to take their next steps in the field.

- **Nydia Assaf Aragón**, Founder & CEO, EnLuz
- **Anna Beata Kalisz Hadegaard**, CEO, Quantum Security Defence
- **Cierra Lunde**, CEO & Co-Founder, Universum Labs
- **Juliette de la Rie**, Business and Ecosystem Development, Qblox
- **Denise Ruffner**, President, DiviQ
- **Anna Topol**, CEO, Qlithic

17:30 – 18:30 *Room C1*

Career Wings – Program Launch
Official inauguration of the Career Wings. Empowering Youth of Mazovia program.
This initiative is a big scale employment-readiness comprehensive program addressing youth unemployment (ages 18–25), with a focus on young people from smaller towns in the Mazovia region (excluding Warsaw), who face limited access to the labour market. It combines digital skills training, future-proof competencies (“AI Proof”), job market preparation, financial literacy, and personal empowerment sessions.
Project organized by the educational foundation Perspektywy Educational Foundation with support from JPMorganChase.
You can find more information and the application link to free fast-track course here:
careerwingsmazovia.pl

SPECIAL ZONES – DAY 1

Perspektywy Education Foundation Zone

9:00 – 18:00 **Visit the Perspektywy Educational Foundation booth at WITS 2026!**

Looking for inspiration, support and community in the world of technology? Our booth is the place created just for you!

In the information area, you'll learn about all our initiatives supporting women in tech - and you'll be helped by our unique AI avatar! Ask him questions and find out how we can support your tech career.

In the IT for SHE zone, female tech experts are waiting for you, ready to give you personal career advice.

Also, at the consultation desk, meet alumnae of our programs and learn their success stories first-hand!

Inspiration Zone invites you! See the exhibition of inspiring careers of our female graduates and leave your mark – record a short video about your path in technology. Maybe it's your story that will inspire the next generation of women in tech!

The interactive zone is where theory turns into practice – take part in a series of fast-paced technology workshops, test your knowledge in a quiz about women in science and technology (with prizes!), and share your ideas on a virtual whiteboard.

At the registration desk, join our community – sign up for our newsletter and learn about community groups that support women in technology all year round, not just during the summit.

The store area tempts with unique event goodies – get unique souvenirs that will remind you of the inspiring atmosphere of Women in Tech Summit 2026!

Visit our booth - it's more than an information desk, it's a place to meet, get inspired and start new opportunities in your technology career!

Mentoring Zone

9:00 – 16:00 Grab a seat at the **Mentoring Zone** table and engage in life-changing conversations! With around 420 mentoring sessions available, you'll have the opportunity to chat with the Mentors of the Summit, experienced managers, and engineers. These 1:1 sessions offer you the chance to discuss crucial topics related to your career development and technology and expand your professional network!

Where?

The mentoring meetings will take in the Mentoring Zone at EXPO XXI.

When?

Wednesday 10.06 9:00 – 11:00 | 12:00 – 16:00

Thursday 11.06 9:00 – 16:00

How?

If you want to make an appointment with a mentor, you can visit the summit participant's profile (you got the link in the email). Each participant can arrange 2 meetings.

Space Academy

9:00 – 18:00 Ready for an out-of-this-world adventure?

At the Summit step into the Space Academy Zone – a dedicated space-themed tent packed with exciting attractions for curious minds of all ages!

Experience our spherical cinema with immersive astronomy shows that will take you beyond the stars.

Join interactive educational workshops and discover fascinating topics such as:

- Everything you ever wanted to know about satellites
- Space farming and how food can be grown beyond Earth
- Choosing a career path in astronomy and the space industry
- Smart Astronomy Workshop-Learn How to Use Smart Telescopes (six state-of-the-art smart telescopes that can be controlled through a dedicated smartphone or tablet app. Event participants will be able to connect to the telescopes using their own devices)

Ever wondered what it's like to be an astronaut? Dress up in authentic astronaut suits and helmets, then capture an unforgettable photo against a spectacular cosmic backdrop!

Embark on a journey through the universe with us.

Reach for the stars.

Touch the stars with us at the Space Academy Zone!

STEAM Fun 4 Kids Space

9:00 – 18:00 **Join Us at the Perspektywy Women in Tech Summit with Your Kids!**

We are excited to invite you and your family to this year's Women in Tech Summit with your child! While you delve into cutting-edge technology, your children will have a fantastic time in our dedicated STEAM for Kids Zone, organized by Edison International School and Magic Fish Preschool. We provide a safe and stimulating environment where children can engage in educational play.

In our STEAM workshop, children can participate in a variety of activities:

- iPad Station: Discover apps that teach through fun and interaction.
- OSMO: Blend physical play with digital innovation through creative puzzles.
- Robots: Learn the basics of programming by controlling and interacting with robots.
- Tangrams: Develop spatial recognition and problem-solving skills with these classic puzzles.
- Corbo Blocks: Encourage creativity and engineering skills with versatile building blocks.
- 3D Pens and 3D Printing: Create three-dimensional artworks and print unique designs.
- Colouring Sheets: Engage in simple and relaxing artistic activities.

The STEAM Kids Zone will be open from 9:00 AM to 6:00 PM, allowing you to fully immerse yourself in the summit while your children are safe and engaged in enriching experiences.

Join us at the summit where your children can explore, learn, and have fun while you connect with the world of technology.

Your children's development, joy, and engagement are our highest priorities.

If you want to register your child for the STEAM activities during the Summit, please fill out the form. The participation rules and guidelines are included in the registration form.

Garage Girls Zone

9:00 – 18:00

The Garage Girls Zone is a space created for women who want to dive deeper into the world of automotive culture – without barriers, without stereotypes, and with a strong focus on hands-on experience and real skills. It's a place where you don't just watch – you get involved, get your hands dirty, and feel the satisfaction of doing it yourself.

At the heart of the zone is a classic car repair workshop, where participants will work side by side with experienced professionals, exploring what it really means to restore and maintain a car with soul. This is not about passive learning – it's about action, the smell of engine oil, and the rewarding moment when everything comes together.

For those interested in car care and detailing, the Car Spa Zone offers practical workshops in paint polishing, dent removal, and the application of protective coatings and films. Step by step, participants will learn how to restore a vehicle's shine and protect it for the future – all through guided, hands-on practice.

The zone also features introductory rally driving lectures, covering essential driving techniques, car control, and how to handle challenging conditions. It's a perfect starting point for anyone curious about motorsport and eager to understand what's happening behind the wheel at a deeper level.

Garage Girls is more than just a zone – it's an empowering experience that builds confidence, knowledge, and the courage to take matters into your own hands.

Career SPA

9:00 – 18:00

Sent out dozens of applications and heard nothing back? Or maybe your first job interview is coming up and you have no idea what to expect?

If you're 18–24 and figuring out your career path? Come to Career SPA! Free one-on-one sessions with specialists in recruitment, HR, IT, leadership, networking, career development, and career change from Citi, Intel, AMD, JPMorgan, and other top companies. Get your CV reviewed, practice your interview, ask about skills, networking, and career planning. Spots are limited! Sign up here: careerconsultations.womenintechsummit.pl

Neurodiversity Zone

9:00 – 18:00

A calm space for rest, reflection, and learning

Neurodiversity Garden is a quiet and safe space designed for those feeling tired, overwhelmed, or in need of a break from the intense sensory stimulation of a large conference environment. Created in partnership with our friends from NatWest, the Garden will be located in the Onyx Room during the Perspektywy Women in Tech Summit.

At events where thousands of people gather - like our Summit with over 14,000 attendees - noise, crowds, and constant activity can lead to sensory overload, especially for neurodivergent participants. Neurodiversity Garden provides a peaceful retreat where anyone can recharge, reduce stress, and reconnect with themselves in a calm environment.

But this space is more than just a haven of quiet. It is also a place for reflection and learning – where you can gain insights into what neurodiversity really means, and how to create inclusive environments that support neurodivergent talent. Whether through expert consultations, group conversations or simply taking time to unwind, the Neurodiversity Garden fosters a culture of empathy, understanding, and mindful inclusion.

Real inclusion begins where people feel safe enough to simply be.

Silicon Valley Stories

9:00 – 16:00 Step into the strangest corner of the Perspektywy Women in Tech Summit–a special zone where Silicon Valley's myths are peeled back.

Through a series of eye-opening talks, we'll decode why women are still being filtered out in SV, explore female-led alternatives to the bro-driven startup culture, and discuss the overhyped rituals and power plays of tech barons.

From grinder cyborgs to cockroach startups, from tech feuds to crazy morning routines, this is where Silicon Valley's secrets get told.

- **Magda Gacyk**, Journalist & Author, Radio 357

Bajtek Special Zone

9:00 – 18:00 **Step into Bajtek Zone – a nostalgic playground where time rewinds and the golden age of gaming comes back to life.**

This special space at the Women in Tech Summit invites you to rediscover the magic of early computers and iconic games that shaped today's digital world. Whether you're a longtime gamer or just curious about the roots of tech culture, Bajtek Zone is designed to spark joy, curiosity, and a sense of playful exploration.

Get hands-on with legendary machines and experience gaming the way it all began. You'll have the chance to play on original hardware, feel the click of vintage keyboards, and immerse yourself in pixel-perfect adventures that once captivated an entire generation.

Here's just a glimpse of what awaits you:

- Atari 800XL with River Raid and Montezuma's Revenge
- Atari 130XE with Pong and Super Breakout using paddle controllers
- Atari ST featuring Prince of Persia and Gods
- Commodore C64 stations with Commando, The Great Giana Sisters, and Boulder Dash
- Sinclair ZX Spectrum with 1943, Knight Lore, and International Karate
- Amstrad CPC 6128 running Titanic Blinky, Arkanoid, and Buggy Boy
- Amiga 500 with Super Frog, Cannon Fodder, and Wonder Dog
- Nintendo NES with the classic Duck Hunt (yes, with the light gun!)
- Super Nintendo (SNES) featuring Super Mario and Donkey Kong
- Sega Mega Drive with Sonic and Streets of Rage

And that's not all! Make sure to visit the Retronics booth, where you'll find reprints of Bajtek magazine and other vintage computer publications, bringing back the spirit of early tech journalism and gaming culture.

Bajtek Zone isn't just about games, it's about stories, memories, and the evolution of technology. Come play, explore, and connect with the roots of innovation in a space where past and present collide in the most delightful way.

LGBTQ+ Zone

9:00 – 18:00 **Step into the LGBT+ Zone – a vibrant, inclusive space where connection, creativity, and community take centre stage.**

At the Women in Tech Summit, this special zone is designed to celebrate diversity while creating meaningful opportunities to meet, share, and grow. Whether you're looking to expand your professional network, express yourself, or simply enjoy a welcoming atmosphere, the LGBT+ Zone invites you in with open arms.

Connect with partner companies in a relaxed, friendly setting where conversations flow naturally and opportunities emerge organically. This is networking reimagined authentic, engaging, and built on shared values of inclusion and support.

But it's not just about conversations. Get ready for a dose of fun with interactive activities that bring people together:

- Spin the Wheel of Fortune for surprises and playful challenges
- Join lively rounds of charades with an LGBT+ twist
- Test your creativity and quick thinking in games and quizzes

And for those who love to create, don't miss our collaborative art experience. Grab a plain T-shirt and transform it into a bold, colourful statement using vibrant, rainbow-inspired designs. It's more than just painting, it's a shared moment of expression, identity, and joy you can take with you.

The LGBT+ Zone is a place to celebrate who you are, meet people who inspire you, and be part of a community that thrives on openness and creativity. Come as you are and leave with new connections, new ideas, and maybe even a one-of-a-kind rainbow masterpiece.

Ukraine Tech Zone

9:00 – 18:00 **Step into the Ukraine Tech Zone - a welcoming space dedicated to connection, collaboration, and the strength of community.**

At the Women in Tech Summit, this zone brings together talented professionals from the Ukrainian tech ecosystem, creating a unique opportunity to meet, learn, and grow in an environment built on openness and mutual support. Whether you're seeking inspiration, guidance, or meaningful connections, the Ukraine Tech Zone invites you to be part of something truly impactful.

Engage in thoughtful conversations with experienced professionals representing both corporations and dynamic startups. This is a space where knowledge is shared generously, ideas are exchanged freely, and connections have the potential to turn into lasting collaborations.

Take advantage of dedicated mentoring opportunities, where you can connect with accomplished women in tech, gain insights into career development, and explore new perspectives in a supportive, inclusive setting. Whether you're just starting out or looking to take your next big step, these interactions are designed to empower and uplift.

The Ukraine Tech Zone is more than just networking, it's about building bridges, celebrating expertise, and creating a strong, visible community of women in tech. Come meet inspiring professionals, share your story, and grow your network in a space where every voice matters.

Women in Nuclear

9:00 – 16:30 Nuclear Zone "Nuclear. Powered by Women" organized by Women in Nuclear (WiN) Polska focuses on the role of nuclear energy in shaping Poland's technological future. The zone will include a mini-Stage featuring debates, keynotes, power talks, and workshops. A program aimed at competence development, increasing the visibility of women leaders, and building a talent pipeline for the nuclear sector. A key highlight of the space will be the Nuclear Experience Zone, an interactive area designed to bring nuclear technology closer to participants through hands-on learning.

WiN Poland's presence at the Women in Tech Summit highlights the importance of nuclear energy as one of the key elements of the future energy and technology landscape, in line with this year's event theme, "UNLEASH NEW ENERGY." Thanks to this collaboration, the Nuclear Zone will become a space where experts, students, and future engineers can gain knowledge, build relationships, find inspiration, and explore new career opportunities in the nuclear industry.

Nuclear Zone is powered by WiN Polska with, Bechtel Corporation, Westinghouse Electric Company, Atkins Realis, GE Hitachi Nuclear Energy, Steady Energy, Powen Wafapomp, OSGE, EDF, Urząd Dozoru Technicznego, Rockfin, Unibep i Amentum.

Nuclear Experience Zone – "Nuclear. Powered by Women"

Step into the Nuclear Experience Zone – an interactive space where technology meets inspiration. Designed to bring the world of nuclear energy closer to participants, the zone will feature hands-on, immersive elements that showcase how modern reactors work and how innovation is shaping the future of clean energy.

Visitors will explore reactor models, engage in a VR experience that takes them inside a nuclear reactor, and – most uniquely – take on the role of an operator by using a robotic arm to safely refuel a reactor, simulating real-life processes in a controlled, engaging environment.

Created by Women in Nuclear (WiN) Polska, this space not only demystifies nuclear technology but also highlights the critical role of women in driving innovation across the sector. The Nuclear Experience Zone invites students, professionals, and future engineers to learn by doing, connect with experts, and discover exciting career paths in nuclear energy.

DAY 1

9:30 – 10:30 **Opening Keynote: "Poland's Energy Transition – the Role of Nuclear Power and Women in Its Implementation"**

- **Emilia Janisz**, WiN Polska
- **Dorota Jeziorowska** (tbc), Ministerstwo Energii
- **Angela P. McAlpin**, Bechtel Corporation

10:15 – 10:30 **Uroczyste podpisanie Deklaracji na rzecz równości i wsparcia kobiet w atomistyce i energetyce jądrowej**

11:15 – 11:45 **PANEL: "WiN Polska – mikrokosmos kompetencji"**

- **Emilia Janisz**, WiN Polska
- **Katarzyna Kalend**, WiN Polska
- **Agnieszka Świniarska-Chabros**, WiN Polska
- **Monika Silva**, WiN Polska (moderator)

12:20 – 12:40 *Keynote*

Vivi Thjang, Bechtel Corporation: "Navigating Tech Leadership While Balancing Family Life."

13:15 – 13:50 **PANEL: "Women Leading Nuclear"**

- **Aiman Khan**, Atkins Realis (CANDU)
- **Iga Pocztarek-Tofil**, Państwowa Agencja Atomistyki
- **Eleonora Skrzypek**, OSGE
- **Emilia Janisz**, WiN Polska (moderator)

14:30 – 15:45 *Power-Talks*

1. **Aleksandra Krasowska** and **Agata Zyś-Capiga**, Bechtel Corporation: "Nuclear Power: Test Your Knowledge"
2. **Aneta Poliszewska**, Westinghouse Electric Company: "From Internship to Real Impact: How Do We Shape Careers in the Nuclear Energy Sector?"
3. **Agnieszka Bedkowska**, EDF: "EPR, Safety at the Core - Nuclear Reactor Designed to withstand Internal and External Hazards"
4. **Sylwia Hołdyńska**, GE Hitachi Nuclear Energy: tba
5. **Joanna Kujawska**, Rockfin: „Codzienna praca w projektach nuklearnych"
6. **Anna Walldén**, Steady Energy: "Building Confidence in Deep Tech: Why Women Belong in Nuclear"

16:00 – 16:30 *Warsztaty*: **„Jak wejść do sektora jądrowego – ścieżki kariery"**

- **Katarzyna Kalend** i **Patrycja Nowakowska**, WiN Polska

Women's Money Talks

10:00 – 16:00 **Money Talks: Women, Money & Real Independence**

For the first time at the Perspektywy Women in Tech Summit, we are launching Money Talks – a brand-new special zone where technology meets finance, created specifically for women who want to build not only successful careers, but real financial independence.

This practical, hands-on space will cover everything from investing, budgeting, retirement planning, salary negotiation, and building wealth, to the psychology of money, confidence, risk, and financial security in the digital world. Visitors can expect expert talks, actionable insights, honest conversations, and practical tools they can apply immediately in everyday life and long-term career planning.

Money Talks responds to one of the biggest shifts happening today: understanding technology is no longer enough without understanding money. As fintech, AI, digital assets, and online financial tools reshape the way we work, earn, and invest, financial competence becomes a key part of independence and future security.

The zone is curated by Madina Turava and Maria Ożóg – founders of Finansowe Latte and the International Women's Finance & Education Foundation.

DAY 1 | OPENING

10:00 – 10:15 **Opening Session: VOICE & MONEY: Why Women must talk about money**

Madina Turava & Maria Ożóg

CAREER & INCOME

10:15 – 10:45 **Your salary is not your full potential: How women in tech increase income, visibility and career opportunities**

- **Barbara Mierzwińska** – power speech

FUTURE PLANNING

10:45 – 11:15 **Who's Really Making Your Investment Decisions? How Investing Apps Shape the Way Women Invest**

- **Klaudia Sibielak** (Finax)

11:15 – 11:45 **The 63% Question: What Venture Capital misses when women don't decide**

- **Karolina Wilk-Tryjanowska**

11:45 – 12:20 **The Financial Freedom Myth: What Really Builds Wealth (and What Doesn't)**

- **Dorota Sierakowska**

12:20 – 13:00 **Networking in Money Talks zone and interviews with experts in MoneyTalks media corner**

FAMILY & LONG-TERM WEALTH

13:00 – 13:35 **Investing for your children PANEL**

Focus: How women build stability, safety and long-term security for their families

Moderator: **Elżbieta Karpińska** (Trampki na Giełdzie)

- **Iza Kozakiewicz** (Invest Cuffs)
- **Sylwia Markowska** (Kobiecy Punkt Liczenia)
- **Paulina Muskała-Ruszczyk**, CFA – Z-ca dyrektora Biura Maklerskiego ds. rozwoju produktów inwestycyjnych.

13:35 – 14:00 Income, Smart Property Decisions – keynote

MORTGAGE WITHOUT STRESS: What nobody tells women before buying an apartment or taking a mortgage

- **Jagoda Perec** jagoda.ekspert finansowy

New Voices in Women & Money

14:30 – 14:50 **The Salary Trap: Why Earning More Won't Make You Rich**

- **Katarzyna Mikoszewska**

14:50 – 15:10 The art of independence. Investing in art as a tool of financial agency

- **Zuzanna Kamykowska**

15:15 – 16:00 **Why smart women still struggle with FINANCIAL decisions: Fear, emotions, pressure and the psychology behind financial habits – PANEL**

- **Magdalena Pydych** (Biznes od Podstaw)
- **Aga Kozak**
- **Dominika Pikul** (NeuroEdge)

The agenda is subject to change.

MAIN STAGE – DAY 2

9:00 – 9:40 *Discussion Panel*

Need of Technological Sovereignty in Geopolitical Context

- **Grzegorz Brona**, Co-founder & CEO, Creotech Instruments
- **Barbara Nowacka**, Minister of Education
- **Jared Polis**, Governor of Colorado
- **Melinda Simmons**, DCMG, British Ambassador to Poland

Moderator: **Joanna Sosnowska**, "Gazeta Wyborcza", Techstorie, Radio Tok FM

9:50 – 10:05 *Keynote Speech*

Leading Beyond Technology: Human Transformation in the Age of Agents

- **Adela Caushi**, Chief Information Officer, Orange

10:10 – 10:25 *Keynote Speech*

Beyond the Rack: Powering the AI Revolution with the "Equinix Brain"

- **Ruth Faller**, Chief Data Officer, Equinix

10:30 – 10:45 *Keynote Speech*

The Power of First Times

- **Beatrix Weimann**, Head of R&D IT, Continental

10:50 – 11:05 *Keynote Speech*

Special Guest – Andrzej Dragan on Quantum Cryptography

- **Andrzej Dragan**, Professor, FUW

11:10 – 11:25 *Keynote Speech*

Rising Together – Resilience, Recovery, and the Power of Our People

Madhu Subramaniyan, Vice President – Core Infrastructure Services, Hitachi Vantara

11:35 – 12:15 *Discussion Panel*

Beyond VIBE: From Coding to Engineering in the Age of AI

- **Alexandra Charikova**, Head of AI Business Development & Partnerships, JetBrains
- **Anna Raubo**, IT&D Director, Digital Workplace Platforms, Reckitt
- **David Roberts**, Chief Technology and Product Officer, Allegro

Moderator: **Estera Kot**, Alumna of Perspektywy, CTO, Clouds on Mars

12:25 – 12:40 **Special Guest – Ruth D. Jones: I Belong**

- **Ruth D. Jones**, CEO, It's All About MEI, LLC and Retired Physicist, NASA

12:45 – 13:00 *Keynote Speech*

Leading Without Borders: What Living Across Cultures Taught Me About Leadership

- **Paola Lucetti,** Chief Technology Officer, Procter & Gamble

13:05 – 13:20 **Special Guest - Paula Januszkiewicz: World Threat Adventures: Where Hackers Hide and Investigators Hunt**

- **Paula Januszkiewicz**, Founder & CEO, CQURE

13:25 – 13:40 **Special Guest – Psyho**

- **Psyho, Humanity's Last Programmer**
- **Pamela Krzypkowska**, Alumna of Perspektywy, Ministry of Digital Affairs

13:45 – 14:00 **Perspektywy Education Foundation**

- **Elżbieta Wyraz**, Executive Director, Perspektywy Education Foundation

14:10 – 14:50 *Discussion Panel*

Psychological Safety Under Pressure: Beyond the Buzzword

- **Paulina Bartoszek**, Executive Director Transformation & Strategy and DEI Executive Sponsor, Lingaro Group
- **Magdalena Budziszewska**, Kierownik Działu B2B New Technologies, T-Mobile
- **Małgorzata Golatowska**, Global Corporate Communications Leader, 3M
- **Andrzej Grabowski**, Director, Quality Engineering, Paramount
- **Magdalena Legęć**, Executive HR Director, Tauron
- *Moderator*: **Aga Kozak**, Journalist, Writer, Educator

15:00 – 15:15 *Keynote Speech*

Do It Scared – Top Tips From a Career in Tech

- **Rebecca Little,** Head of Marketing & Communications North Europe, Ericsson

15:25 – 16:05 *Discussion Panel*

What Can You Learn from CERN?

- **Maja Maćkowiak-Pawlowska**, Physicist, CERN
- **Kasia Pokorska,** Head of Finance and Administrative Processes Department, CERN
- **Natalia Szczepanek**, Staff Performance Engineer & TPM, CERN
- **Aleksandra Wardzińska**, Head of IT Platforms and Workflows, CERN

Moderator: **Paulina Tomaszewska**, Alumna of Perspektywy, Senior Research Scientist, Samsung AI Center

16:40 – 17:30 *Discussion Panel*

Quantum Reality Check: the First 3 Sectors Transformed by Quantum Technologies

- **Nydia Assaf Aragón**, Founder & CEO, EnLuz
- **Anna Kamińska,** CEO, CREOTECH INSTRUMENTS S.A.
- **Bianka Siwińska**, President, Perspektywy Education Foundation
- **Dariusz Standerski,** Undersecretary of State at the Polish Ministry of Digital Affairs
- **Anna Topol**, CEO, Qlithic

Moderator: **Cierra Lunde**, CEO & Co-Founder, Universum Labs

17:40 – 18:00 *Closing*

SCIENCE & ENGINEERING STAGE – DAY 2

9:00 – 9:15 **Multimodal Digital Phenotyping of Human Health Across the Lifespan**
- **Daria Hemmerling**, R&D Expert, SoftServe

9:20 – 9:35 **Your Neurons Don't Care About Being Smart**
- **Ziemowit Sławiński**, PhD Student, Nencki Institute of Experimental Biology

10:00 – 10:15 **Innovative Therapies Through Drug Rediscovery**
- **Joanna Lipner**, Co-founder, Managing Director, Pikralida

10:20 – 10:30 **Presentation by Polish-Japanese Academy of Information Technology**
- **Paulina Duda**, Visiting Assistant Professor, Polish-Japanese Academy of Information Technology

10:35 – 10:45 **Future perspectives to combat bacterial pathogens**
- **Magdalena Płotka**, Prof. dr hab. UG Head of Department of Microbiology, University of Gdańsk
- **Ewa Wons**, Doctor, Microbiologist, University of Gdańsk

10:50 – 11:00 **More than biodegradable: How advanced polymeric materials are shaping the future of healthcare and sustainability**
- **Monika Dobrzyńska-Mizera**, Assistant Professor, Poznań University of Technology

11:05 – 11:30 *Discussion Panel*

Science Queens
- **Urszula Foryś**, Prof. dr hab, University of Warsaw
- **Anna Kamińska**, CEO, CREOTECH QUANTUM S.A.
- **Katarzyna Marczuk**, Founder & CEO, Aleet

Moderator: **Ewa Bochenko**, Science Queens Host, Quantum AI Foundation

11:35 – 12:15 *Discussion Panel*

Materials that Shape Our World Today
- **Iwona Pasternak**, Assistant Professor. Warsaw University of Technology
- **Nina Rędzia**, R&D | ESG Manager, Trend Glass
- **Aneta Sypniewska-Chlewicka**, Head of Kujawy Quarry, Holcim

Moderator: **Klaudia Żerańska**, Deputy Head of the Laboratory Department, Centrum Nauki Kopernik

12:20 – 12:45 **Rethinking offshore hydrogen**
- **Elin Steinsland**, CEO, HydePoint

12:50 – 13:20 **CMR Surgical**
- **Aleksandra Diyon**, General Manager Eastern Europe CMR Surgical, British Embassy

13:25 – 14:05 *Discussion Panel*

Nuclear Energy: From Lab to Building the Future

- **Katarzyna Kalend**, Senior Specialist in Nuclear Safety and Radiological Protection, ZUOP
- **Agnieszka Korgul**, Ph.D., Professor, FUW
- **Alice Neffe**, Country Manager, Steady Energy
- **Agnieszka Pollo**, Deputy Director, Science, NCBJ
- **Agnieszka Świniarska-Chabros**, Senior PMO Manager, Amentum
- *Moderator*: **Patrycja Nowakowska**, Counsel KKG Legal, KKG Legal

14:10 – 14:25 **Beyond the Lab: The Hidden Workforce Powering Quantum Innovation**

- **Kimberly D. McGuire**, C2QA Chief Operating Officer, Brookhaven National Laboratory, Co-design Center for Quantum Advantage

14:30 – 14:40 **Small Atoms, Big Hopes**

- **Alice Neffe**, Country Manager, Steady Energy

14:45 – 14:55 **Ethical Business in the Era of Technological Transformation**

- **Dominika Bettman**, President of the University Board, Warsaw School of Economics

15:00 – 15:10 **Does Your Brand Lie to You? The Data Science of Values**

- **Alina Landowska**, Researcher, Koźmiński University

15:15 – 15:35 *Sci/Eng Stage*

Wired for Wellbeing: How Technology Can Personalize and Transform Mental Health Care

- **Monika Kornacka**, Psychologist, SWPS University

15:40 – 16:05 **Quantum Hack VR: Building Quantum Literacy One Qubit at a Time**

- **Irene Alda Ferrero**, Academic Director IE School of Science and Technology, IE University

16:10 – 16:25 **Quantum and AI impact on the Cybersecurity of Nations, Industry and YOU**

- **Anna Beata Kalisz Hadegaard**, CEO, Quantum Security Defence

16:30 – 16:45 **Do Rare Diseases Happen Often? One-Person Pharma: Why Patients Are Rewriting Innovation**

- **Aldona Chmielewska**, President, AGO Alliance Poland

16:50 – 17:05 **Maria Skłodowska -Curie & Albert Einstein: Letters of Two Biggest Minds in the History of Science**

- **Ewa Łabno-Falęcka**, President, Fundacja Rozwoju Edukacji dla Przemysłu

TECH STAGE 1 – DAY 2

9:00 – 9:25 **Fireside Chat with Monika Litwiniec**
- **Monika Litwiniec**, Kierownik Działu Usług E2E IoT, T-Mobile
- **Katarzyna Pąk**, Academic Teacher, Koźmiński University

9:30 – 9:55 **Reimagining Search & Discovery with AI**
- **MJ Ferreira**, Lead Product Manager, OLX
- **Dominika Pach**, Director of Engineering, OLX

10:00 – 10:25 **From the Upside Down to Your Screens: Meet the Netflix Engineering Team**
- **Gabriela Guedes**, Software Engineer, Netflix
- **Gabriela Libudzka**, Site Reliability Engineer, Netflix
- **Prajakta Shitole**, Engineering Manager, Netflix
- **Ruchi Singhi**, Senior Software Engineer, Netflix
- **Eva Tse**, Engineering Director, Data Platform. Netflix

10:30 – 10:55 **Fireside Chat z Moniką Michalską**

11:00 – 11:25 **The Future of Work: Thriving in the Age of AI**
- **Rafif Srour**, Dean of Programs at IE School of Science and Technology, IE University

11:30 – 11:55 **Capgemini Agents: The Future of AI Collaboration**
- **Anna Zółtańska**, Senior Software Engineer, Capgemini

12:00 – 12:25 **Fireside Chat with Patrycja Bajorska**
- **Patrycja Bajorska**, Site Manager in Kraków & Katowice, GlobalLogic

12:30 – 12:55 **Does Pursuit of Happiness Get Us Depressed?**
- **Michał Piosik**, Founder, Troska

13:00 – 13:25 **We trusted them until the breach. Third-Party security incidents in practice: Threat Intelligence, detection blind spots, and organizational response**
- **Danuta Walecka**, Senior Analyst in Client and Third-Party Security, Standard Chartered

13:30 – 13:55 **E-Commerce Evolution: Consumer Psychology Meets Technological Innovation**
- **Andżelika Florek**, EMEA Product Content Senior Supervisor, 3M
- **Andrii Manilich**, E-commerce Senior Specialist, 3M

14:00 – 14:25 **The Power of Connectivity**
- **Anna Szewczyk**, Director Engineering, Honeywell

14:30 – 14:55 **The Science of Tech Breakthroughs**
- **Olga Andrzejewska**, Manager, BCG Platinion

15:00 – 15:25 **When the Network Must Not Fail: Resilience is the New Connectivity**

- **Radosław Koza**, Director of the Service Management, Orange
- **Małgorzata Krajewska**, Director of Public Policy and European Affairs, Orange

15:30 – 15:55 **From Vision to Impact: ZEFES and the Power of Electrification**

- **Agnieszka Wojtysiak**, Technology Manager Grid Integration T&SD Poland. Hitachi Energy

16:05 – 16:45 *Discussion Panel*

Why Poland? The Case for a Scientific Career

17:05 – 17:45 *Discussion Panel*

Beyond Outrage: Building Collective Response to Technology-Facilitated Violence Against Women

- **Sylwia Szpurek**, President, European FEM Institute
- **Liliana Religa**, Digital Tools Manager, Feminoteka
- **Martyna Różycka**, Head of the Department for Responding to Illegal Content on the Internet Dyżurnet.pl, NASK
- **Mariam Torosyan**, CEO, Safe YOU

Moderator: Paulina Januszewska, Feminist journalist and columnist at GQ Poland

TECH STAGE 2 – DAY 2

9:00 – 9:30 *Discussion Panel*

Women at Creotech Quantum

- **Agnieszka Jasińska-Kołodziej**, Chair of the Supervisory Board of Creotech Quantum, CREOTECH QUANTUM S.A.
- **Anna Kamińska**, CEOCREOTECH QUANTUM S.A.
- **Marta Misiaszek-Schreyner**, Quantum Cryptography Specialist and System Architect, CREOTECH QUANTUM S.A.
- **Barbara Wajnchold**, Project Lead, CREOTECH QUANTUM S.A.

Moderator: Cierra Lunde, CEO & Co-Founder, Universum Labs,

9:35 – 10:00 **What It Takes to Manage Agriculture from Space**

- **Angelika Gremska**, Staff Data Steward, Bayer

10:05 – 10:30 **Cloud Native Adoption in Financial Institutions: Challenges and Complexities**

- **Jadwiga Piechota**, Vice President, Digitization and Workflow Engineering, Goldman Sachs

10:35 – 11:00 **Let's Start with an Escalation**

- **Marcin Hartman**, Chapter Lead, ING Hubs Poland
- **Elżbieta Springer**, Chapter Lead, ING Hubs Poland

11:10 – 11:20 **Bajtek Generation(s) 1**

- **Waldemar Siwiński**, Founder, Perspektywy Education Foundation

11:25 – 12:05 **Bajtek Generation(s) 2**

- **Anna Bober**, Programistka i architektka systemów, Anna Bober
- **Grzegorz Brona**, Co-founder & CEO, Creotech Instruments
- **Andrzej Dragan**, Professor, FUW
- **Grzegorz Mazurek**, Rector, Koźmiński University

12:10 – 12:55 **Bajtek Generation(s) 3**

- **Olga Drenda**, Pisarka, eseistka, tłumaczka, Duchologia
- **Marta Juza**, Prof. Uniwersytetu Komisji Edukacji Narodowej, UKEN
- **Bartłomiej Kluska**, Historyk, dziennikarz
- **Marcin Wilkowski**, Historyk, programista, humanistyka.dev

13:00 – 13:25 **Agree to disagree**

- **Zuzanna Skulska**, Kierownik Działu Zarządzania Technologią, T-Mobile

13:30 – 13:55 **AI enabled PDLC (Product Delivery Life Cycle)**

- **Seba Borgnia**, Vice President, Information Technology Chief Enterprise Architect & Engineering, Procter & Gamble

14:00 – 14:25 **When the Network Must Not Fail: Resilience is the New Connectivity**

- **Radosław Koza**, Director of the Service Management, Orange
- **Małgorzata Krajewska**, Director of Public Policy and European Affairs, Orange

14:30 – 14:55 **Data is the new oil, but most companies never refine it. Are you ready to change that?**

- **Radosław Machnica**, Technical Expert, Hitachi Vantara

15:00 – 15:25 **How Test Automation Goes Wrong and How to Make It Work**

- **Olga Morozova**, Software Test Automation Engineer, JetBrains

15:30 – 15:55 **Energy Storage: Stabilizing the Energy System**

- **Bartosz Cielak**, Manager, Polska Grupa Energetyczna
- **Michał Kuźniewski**, Manager, Polska Grupa Energetyczna
- **Agnieszka Podgórska**, Manager, Polska Grupa Energetyczna

16:00 – 16:25 **How AI and Exponential Technologies Redefine Work**

- **Jowita Michalska**, Founder and CEO Digital University, Digital University Sp. z o.o.

16:30 – 16:55 **From Prototype to Production: What It Really Takes to Run AI Agents at Scale**

- **Rani Farinda**, ML Engineer, Equinix
- **Konstantin Palitai**, Senior Staff Engineer, Product Software, Equinix

WORKSHOPS – DAY 2

Each workshop has a limited number of seats. Registration for workshops operates on First Come - First Served basis. After a workshop is filled, registration will no longer be possible. We cannot guarantee to anyone that they will be able to sign up for their first-choice workshop.

9:00 – 10:10

Room B3

People Behind Software: Roles, Process and Challenges in IT

- **Marta Walczak**, Software Developer, Natek

Room D

Czy AI potrafi napisać apelację na poziomie egzaminu radcowskiego?

- **Ewa Suknarowska**, Data Scientist, Centralny Ośrodek Informatyki

Room E

Lead. Decide. Speak Up. – Navigating Complexity When It's Not Perfect, But It Matters How to lead in complex, high-stakes technology environments where clarity is limited and decisions can't wait.

- **Agata Rosolska**, IT Director, Procter & Gamble

Room C4

The Joy of Coding

- **Magdalena Jarecka**, Data Architecture Engineering Senior Specialist, Hitachi Vantara

10:40 – 11:50

Room D

Energetyka – miejsce nowoczesnych technologii i bezpieczeństwa

- **Agnieszka Gawęcka-Kopytko**, Head of the Business Continuity Management and Crisis Resilience Team, Tauron
- **Dariusz Kluska**, Executive Director for Security, Tauron
- **Mariusz Jurczyk**, President of the Management Board at TAURON Dystrybucja Pomiary and Board Advisor on Advanced Metering Infrastructure at TAURON Dystrybucja, Tauron

Room B3

From Waste to Safety: Interactive Insights into Radioactive Waste Management

- **Hanna Dukała**, Specialist for Radioactive Waste and Spent Nuclear Fuel, Polskie Elektrownie Jądrowe
- **Dorota Gajda**, Senior Specialist for Radioactive Waste and Spent Nuclear Fuel, Polskie Elektrownie Jądrowe

Room C4

Netflix Open Q&A + Workshop

- **Kamila Gawronska**, Engineering Manager, Netflix
- **Andrea Hairston**, Engineering Manager, Netflix
- **Hansol Junger**, Technical Program Manager, Netflix
- **Nataliya Pasichnyk**, Engineering Manager, Netflix
- **Veranika Sabiashchanskaya**, Engineering Manager, Netflix

- **Kasia Trapszo**, Principal Engineer, Netflix
- **Alana White**, Software Engineer, Netflix
- **Patrycja Wojciuk**, Recruiter, CEE, Netflix
- **Na Zhang**, Engineering Manager, Netflix

Room A

Unlock Your Potential – Create Innovation with Innovation Coach.

- **Natalia Cyran**, Events and Communications Expert, Innovation Coach
- **Aleksandra Hirszfeld**, Founder & CVO Quantum Collective Wisdom, Innovation Coach
- **Ewa Iwińska**, Co-Founder Herbatnik, Innovation Coach
- **Jagoda Lazarek**, Project and Innovation Leader/ WSB Merito University in Poznań, Visiocom, Inwedo, Innovation Coach

Room E

Everybody makes mistakes, and if you do...debug your code.

- **Paweł Marks**, Senior Software Developer, JetBrains

Room B1

From Manual to Magical: Choosing the Right Automation Platforms to Empower Business

- **Patrizia Schween,** Data & Process Steward - AI & Data Solutions, Continental

12:20 – 13:30

Room D

Balanced Energy Systems: Why the Future Needs More than Renewables

- **Bartosz Cieslak**, Manager, Polska Grupa Energetyczna
- **Michał Kuźniewski**, Manager, Polska Grupa Energetyczna
- **Agnieszka Podgórska**, Manager, Polska Grupa Energetyczna

Room B3

Zmiana bez dramatu – uwolnij energię, która czeka po drugiej stronie strachu

- **Katarzyna Subko-Wojtaszek**, Lean and Agile Coach, Ericsson

Room B1

Who Broke the Pipeline? – How AI Helps You Go From Mid to Senior

- **Hanna Jarlaczyńska**, AI Engineer, Tesco Technology
- **Dominika Wronka**, Product Manager, Tesco Technology

Room A

From GenAI to Agents: Your AI Should Do More Than Respond

- **Joanna Kowalik**, Management Consulting Manager, Accenture
- **Agnieszka Szałaśnik**, Management Consultant, Accenture
- **Bartłomiej Zarzycki**, Data Architecture Associate Manager, Accenture

Room B2

BootC in the Real World – From Concept to Running System

- **Paweł Osobiński**, System Engineer, Linux Technology, Point72

Room C4

Sky is not the limit: Drones workshop

- **Karolina Makuch**, Software Engineer, Honeywell
- **Marta Murat**, Advanced System Engineer, Honeywell
- **Michał Słomiany**, Software Engineer, Honeywell
- **Karolina Woźniak**, Systems Engineer, Honeywell

Room E

The Developer Collaboration Playbook in the Age of AI

- **Agata Włodarczyk**, Senior Digital Manager, Dynatrace

14:00 – 15:10

Room D

Switching AI On: Unleashing New Energy from Business Problems to Executable Use Cases

- **Agnieszka Franczak**, PhD, MBA, IT Project Manager, Hitachi Energy

Room E

Drawing with Math: Shader-Based Visualizations

- **Oskar Skuteli**, Interface Developer, Equinix

Room A

When Everything Goes Wrong: Leading Through Incidents Under Pressure

- **Marta Jaszczuk**, Head of Site Reliability Engineering – Data Availability, SIX Group
- **Aleksandra Usik**, Release Manager, SIX Group

Room C4

Leadership by Design: Strategic Thinking & Influencing for High Impact Performance

- **Loretta Wootton**, Director Engineering, Honeywell

Room B2

Za błędy powinni nam płacić dwa razy więcej

- **Tomasz Jędrkiewicz**, Culture, Inclusion and People Experience Strategy Expert, T-Mobile
- **Weronika Stępień**, People Product Innovation & Experience, T-Mobile

15:40 – 16:50

Room A

Nawigacja w zmianie. Psychologiczne mechanizmy adaptacji w świecie

- **Magdalena Malinowska,** Owner, Dogadajmy

Room C4

Safe Means Brave. Psychological safety isn't "nice" – it's the courage to say the hard thing.

- **Sylwia Janas**, People Business Partner, Pega
- **Łukasz Lesiuk**, Learning & Development Lead, Pega

SPECIAL EVENTS – DAY 2

9:00 – 17:00 *Room C1*

European Summit of Women Leaders in Science and Technology [by invitation]

The European Summit of Women Leaders in Science and Technology is an exclusive forum returning for its second edition on 11 June 2026, in Warsaw. It takes place alongside the 8th Perspektywy Women in Tech Summit.

The forum brings together 150 exceptional women leaders from around the world, including CEOs, university rectors, research directors, and ministers. It is a high-level platform dedicated to shaping the future of science and technology through leadership, collaboration, and cross-sector exchange.

Building on the inaugural edition, the 2025 forum produced the Warsaw Declaration of Women for the Future of Disruptive Technologies, a landmark call to action. The 2026 edition will transform this declaration into concrete initiatives and a shared agenda for change.

The program features keynote speeches, panels, and discussions on innovation, emerging technologies, leadership in research, and gender equality in STEM, with strong emphasis on networking and collaboration.

9:00 – 10:10 *Room A*

How to Respond to Harassment Safely and Creatively – practical training

Liliana Religa, Digital Tools Manager. Feminoteka

Do you want to learn how to respond when you witness or experience harassment? This training is for you!

During the training, you will learn:

- how to react when you experience harassment,
- how to help as a bystander,
- how to take care of our safety and resilience.

You will learn the 5D Method, a set of simple tools: Distract, Delegate, Document, Direct, and Delay support.

Why is this important? Up to 77% of women in Poland have experienced harassment in public spaces*. Only 1 in 2 people say they would intervene when witnessing harassment.

The training is delivered by the Feminoteka Foundation as part of the Stand Up Against Street Harassment campaign, in cooperation with L'Oréal Paris and Right To Be.

* International study on sexual harassment in public spaces conducted by Ipsos for L'Oréal Paris. Sample size: 1000, December 2023.

10:00 – 13:30 *Room C3*

Final Hackathon Event – HerTechVenture

The Final Hackathon Event marks the grand finale of the HerTechVenture Academy – part of HerTech Venture project – a pan-European initiative empowering female STEM students to become the next generation of tech entrepreneurs.

Top teams selected from national hackathons across five partner countries come together to pitch their innovative, real-world tech solutions to a jury of industry experts. After intensive weeks of training, mentoring, and collaborative problem-solving, this is their moment to shine.

The jury will evaluate each pitch and crown the best HerTechVenture team – right here at the

Perspektywy Women in Tech Summit, Europe's biggest tech conference for women.
Join us to witness the pitches live and connect with an international community of young changemakers shaping the future of tech.
Co-Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the Foundation for the Development of the Education System (FRSE). Neither the European Union nor FRSE can be held responsible for them.

11:00 – 11:20 *Engineering Hall*

How Does Engine Work

- **Krzysztof Dominiak**, Senior Engineer CTH, Repair Engineering, GE Aerospace
- **Jakub Kulecki**, Principal Engineer, GE Aerospace

Turbo fan engines – how they operate?
In this short session We would like to look inside into the Turbo Fan Engines using CFM56-7B cross-cut real Aircraft Engine. This engine is used on B737 Aircrafts.
During this session you will get information what are the key element of the Turbofan Engine and how it happens that its producing power to lift the Aircraft up.
You will also have the opportunity to ask questions, explore components closely and understand real-world aviation engineering applications in practice.
Please join us!
Size of the group is limited to please sign up ahead at the GE Aerospace stand in the Engineering Hall.

13:00 – 13:20 *Engineering Hall*

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Please join us!
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14:00 – 15:10 *Room B3*

Be Heard Beyond the Lab

- **Natalia Izdebska**, PhD Candidate, Warsaw University of Technology

An introductory workshop on science popularization and science communication for people who want to talk about their research in a way that is engaging, accessible, and impactful. During the session, participants will explore practical tools used by science communicators, educators, and

online creators to translate complex scientific concepts into clear and compelling stories without losing scientific accuracy.
The workshop focuses on three key aspects of effective communication: tailoring the message to a specific audience, simplifying complex topics, and building engagement and attention. Through hands-on exercises, participants will experiment with different ways of presenting their projects, learn how to create strong hooks that capture attention, and discover which elements make scientific messages memorable and effective for diverse audiences.

14:00 – 16:00 *Room C3*

The Future of Tech is Queer

- **Marta Buchlovská**, Head of Engineering, Site Lead for Diversity & Inclusion, Roche
- **Jorge Martín Jarrín Żak**, Senior Change & Engagement Manager, Standard Chartered
- **Wojciech Mularczyk**, Change Expert & AI Implementation Lead, ING Hubs Poland
- **Mateusz Panek**, Head of Sustainability, Lingaro Group
- **Justyna Radomska**, Recruitment & HR Manager, Orange
- **Aleksandra Wróbel**, Public Affairs Manager, ZPP

Join us for a powerful and insightful LGBTQ+ session at the Women in Tech Summit!
This year, we invite you to explore inclusion through the lens of today's most pressing challenges- from social realities to the rapidly evolving world of technology.
The session will open with an inspiring keynote by Julia Maciocha, addressing current topics that matter to the LGBTQ+ community – from visibility and representation to the broader social and cultural shifts shaping our present moment. The talk will also explore what unlocks people's potential and energy, what drives engagement, and what barriers still hold individuals back from fully showing up as themselves, both in the workplace and beyond.
We will then move into a dynamic panel discussion with representatives of partner companies, diving into the intersection of Responsible AI and the risks of unconscious bias. Together, we'll explore how technology can both reinforce and challenge inequalities and what it really takes to build AI systems that are fair, inclusive, and aware.
From real-life examples of bias in AI to practical approaches for teaching inclusive language and designing more equitable systems, this conversation will offer both critical insight and actionable inspiration.
Whether you're part of the LGBTQ+ community, an ally, or a tech professional shaping the future of AI, this session creates space to learn, question, and co-create better solutions.
Be part of the conversation. Challenge assumptions. Help build a more inclusive future in tech and beyond.

Agenda:

14:00 – 14:10 Welcome
Kick off the session, meet the community, and set the tone for an open, inclusive space.

14:10 – 14:30 Unlock people's energy and potential- enhance Gender Diversity in Everyday Life
Discover how to unlock people's energy in workplace and Everyday – and learn what may trigger or potentially block the energy

14:30 – 14:45 Q&A / Sharing Session
An open space for questions, reflections, and shared experiences. Your voice matters here.

14:45 – 15:45 Responsible AI & Unconscious Bias: Designing Inclusive Technology and Language

Panel discussion

15:45 – 16:00 Networking & Fun

Connect, exchange ideas, and celebrate the community in a relaxed atmosphere.

16:00 Rainbow Parade

Join us for a colourful parade as we head together to the Zone in front of the EXPO – celebrating visibility, solidarity, and joy!

15:40 – 16:50 *Room B2*

Kiedy technologia krzywdzi – cyberprzemoc w relacjach partnerskich

- **Tenie Segura**, Cybersecurity Specialist, Fundacja Czas Kobiet

Stalking cyfrowy, deepfaki, przejmowanie kont, aplikacje śledzące lokalizację – współczesne technologie tworzą zupełnie nowe formy przemocy w związkach, często niewidoczne dla otoczenia i trudne do udowodnienia. Podczas tego interaktywnego warsztatu przeprowadzimy uczestników przez mechanizmy działania sprawców, psychologiczne konsekwencje dla osób pokrzywdzonych oraz konkretne sposoby ochrony, od wieloskładnikowego uwierzytelniania po wykrywanie nieznanych aplikacji śledzących. Na podstawie autentycznych historii i aktualnych badań omówione zostaną najnowsze zagrożenia związane z AI: technologie face i voice swapping, narzędzia typu nudifier oraz manipulacje obrazem i dźwiękiem wykorzystywane do szantażu i nękania. Warsztat ma charakter praktyczny i jest otwarty na dyskusję, a kierowany jest dla wszystkich, którym bliskie są tematy bezpieczeństwa cyfrowego i przeciwdziałania przemocy.
Warsztat będzie prowadzony w języku polskim.

15:40 – 16:50 *Room B3*

GenBoost: Młodzież inspiruje liderów, a liderzy wspierają młodzież

- **Gabi Gacek**, Edukatorka, GenBoost
- **Michalina Popko**, Edukatorka, GenBoost

Międzypokoleniowe warsztaty prowadzone przez młodych trenerów (18–25 lat) to dynamiczne, praktyczne spotkania skoncentrowane na skutecznej komunikacji i współpracy między osobami w różnym wieku. Łączą energię młodego pokolenia z konkretną wiedzą i realnymi przykładami z rynku.

Warsztat będzie prowadzony w języku polskim.

15:40 – 16:50 Room E

Stacja innowacja. Warsztat dla kreatywnych nauczycieli

- **Barbara Halska**, Nauczycielka i konsultantka, WOM Rybnik
- **Joanna Komorek**, Nauczycielka i konsultantka, WOM Rybnik

Celem warsztatu jest przygotowanie nauczycieli do praktycznego wdrażania założeń nowej podstawy programowej 2026 poprzez wykorzystanie metody pracy stacyjnej, nowoczesnych pomocy dydaktycznych oraz działań rozwijających kompetencje wskazane w Profilu Absolwenta. Jak skutecznie połączyć wymagania nowej podstawy programowej z aktywizującą i angażującą edukacją? Kluczem jest twórcze podejście do nauczania oraz wykorzystanie metod, które oddają uczniom przestrzeń do działania, współpracy i samodzielnego odkrywania wiedzy. Podczas warsztatów uczestnicy poznają praktyczne rozwiązania wspierające realizację założeń reformy edukacji. Nauczyciele, pracując metodą stacji zadaniowych, sami doświadczą procesu uczenia się opartego na aktywności, eksperymentowaniu i współpracy. Każda stacja będzie okazją do

poznania nowoczesnych narzędzi dydaktycznych oraz sposobów ich wykorzystania na różnych etapach edukacyjnych.
W trakcie szkolenia zaprezentowane zostaną innowacyjne pomoce edukacyjne, w tym rozwiązania angażujące ruch, współpracę i myślenie problemowe, a także materiały wspierające rozwijanie kompetencji badawczych i interdyscyplinarnych. Uczestnicy dowiedzą się, jak tworzyć atrakcyjne doświadczenia edukacyjne łączące matematykę, edukację przyrodniczą, aktywność fizyczną oraz nowe obszary obowiązkowe, takie jak edukacja klimatyczna czy ekonomiczno-finansowa.
Warsztaty dostarczą gotowych inspiracji i praktycznych pomysłów, które można od razu wdrożyć podczas codziennej pracy z uczniami.

Warsztat będzie prowadzony w języku polskim.

15:40 – 17:40 *Room D*

Break the Barrier: An Escape Room about Women in Tech

Women built the internet. Women debugged the first computers. Women calculated the Moon landing. And for a long time, nobody talked about it.
We're here to talk about it.
Break the Barrier is a hands-on, high-energy workshop about women in tech – the history, the myths, the uncomfortable workplace moments, and the conversations we should've been having years ago. Expect to be surprised, challenged, and maybe a little fired up.
We'll bust some myths (spoiler: there are a lot of them). We'll look at real scenarios that happen in real workplaces every day. We'll talk about what it actually takes to advocate for yourself and others in an industry that still has a lot of catching up to do.
This isn't a lecture. It's a session designed to get you thinking, talking, and leaving with something useful – whether you're a developer, a designer, a founder, a student, or just someone who showed up and is glad they did.
Top secret bonus: the sharpest minds in the room walk away with prizes.
All are welcome. Seriously, all – but spots are limited to 45. First come, first served.
The event will be hosted by Women Go Tech – an NGO with a mission to navigate women towards careers in tech.

15:40 – 17:40 *Room B1*

Quantum Diplomacy Game

Step into the future with the Quantum Diplomacy Game - an immersive role-play serious game that places participants at the heart of a future shaped by quantum computing and challenges them to reshape it. Set against a fictional geopolitical crisis triggered by a breakthrough in quantum computing, players are brought back to the present to negotiate, collaborate, and anticipate how today's decisions could prevent tomorrow's conflicts.
As scientists, policymakers, industry leaders, and stakeholders from fictional countries with unequal quantum capabilities, participants experience first-hand how quantum computing reshapes global power, cooperation, and governance.
The game was originally developed at the Geneva Science and Diplomacy Anticipator (GESDA) for the Open Quantum Institute(OQI), An initiative hosted by CERN, born at GESDA and supported by UBS. The OQI is a multilateral governance initiative promoting global and inclusive access to quantum computing and the development of applications for the benefit of humanity.

SPECIAL ZONES – DAY 2

Perspektywy Education Foundation Zone

9:00 – 18:00 **Visit the Perspektywy Educational Foundation booth at WITS 2026!**

Looking for inspiration, support and community in the world of technology? Our booth is the place created just for you!

In the information area, you'll learn about all our initiatives supporting women in tech – and you'll be helped by our unique AI avatar! Ask him questions and find out how we can support your tech career.

In the IT for SHE zone, female tech experts are waiting for you, ready to give you personal career advice.

Also, at the consultation desk, meet alumnae of our programs and learn their success stories first-hand!

Inspiration Zone invites you! See the exhibition of inspiring careers of our female graduates and leave your mark – record a short video about your path in technology. Maybe it's your story that will inspire the next generation of women in tech!

The interactive zone is where theory turns into practice – take part in a series of fast-paced technology workshops, test your knowledge in a quiz about women in science and technology (with prizes!), and share your ideas on a virtual whiteboard.

At the registration desk, join our community – sign up for our newsletter and learn about community groups that support women in technology all year round, not just during the summit.

The store area tempts with unique event goodies – get unique souvenirs that will remind you of the inspiring atmosphere of Women in Tech Summit 2026!

Visit our booth - it's more than an information desk, it's a place to meet, get inspired and start new opportunities in your technology career!

Mentoring Zone

9:00 – 16:00 Grab a seat at the **Mentoring Zone** table and engage in life-changing conversations! With around 420 mentoring sessions available, you'll have the opportunity to chat with the Mentors of the Summit, experienced managers, and engineers. These 1:1 sessions offer you the chance to discuss crucial topics related to your career development and technology and expand your professional network!

Where?

The mentoring meetings will take in the Mentoring Zone at EXPO XXI.

When?

Wednesday 10.06 9:00–11:00 | 12:00–16:00

Thursday 11.06 9:00–16:00

How?

If you want to make an appointment with a mentor, you can visit the summit participant's profile (you got the link in the email). Each participant can arrange 2 meetings.

Space Academy

9:00 – 18:00 **Ready for an out-of-this-world adventure?**

At the Summit step into the Space Academy Zone – a dedicated space-themed tent packed with exciting attractions for curious minds of all ages!

Experience our spherical cinema with immersive astronomy shows that will take you beyond the stars.

Join interactive educational workshops and discover fascinating topics such as:

- Everything you ever wanted to know about satellites
- Space farming and how food can be grown beyond Earth
- Choosing a career path in astronomy and the space industry
- Smart Astronomy Workshop-Learn How to Use Smart Telescopes (six state-of-the-art smart telescopes that can be controlled through a dedicated smartphone or tablet app. Event participants will be able to connect to the telescopes using their own devices)

Ever wondered what it's like to be an astronaut? Dress up in authentic astronaut suits and helmets, then capture an unforgettable photo against a spectacular cosmic backdrop!

Embark on a journey through the universe with us.

Reach for the stars.

Touch the stars with us at the Space Academy Zone!

STEAM Fun 4 Kids Space

9:00 – 18:00 **Join Us at the Perspektywy Women in Tech Summit with Your Kids!**

We are excited to invite you and your family to this year's Women in Tech Summit with your child! While you delve into cutting-edge technology, your children will have a fantastic time in our dedicated STEAM for Kids Zone, organized by Edison International School and Magic Fish Preschool. We provide a safe and stimulating environment where children can engage in educational play.

In our STEAM workshop, children can participate in a variety of activities:

- iPad Station: Discover apps that teach through fun and interaction.
- OSMO: Blend physical play with digital innovation through creative puzzles.
- Robots: Learn the basics of programming by controlling and interacting with robots.
- Tangrams: Develop spatial recognition and problem-solving skills with these classic puzzles.
- Corbo Blocks: Encourage creativity and engineering skills with versatile building blocks.
- 3D Pens and 3D Printing: Create three-dimensional artworks and print unique designs.
- Colouring Sheets: Engage in simple and relaxing artistic activities.

The STEAM Kids Zone will be open from 9:00 AM to 6:00 PM, allowing you to fully immerse yourself in the summit while your children are safe and engaged in enriching experiences.

Join us at the summit where your children can explore, learn, and have fun while you connect with the world of technology.

Your children's development, joy, and engagement are our highest priorities.

If you want to register your child for the STEAM activities during the Summit, please fill out the form. The participation rules and guidelines are included in the registration form.

Garage Girls Zone

9:00 – 18:00

The Garage Girls Zone is a space created for women who want to dive deeper into the world of automotive culture – without barriers, without stereotypes, and with a strong focus on hands-on experience and real skills. It's a place where you don't just watch – you get involved, get your hands dirty, and feel the satisfaction of doing it yourself.

At the heart of the zone is a classic car repair workshop, where participants will work side by side with experienced professionals, exploring what it really means to restore and maintain a car with soul. This is not about passive learning – it's about action, the smell of engine oil, and the rewarding moment when everything comes together.

For those interested in car care and detailing, the Car Spa Zone offers practical workshops in paint polishing, dent removal, and the application of protective coatings and films. Step by step, participants will learn how to restore a vehicle's shine and protect it for the future – all through guided, hands-on practice.

The zone also features introductory rally driving lectures, covering essential driving techniques, car control, and how to handle challenging conditions. It's a perfect starting point for anyone curious about motorsport and eager to understand what's happening behind the wheel at a deeper level.

Garage Girls is more than just a zone – it's an empowering experience that builds confidence, knowledge, and the courage to take matters into your own hands.

Career SPA

9:00 – 18:00

Sent out dozens of applications and heard nothing back? Or maybe your first job interview is coming up and you have no idea what to expect?

If you're 18–24 and figuring out your career path? Come to Career SPA! Free one-on-one sessions with specialists in recruitment, HR, IT, leadership, networking, career development, and career change from Citi, Intel, AMD, JPMorgan, and other top companies. Get your CV reviewed, practice your interview, ask about skills, networking, and career planning. Spots are limited! Sign up here: careerconsultations.womenintechsummit.pl

Neurodiversity Zone

9:00 – 18:00

A calm space for rest, reflection, and learning

Neurodiversity Garden is a quiet and safe space designed for those feeling tired, overwhelmed, or in need of a break from the intense sensory stimulation of a large conference environment. Created in partnership with our friends from NatWest, the Garden will be located in the Onyx Room during the Perspektywy Women in Tech Summit.

At events where thousands of people gather – like our Summit with over 14,000 attendees - noise, crowds, and constant activity can lead to sensory overload, especially for neurodivergent participants. Neurodiversity Garden provides a peaceful retreat where anyone can recharge, reduce stress, and reconnect with themselves in a calm environment.

But this space is more than just a haven of quiet. It is also a place for reflection and learning – where you can gain insights into what neurodiversity really means, and how to create inclusive environments that support neurodivergent talent. Whether through expert consultations, group conversations or simply taking time to unwind, the Neurodiversity Garden fosters a culture of empathy, understanding, and mindful inclusion.

Real inclusion begins where people feel safe enough to simply be.

Silicon Valley Stories

9:00 – 14:00

Magda Gacyk, Journalist & Author, Radio 357

Step into the strangest corner of the Perspektywy Women in Tech Summit – a special zone where Silicon Valley's myths are peeled back.

Through a series of eye-opening talks, we'll decode why women are still being filtered out in SV, explore female-led alternatives to the bro-driven startup culture, and discuss the overhyped rituals and power plays of tech barons.

From grinder cyborgs to cockroach startups, from tech feuds to crazy morning routines, this is where Silicon Valley's secrets get told.

Bajtek Special Zone

9:00 – 18:00

Step into Bajtek Zone – a nostalgic playground where time rewinds and the golden age of gaming comes back to life.

This special space at the Women in Tech Summit invites you to rediscover the magic of early computers and iconic games that shaped today's digital world. Whether you're a longtime gamer or just curious about the roots of tech culture, Bajtek Zone is designed to spark joy, curiosity, and a sense of playful exploration.

Get hands-on with legendary machines and experience gaming the way it all began. You'll have the chance to play on original hardware, feel the click of vintage keyboards, and immerse yourself in pixel-perfect adventures that once captivated an entire generation.

Here's just a glimpse of what awaits you:

- Atari 800XL with River Raid and Montezuma's Revenge
- Atari 130XE with Pong and Super Breakout using paddle controllers
- Atari ST featuring Prince of Persia and Gods
- Commodore C64 stations with Commando, The Great Giana Sisters, and Boulder Dash
- Sinclair ZX Spectrum with 1943, Knight Lore, and International Karate
- Amstrad CPC 6128 running Titanic Blinky, Arkanoid, and Buggy Boy
- Amiga 500 with Super Frog, Cannon Fodder, and Wonder Dog
- Nintendo NES with the classic Duck Hunt (yes, with the light gun!)
- Super Nintendo (SNES) featuring Super Mario and Donkey Kong
- Sega Mega Drive with Sonic and Streets of Rage

And that's not all! Make sure to visit the Retronics booth, where you'll find reprints of Bajtek magazine and other vintage computer publications, bringing back the spirit of early tech journalism and gaming culture.

Bajtek Zone isn't just about games, it's about stories, memories, and the evolution of technology. Come play, explore, and connect with the roots of innovation in a space where past and present collide in the most delightful way.

Women in Nuclear

9:00 – 18:00 Nuclear Zone "Nuclear. Powered by Women" organized by Women in Nuclear (WiN) Polska focuses on the role of nuclear energy in shaping Poland's technological future. The zone will include a mini-Stage featuring debates, keynotes, power talks, and workshops. A program aimed at competence development, increasing the visibility of women leaders, and building a talent pipeline for the nuclear sector. A key highlight of the space will be the Nuclear Experience Zone, an interactive area designed to bring nuclear technology closer to participants through hands-on learning.

WiN Poland's presence at the Women in Tech Summit highlights the importance of nuclear energy as one of the key elements of the future energy and technology landscape, in line with this year's event theme, "UNLEASH NEW ENERGY." Thanks to this collaboration, the Nuclear Zone will become a space where experts, students, and future engineers can gain knowledge, build relationships, find inspiration, and explore new career opportunities in the nuclear industry.

Nuclear Zone is powered by WiN Polska with, Bechtel Corporation, Westinghouse Electric Company, Atkins Realis, GE Hitachi Nuclear Energy, Steady Energy, Powen Wafapomp, OSGE, EDF, Urząd Dozoru Technicznego, Rockfin, Unibep i Amentum.

Nuclear Experience Zone – "Nuclear. Powered by Women"

Step into the Nuclear Experience Zone – an interactive space where technology meets inspiration. Designed to bring the world of nuclear energy closer to participants, the zone will feature hands-on, immersive elements that showcase how modern reactors work and how innovation is shaping the future of clean energy.

Visitors will explore reactor models, engage in a VR experience that takes them inside a nuclear reactor, and – most uniquely – take on the role of an operator by using a robotic arm to safely refuel a reactor, simulating real-life processes in a controlled, engaging environment.

Created by Women in Nuclear (WiN) Polska, this space not only demystifies nuclear technology but also highlights the critical role of women in driving innovation across the sector. The Nuclear Experience Zone invites students, professionals, and future engineers to learn by doing, connect with experts, and discover exciting career paths in nuclear energy.

DAY 2

09:40-10:10 *Panel*: **„Next Generation of Nuclear Professionals"**

10:30-11:00 *Panel*: **"Nuclear Meets Tech"**

12:00-12:30 *Debate*: **„Nuclear - Safety First"**

12:30-13:15 **Nuclear energy knowledge competition**

14:30-15:15 *Power-Talks*

15:15-15:35 **Women Power Nuclear Graduates: In Conversation with British Embassy Warsaw**

Women's Money Talks

10:00 – 15:00 **Money Talks: Women, Money & Real Independence**

For the first time at the Perspektywy Women in Tech Summit, we are launching Money Talks – a brand-new special zone where technology meets finance, created specifically for women who want to build not only successful careers, but real financial independence.

This practical, hands-on space will cover everything from investing, budgeting, retirement planning, salary negotiation, and building wealth, to the psychology of money, confidence, risk, and financial security in the digital world. Visitors can expect expert talks, actionable insights, honest conversations, and practical tools they can apply immediately in everyday life and long-term career planning.

Money Talks responds to one of the biggest shifts happening today: understanding technology is no longer enough without understanding money. As fintech, AI, digital assets, and online financial tools reshape the way we work, earn, and invest, financial competence becomes a key part of independence and future security.

The zone is curated by Madina Turava and Maria Ozog – founders of Finansowe Latte and the International Women's Finance & Education Foundation – who bring together expertise from finance, tech, marketing, and education to create a modern, accessible approach to financial literacy.

Whether you are just starting to think about investing, planning your financial future, or looking to better understand the fast-changing world of money and technology, Money Talks is the place to stop by during the Summit.

FINANCIAL AWARENESS

10:30 – 10:45 *Opening session:* **What Women in Tech Wish They Knew Earlier**

- **Maria Ożóg** and **Madina Turava** (Finansowe Latte and IWFE Foundation)

DIGITAL SAFETY

10:45 – 11:30 **CYBER & CASH SHIELD Digital Financial Safety: don't get hacked. Don't get manipulated**

How to protect your money, identity and data online

Focus: Protecting your money online

Part 1: How not to get scammed

Part 2: How to verify companies & offers

Panel:

Moderator: **Milena Rygiel Soćko** [Women Go Cyber]

- **Ewa Piłat**
- **Robert Pająk**

RELATIONSHIPS & MONEY

11:30 – 12:00 **Love, Divorce & Financial Independence**

What every woman should know to protect herself legally and financially

- **Barbara Witecka,** Divorce Lawyer & Women's Rights Advocate
- **Marta Sochacka**, Kobieta w Sądzie

FUTURE OF MONEY

12:00 – 12:45 **BLOCKCHAIN & DIGITAL ASSETS – Demystified for Women**

Focus: Understanding the future of blockchain and cryptocurrency without hype or fear

Panel:

- **Paulina Paprzycka**, Blockchain Girls
- **Gosia Woźniak**, Blockchain4Her – PR Manager

12:45 – 13:30 **How to Build an Investment Portfolio Like a Professional**

- **Samer Masri**, Head of PKO BP Securities, investment advisor with a PhD in Economics

13:30 – 14:15 **Household Budgeting** (Polish language session)

Facilitator: **Beata Ciechan**, trenerka Oszczędzania

14:15 – 15:00 **Workshop**

Your future needs a plan: How women in tech build long-term stability and independence

- **Klaudia Sibielak** (Finax)

The agenda is subject to change.

PERSPEKTYWY WOMEN IN TECH SUMMIT

Astro Teller: The Man Who Designs the Future

The Special Guest at this year's Perspektywy Women in Tech Summit 2026 will be a man whose job is to create the future. And we're not talking about just another Big Tech executive, but a man at the very heart of the world's most ambitious technological experiments. Astro Teller - for it is he - runs one of the most extraordinary places in the tech world: a lab whose mission isn't to improve existing products, but to systematically create things that initially sound like overly risky experiments.

As CEO of X (formerly Google X), now known as the Moonshot Factory and owned by Alphabet, he is responsible for projects that aim to solve problems on a civilizational scale. It was there that Waymo, Wing, and Verily were born - ventures that began as internal experiments and later became independent companies. In an industry full of slogans about "changing the world," Astro Teller belongs to a small group of people who are trying to turn that declaration into a real operating model. He doesn't bother with cosmetic tweaks and improvements to existing systems. He's more interested in whether they can be built from scratch: faster, cheaper, safer, and on entirely different principles.

His own biography explains this approach well. Teller earned a Bachelor of Science in Computer Science and a Master of Science in Symbolic and Heuristic Computation from Stanford University, as well as a Ph.D. in Artificial Intelligence from Carnegie Mellon University. He also comes from a family where science was a way of life: his grandfather was Edward Teller, one of the most important physicists of the 20th century, and his other grandfather was Gérard Debreu, a Nobel laureate in economics. This combination of physics, mathematics, and systems analysis is very clearly reflected later in his way of thinking about technology.

Before joining Google, he built his own companies. Among other ventures, he co-founded BodyMedia - one of the first companies to develop tools for monitoring sleep, activity, and physiological metrics, long before the era of Fitbits and Apple Watches. He also ran Cerebellum Capital, where he explored the use of machine learning in investment management. These experiences gave him something more important than startup success: a very practical understanding that even the most brilliant technology without a business model remains nothing more than a curiosity.

Most interesting, however, is Astroteller's approach to failure. In most corporations, failure is a PR problem. At X, however, it is a working tool.

> **Teller has been saying for years that the worst projects aren't the ones that failed, but those that should have been shut down long ago and are still consuming time, people, and budget.**

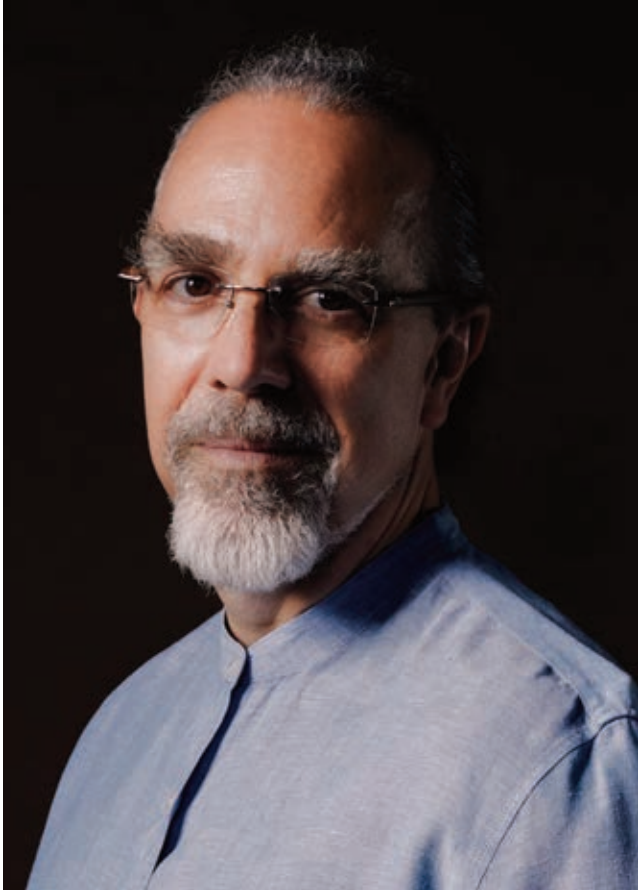
That is why, by his definition, a moonshot must meet three conditions simultaneously: it must address a massive problem, propose a radical solution, and be based on technology that has a realistic chance of being developed. It's not about a few percent improvement. It's about a change of scale - tenfold, and sometimes a hundredfold!

Teller often says that a 10% improvement forces you to compete with everyone who is doing exactly the same thing. Attempting a 10-fold improvement requires abandoning existing assumptions and finding a new perspective. That is where true innovation begins. In practice, this means very strict rules. At X, there are so-called "kill metrics" - pre-determined parameters whose failure to meet automatically signals the end of a project. Teams are rewarded for proving that their own idea should not be further developed. Bonuses, promotions, public recognition. The goal is not to defend a project at all costs, but to arrive at the truth as quickly as possible.

The most famous example of this philosophy's success remains Waymo. Today, most people simply associate it with self-driving taxis, but for years it was one of the world's riskiest technological experiments. The goal was not to create a "driverless car," but a system safer than a human - and that required a decade of testing, constant learning, and tremendous operational discipline.

Closed and abandoned projects are just as important to Teller. For example, Project Loon was intended to provide internet access to remote regions of the world using stratospheric balloons. Technologically, the project was impressive: the balloons could stay aloft for many months and precisely harness atmospheric currents. It was shut down because they failed to create a business model that was economically sustainable. This is one of X's most important lessons: technological success isn't enough. If a solution can't function outside the lab, it remains an experiment.

This logic became even more pronounced after 2024, when X underwent a major structural change. Alphabet began demanding greater capital discipline and a more rigorous market test. The Series X Capital fund was established - approximately $500 million earmarked for financing projects moving out of the lab. Alphabet remained an investor, but ceased to be the sole source of funding. This is an important signal: even the most ambitious "factory of the future" must now justify its effectiveness not only technologically, but also financially. Teller views this as a natural stage of maturation.



Projects develop faster when they leave the safe confines of a large corporation and begin to operate like real startups - facing market pressure, accountability for results, and the need to prove their own worth independently.

That is why Astro Teller attracts so much attention - not only as a technology leader, but as the architect of a particular way of thinking. He demonstrates that radical innovation does not have to be chaotic or a romantic cult of the visionary. It can be designed as a process: with rules, metrics, and a willingness to quickly discard bad ideas.

In a world where nearly every company claims to be building the future, his approach is exceptionally pragmatic. It relies less on tales of genius and more on intellectual discipline and the courage to make unpopular decisions. And perhaps that is precisely why X remains one of the most important laboratories of the 21st century. Not because of the size of the budget or the spectacular nature of the projects, but because of the consistency in distinguishing between what is truly feasible and what merely sounds good on a conference stage.

Special Guest

Interviewing ASTRO, who will be a SPECIAL GUEST at the Perspektywy Women in Tech Summit 2026, are:
Joanna Maraszek-Darul
– Alumna of Perspektywy programmes, Cofounder of Plan Be Eco.
Bianka Siwińska
– CEO at Perspektywy Education Foundation.

We talk with ASTRO TELLER about junk, wrongness, and AI harm

Why the future of energy and trillion-dollar businesses might not be hidden in labs, but sitting right inside the global South's landfills? What is the literal "physics of innovation" and why are true breakthroughs impossible without a culture that strips away the shame of failure? Why modern anxiety around artificial intelligence is completely justified, and why Big Tech needs to focus on its products while leaving social policy to society.

We talk about all of this with ASTRO TELLER, known as the Radical Innovation Philosopher and Captain of Moonshots.

BIANKA: I wanted to start with a question about Europe. In Europe, for the last two years, we have been experiencing a big debate about the innovation potential of Europe as a whole concept. We are discussing the very important Draghi report. Draghi is the guy who prepared the whole report on how innovation works in Europe. And the general result was that, actually, Europe doesn't have this innovation spirit anymore, and that we are kind of blocked somehow by our regulations, by a lack of willingness to take risks, and by this split between different countries, where everything is only loosely connected. And now, we know that we are forced to build a new culture of innovation here, and that we need to be strong, we need to be sustainable, and we need to be independent in the world. So, what would you suggest to Europe and to Poland to start this new era of building innovation? What part of your experiences should we use to make this innovation spirit come alive again?

ASTRO TELLER: I can answer your question. Let me start though by saying I'm not European, so I feel like I can tell you maybe some things I would suggest, but I understand that this is a pretty complicated topic and I don't pretend that there's an easy fix to it. That said, I don't think this is the only thing, but I think in the top two or three, one of them is a fundamental misunderstanding about why I talk so much about failure.

I don't think, especially in Europe, that this is seen as a natural or even required part of the process. Failure is seen as something kind of irresponsible and sloppy, that somehow happens over in Silicon Valley, but just like, "Ugh, let's not do that." You cannot have radical innovation without mostly being wrong. There is no choice in that. That is the physics of radical innovation. It is the definition of radical innovation, that most people's first principles thinking just doesn't lead you to the solution. If it did, it wouldn't be radical innovation.

So, it is absolutely table stakes. It's maybe not a sufficient condition, but it is a necessary condition to have a culture in which people trying something and not getting a win cannot be a career-limiting move for them.

And I don't know, you know better than me, but I think that Europe by and large has maybe not a great venture capital system, but has lots of money. It has great engineering talent, design talent, product talent. That's not the problem. Getting more money into the venture system would be better, but I actually think that's a secondary problem. If the culture appreciated that you have to try things and learn from them, and you learn by being wrong, accepting that you're wrong, processing why you were wrong, and then moving on quickly and without a lot of shame or guilt... that is like the tightest part of the learning loop and the process of innovation. So, I guess if I ran Europe for a day, that's what I would spend my energy on.

JOANNA: I would love to start with the current projects, which I'm absolutely amazed by. And the first one, the Waymo, because right now, I would say that this is the most recognizable project all around the world. But when I read about it, I had the feeling that Waymo has been ready for like a decade. And what does this timeline teach us about patience in innovation? How do you feel about that? Whether you were patient enough, or whether this project happened out of nowhere? So, I would love to push the idea of patience in innovation and pursuing for the goal.

ASTRO TELLER: I'll speak to Waymo, but Google Brain, which also came from X, actually graduated from X several years before Waymo graduated from X. And it is now, you know, certainly from a certain perspective, much better known even than Waymo is. The modern explosion of machine learning, not entirely, but in no small part came from Google Brain. But that took 15 years.

Waymo, we understood even 15 years ago that it was going to be possible. Exactly how long it would take, exactly how much money it would take, that was less clear. But radical innovation takes time. Like, very roughly, a decade from crazy idea to not crazy idea, and then sometimes as much as another decade from

We talk with ASTRO TELLER about junk, wrongness, and AI harm

not crazy idea to a profitable, enduring business. It doesn't always take that long, but like the reality is you can't compress that time all that much, and most people don't have the stomach for 20 years of waiting.

But just like, you know, there's realities. Like, even if self-driving cars were perfect, they wouldn't be everywhere next year because people have already spent a lot of money on the cars that are on the road. It's a sunk cost, and people are going to want to get their value for the money that they've spent. So, it's going to take a while, and innovation always does. I don't know if that gets at what you're asking, but we always have said this takes a while.

And so, there wasn't a, you know, "it sucked, it sucked, it sucked, overnight success." That's actually not what happens. Most of these things usually are exponentials of various kinds. But it's the nature of an exponential curve, because people don't think in exponential terms, that they see the beginning part of the exponential as essentially flat. Because there's some functional floor below which it just doesn't sort of get into people's consciousness, so it feels like it's zero. Waymo's progress felt like it was zero for a decade. It wasn't zero, it's just no one was paying attention to that exponential. And then all of a sudden, once it got past a certain threshold, people started paying a lot of attention. And that's what often causes innovation to feel like it just happened.

I'll give you an example. How much are you following Wing, the drones for package delivery? A lot less? I guarantee you, one to two years from now, it will feel like they were an overnight sensation. But they weren't. They've been on a curve that's only two, two and a half years less long than Waymo. But they're ramping very quickly, it's absolutely going to change the world, and all of a sudden people are going to be like, "Oh, where did that come from?"

JOANNA: Yeah, so I can see how excited you are about those drones delivery. And this is why I must ask you whether there is any moonshot that you have the greatest hope with and the biggest excitement with? And if it is the same project, or the hope and excitement comes to different ones?

ASTRO TELLER: I'm excited about all of them. It's a little bit like asking me to pick between my children. But let me tell you a very brief story that tickles me a little extra. So, we have a project, which is public, at X right now. It's much earlier. Waymo is 16 years old now; this project I'm about to tell you about, Materra, is 4 and a half years old. So, much earlier in its process, many, many fewer people.

But right now, depending on how you count a little bit, somewhere between 1 and 3 trillion dollars a year goes to landfill around the world, not because we couldn't recover that value – the value is embodied in these things, rare earth minerals, rocks shaped a certain way inside the concrete, long-chain polymers that make up the plastics of the world – it's because we don't know exactly what we're looking at as it goes across conveyor belts around the world. So, we just send it to landfill.

If you had mass spectrometry and you could look down on this, vaporize a little bit of it, and see what molecules, what elements are actually in this thing, you could know how to recycle it, whether it was worth

recycling, and you could recover 1, 2, 3 trillion dollars a year, and do a phenomenal goodness for the world because the world would become much more circular and we would have to dig up the earth a lot less.

Materra has built kind of a poor man's mass spectrometry so that we can see every molecule that's in this potato chip bag as it zooms across the conveyor belt. And, am I excited that that will be really good for the world by making the world more circular? Yes. Am I excited that that's likely to be a very large and profitable business? Yes.

The thing that tickles me the most about it is that, very roughly, the global North has been dumping our garbage on the global South for at least half a century. And if it turned out that the oil wells of the future were in fact the landfills that we've been filling up in the global South, it would be one of the few times in history that colonialism ran in reverse. We accidentally sent all this value to them instead of taking value from them. And that just would make me so off-the-charts happy. That's an example of one that gets me a little extra excited.

JOANNA: I'm watching the current situation, and the war has done more to the energy transformation than the climate advocacy for decades, yeah? And how do you feel about that, about this geopolitics shift while thinking about fossil fuels? And does that shift have any impact on the Moonshot Factory agenda for electricity transmission, or you stay to the roots because there were some very good projects in the Moonshot Factory about energy?

ASTRO TELLER: Yeah, let me come back to the "decade to get from crazy idea to not crazy idea, and then another decade from not crazy idea to a profitable and enduring business." We cannot change our strategy every time a war starts or ends. Like, that just doesn't work, because we're shooting over the horizon. So, we have to not be rattled by these short-term changes.

Are we interested in how to help the grid work better? For sure. Our moonshot Tapestry is actually already helping around the world, and we're really proud of them. But we started that 8 years ago when no one was talking about the grid. The grid had been going sideways for two decades in terms of

electricity usage. All of a sudden it matters now, and it looks a little bit like we saw this coming. Maybe a little bit, but actually the truth is closer to: we're trying 100 to 200 things every year, and then we kill them off based on evidence. That's how the Moonshot Factory works. And the ones that survive, that turn out to be less crazy than we thought, more valuable to the world than we thought, are the ones that survive this pressure-testing process.

So, yes, we're going to stick with that process and trust that in the end, if we make a Google Brain, or a Waymo, or a Wing, or a Tapestry a few times a decade, we're doing our job, and we're helping the world, and we're helping Alphabet. I can feel pretty good about that.

BIANKA: Why did you decide to come to Poland, and especially for a big women event, Women in Technology and Science event?

ASTRO TELLER: I'm interested in going to places where people still have some positivity, excitement about the world. I believe really deeply that if we're going to find unusual new perspectives to help the world, we need to have people at X, and partnered with X, who see the world differently from the way that we do. That certainly isn't just women, but I think that women, and women engineers in particular, are one of the most underused resources in the world, sadly. So, I would love to find ways for us to work more with Poland, with women engineers around the world. We're hiring, so that seems pretty natural and easy to me as a reason to show up. And I happen to be in Europe for multiple things, including Hello Tomorrow, at the same time.

BIANKA: Okay, thank you so much, and thank you for your time and thank you for this opportunity, and we will see us soon in Warsaw.

JOANNA: I hope we'll amaze you with Polish innovation. See you in Warsaw!

ASTRO TELLER: See you soon!

NCC-PL: Strengthening Poland's Cybersecurity Capacity Through Innovation, Talent and Collaboration

As cyber threats continue to evolve, strengthening cybersecurity capabilities has become a strategic priority for Europe. In Poland, the National Coordination Centre for Cybersecurity (NCC-PL) serves as a key hub connecting industry, academia, research institutions, public administration, and the cybersecurity community. As part of the European Cybersecurity Competence Centre (ECCC) and the network of NCC's, it supports innovation, skills development, and cooperation to enhance cyber resilience in Poland and across Europe.

Supporting the growth of Polish cybersecurity companies is one of NCC-PL's key priorities. To better understand the sector's needs, NCC-PL commissioned the first comprehensive study of Poland's cybersecurity SME market. The report, *"Map of SMEs in the Polish Cybersecurity Sector: Diagnosis, Needs and Recommendations,"* analysed over 400 entities and gathered input from 200 cybersecurity companies, providing valuable insights into innovation, commercialisation, internationalisation, and workforce development.

Beyond research, NCC-PL actively builds a strong Competent Community by bringing together experts, innovators, researchers, entrepreneurs, and future professionals.

NCC-PL also plays an important role in funding cybersecurity innovation. Through grant programmes under the Digital Europe Programme, it supports SMEs in developing new products and services and increasing their competitiveness. A major milestone was the signing of **32 grant agreements** with cybersecurity enterprises. The selected projects received more than **EUR 1.7 million** in funding and focus on innovative technologies that strengthen both national and European cybersecurity capabilities.

Developing talent is another core pillar of NCC-PL's mission. As Europe faces a growing shortage of cybersecurity professionals, NCC-PL supports educational initiatives, awareness campaigns, and skills-development programmes. One flagship initiative is **CyberWizards**, developed by NCC-EE and supported by NCC-PL, which encourages young women to explore cybersecurity while promoting STEM education and digital skills.

NCC-PL is also committed to promoting diversity and inclusion in the cybersecurity workforce. During the Perspektywy Women in Tech Summit 2026, NCC-PL hosts the panel discussion **"404: Stereotypes Not Found,"** bringing together leading female experts from government, research, and cybersecurity institutions. The session showcases inspiring career paths and encourages more women to pursue opportunities in cybersecurity, supporting initiatives such as the Ministry of Digital Affairs' **"ICT Specialists"** campaign.

Through research, funding, talent development, and stakeholder collaboration, NCC-PL continues to strengthen Poland's cybersecurity capacity and contribute to a more secure, resilient, and innovative digital future for Poland

NCC-PL Krajowe Centrum Kompetencji Cyberbezpieczeństwa
Ministerstwo Cyfryzacji
ECCC European Cybersecurity Competence Centre
Co-funded by the European Union

Ministry of Science and Higher Education
Republic of Poland

Women in Science and Technology: Unlocking the Potential That Drives Innovation

Achieving gender equality remains one of the key challenges in science and higher education today. In recent years, the presence of women at universities and research institutes has increased significantly. However, data show that as academic careers progress, opportunities are not distributed equally between women and men. The Ministry of Science and Higher Education regards equal opportunities as an important element of its policy, continuously monitoring the representation of women and implementing measures to support their participation and advancement.

The scale of women's participation in Polish higher education is substantial. Women account for more than 58% of all students (2024 data) and are particularly well represented in medical fields, where they constitute nearly three-quarters of all students. However, women are still less likely to choose technical disciplines, especially computer science and technology-related fields, although the number of female students in these areas has been steadily increasing in recent years. Expanding women's participation in STEM (Science, Technology, Engineering, and Mathematics) is particularly important for fostering innovation, digital transformation, and a knowledge-based economy.

At the doctoral level, the gender balance remains relatively even. Although the number of men enrolled in doctoral schools has been increasing, women still represent a slight majority among those earning doctoral degrees. At the beginning of the academic career path, therefore, opportunities appear to be broadly equal.

Disparities Increase Along the Academic Career Path

Differences in access to senior positions become more evident as scientific careers advance. Women account for 52% of doctoral degree holders and 43% of habilitated doctors, yet their share drops to just 30% among professors (data as of the end of 2024). In STEM fields, the figure is even lower, remaining below 20% (2023 data). This trend demonstrates that despite women's strong initial presence within the research and higher education system, reaching the highest academic positions remains more challenging for them.

The so-called Glass Ceiling Index (GCI) confirms that women continue to face significant barriers in attaining top academic positions, particularly in STEM disciplines.

The issue is therefore not only one of equal representation but also of fully utilizing women's research expertise and scientific potential.

Disparities are also visible in employment structures and access to research funding. Women constitute 47% of research personnel (data as of the end of 2024), but their representation varies significantly across disciplines. Their presence is particularly strong in medical sciences, agricultural sciences, and the humanities, while in engineering and technology it stands at approximately 27%.

Women are also less likely to secure research grants, and projects led by women are often funded at lower levels than those led by men. This indicates that inequalities extend beyond participation in the system itself and directly affect opportunities to conduct research and strengthen scientific careers.

Systemic Equality of Opportunity as a Priority

The position of the Ministry of Science and Higher Education is clear: the higher education and research system should be founded on equality, transparency, and safety.

To this end, the Ministry continuously monitors the implementation of Gender Equality Plans by universities and research institutes, commissions studies on the situation of women in science, and uses the findings to design anti-discrimination and equality-enhancing measures.

In January 2026, Minister of Science and Higher Education Marcin Kulasek and Secretary of State Karolina Zioło-Pużuk presented a proposal for a comprehensive anti-discrimination package. The proposal included Gender Equality Plans, gender balance measures, and new standards aimed at strengthening safety and transparency within academic procedures.

In March 2026, an expert team was established to develop solutions related to equality and the prevention of undesirable practices within the academic environment. The Ministry also supports national and international initiatives promoting women's participation in science.

One of the most significant examples is its institutional partnership with the Perspektywy Women in Tech Summit, dedicated to women in technology and innovation. The Ministry is also a partner of the L'Oréal-UNESCO For Women in Science programme, under which laureates receive a special Minister's Award for outstanding scientific achievements.

In addition, through the "Social Responsibility of Science II" programme, the Minister funds the project "Girls into Science! Encouraging Women to Pursue Research Careers in Technical and Exact Sciences," which aims to increase female participation in STEM disciplines.

Equality as a Driver of Development

Today, equality between women and men is no longer merely an aspiration; it is a prerequisite for sustainable economic and social development, including the advancement of higher education and science. The objective of the Ministry's initiatives is to create an academic environment that enables all individuals involved in scientific development to realize their full potential.

In a world increasingly driven by knowledge, innovation, and emerging technologies, equal opportunities are not only a social value but also one of the foundations for building a nation's long-term competitiveness.

Ministry of Science and Higher Education
Republic of Poland

NAWA POLISH NATIONAL AGENCY FOR ACADEMIC EXCHANGE

Supporting International Careers

Technology does not develop in isolation. Behind every innovation are people, teams, research questions, and experiences shaped by different cultures, institutions, and perspectives.

The Polish National Agency for Academic Exchange (NAWA) supports the internationalization of Polish higher education and science. We fund scholarship programmes, academic mobility, institutional cooperation, and initiatives that help build lasting connections between universities, researchers, students, and experts from around the world.

Women pursuing careers in technology, engineering, science, and innovation need access to international networks, knowledge, research infrastructure, and environments that enable professional growth. NAWA programmes can help take the next step in an academic, research, or professional career.

We support individuals and institutions that seek to collaborate internationally, share knowledge, and strengthen the global presence of Polish science and higher education.

Learn more about our programmes and opportunities at:

www.nawa.gov.pl

PERSPEKTYWY WOMEN IN TECH SUMMIT

MONEY TALKS

Women RISE

Money likes silence. AT THE SUMMIT, WE ARE LOUD – and we are not ashamed to talk about money. For women planning a career in technology, earning money cannot be a side issue or something considered "not idealistic enough." It is part of professional agency. If you have knowledge, skills, education, and ambition, you also have the right to expect compensation that reflects the value you create.

Technology today shapes the economy, security, health, education, and the future of societies. Women should not be merely participants in projects in this world. They should also be the ones making decisions, building products, managing teams, founding companies, investing, and co-creating the direction in which the market develops.

Money is a tool of influence. It gives you independence, the ability to negotiate, change jobs, take risks, continue your education, build capital, and support other women. Having your own money means that you are not only working in technology - you have a real stake in the value that technology generates.

A strong financial position also gives you the power to do things that truly matter: invest in responsible technologies, support startups founded by women, finance girls' education in STEM, mentor others, fund scholarships, develop social-impact projects that use technology to solve real problems - from health and climate to digital security and the fight against disinformation. When you have resources, you can do more than participate in change. You can accelerate it.

That is why the conversation about pay, negotiation, promotion, equity, bonuses, investing, and financial leadership is part of women's empowerment - and part of a special new zone at Perspektywy Women in Tech Summit: the Money Talks Zone, created by women who truly know what they are talking about.

text by: BIANKA SIWIŃSKA

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We are waiting for the first **Polish Woman in Space**

The Artemis II mission has come to an end - the first crewed flight to the vicinity of the Moon in over half a century. We speak with ALEKSANDRA RUTCZYŃSKA, Senior Software Engineer at the German Aerospace Center (Deutsches Zentrum für Luft- und Raumfahrt, DLR), one of the scientists involved in the project. Aleksandra Rutczyńska is also among the invited guests of the largest conference for women (and men) in technology in Europe - the Perspektywy Women in Tech Summit 2026.

You developed software for four detectors that traveled with the astronauts to lunar orbit as part of the Artemis II mission. What is it like to be part of such a project?

It's a major milestone for me. I have to admit that since the launch of the SLS rocket, I've spent a lot of time following every update about the mission. I watched all the live connections from the capsule, observed what the astronauts were doing, and even tried to spot our detectors in photos and videos shared online. I often send my sensors into space, but a human journey toward the Moon after more than 50 years truly captures the imagination.

And were you able to find the detectors you programmed?

I managed to locate all but one. Before the mission, NASA informed us where our detectors would be installed, but that still didn't help me find the last one in the images. One of them, however, appeared in the globally circulated photograph titled "Goodnight Moon," taken just before the crew began orbiting the Moon.

What is the purpose of the sensors you developed?

The goal of our experiment is to precisely measure the radiation environment throughout the entire mission. If we are serious about human space exploration, we must consider three major limiting factors: cosmic radiation, microgravity, and the psychological challenges of isolation and confinement in small spaces. At present, the greatest constraint is cosmic radiation. On Earth, we are well protected - radiation does reach us, but only in small doses, thanks to the magnetosphere, which acts like a protective "cocoon." However, once we embark on deep space missions, we lose that protection, and radiation levels increase dramatically. Inside the Orion capsule, radiation exposure is about 450 times higher than on Earth.

And once the detectors collect the data…

…we will be able to determine, for example, how to design spacecraft more effectively -what shielding works well and what doesn't. That's why detectors are placed in different parts of the capsule: to test how radiation is distributed across various sections of the spacecraft and how it changes over time during the mission. The sensors themselves do not provide protection, but they can warn astronauts about high solar activity, allowing them to take precautions - for instance, by moving into designated shelter areas within the Orion capsule or on the International Space Station.

This is not the first time you've developed software for such detectors…

Our institute collaborates with NASA, and during the previous Artemis I mission, we also prepared a similar experiment. Artemis I, however, was uncrewed. At that time, we sent two identical mannequins into space - one equipped with a special vest designed to protect against radiation. Both mannequins were filled with thousands of detectors: 12,000 passive detectors and 16 active ones. We studied how effective the vest was, and we also conducted measurements inside the spacecraft to assess which areas offered better radiation shielding and how this changed depending on the flight trajectory. I have also worked on projects for satellites in low Earth orbit and on the International Space Station.

Artemis II has returned to Earth. What comes next?

…analysis of the results and preparation for future missions.

We are waiting for the first **Polish Woman in Space**

How did you end up in this field?

I studied at the Warsaw University of Technology, and I'm trained as an electronics engineer, specializing in electronics and medical informatics. But I've always been fascinated by space - my dream was always to go to space myself. I even applied to the European Space Agency's astronaut corps, although another Pole - Dr. Sławosz Uznański-Wiśniewski was ultimately selected. After graduating, I joined the National Centre for Nuclear Research, which collaborated with a Swiss institute working on space projects. That's where my space career began - starting with the POLAR project. When the opportunity came to move to Switzerland and take part in other space experiments, I took it. I've been doing this for 15 years now. So even though I haven't fulfilled my dream of flying into space, through my involvement in these experiments, I feel as if I am part of many missions beyond Earth. My current work, at the intersection of electronics, physics, and space medicine, is exactly what suits me.

Do you enjoy this interdisciplinarity?

It makes the projects even more interesting. But interdisciplinarity is actually a defining feature of most space projects. It broadens your perspective enormously. My work is not just about electronics - it involves understanding aspects of biology, physiology, and psychology, and constantly learning. This job requires me to be able to respond to questions that go far beyond a single discipline.

On one hand, science is advancing rapidly, driven in part by space exploration. On the other hand, conspiracy theories persist - claiming, for example, that humans never landed on the Moon, or that Dr. Uznański-Wiśniewski never went to space…

…yes, and the "evidence" was supposedly a jar of mustard attached to a table with Velcro (laughs).

Exactly. Entire groups of people believe that space exploration is one big hoax. Do you have a theory as to why such extreme views exist?

It's a serious issue. Scientific knowledge often loses to emotions and a general distrust of institutions, combined with the feeling among conspiracy theorists that they possess hidden knowledge. On one side, we have myths and fabricated stories; on the other, there's a perception that scientific progress itself is somehow fictional. I'm still surprised how often I encounter such opinions - even among well-educated people. Questions like "If traveling to the Moon is possible, why haven't we been there in the last 50 years?" or "Who filmed Armstrong stepping onto the Moon?" come up frequently. As scientists and engineers, all we can do is keep explaining patiently and try to guide people back to a fact-based understanding.

The internet doesn't help…

Exactly. Negative narratives spread more easily online, making it simpler for people to find like-minded groups and reinforce their beliefs.

Does your institute actively combat disinformation?

Yes. We run numerous educational programs for children and young people. On our campus, we have the DLR School Lab - a dedicated space where entire school groups can conduct experiments, attend lectures, and visit research institutes to see our work firsthand. We also have a special bus that travels across Germany, offering children a virtual journey into space, where they "meet" German astronauts Alexander Gerst and Matthias Maurer. Significant resources are invested in science communication and education from an early age. I really appreciate this consistent approach in Germany.

You studied electronics, work in the space sector, and were the only Polish woman from DLR involved in Artemis II…

That's true, although I know of another Polish woman working on Artemis II through ESA - Dr. Anna Fogtman, who also deals with ionizing radiation, but from an operational perspective.

Among the four astronauts of Artemis II, one is a woman. There has been progress since the Apollo era, but women are still underrepresented in the space industry…

I've looked at the statistics - currently, women make up about 20% in Europe and slightly more, around 30%, at NASA. In my institute, I'm the only woman in the engineering and physics division, while in the biological and medical section, there are many women. We are still waiting for the first Polish woman in space.

How does that make you feel?

I've grown used to it. Even in school, I was often the only girl - for example, I was the only one in my high school taking the final physics exam. I never really questioned whether being in such a minority would hold me back. My interests and dreams have always mattered most. I do hope that initiatives like Dziewczyny na Politechniki! have already started changing this, and that the trend will continue in the right direction.

Do you think it's important for women to be present in the space sector?

What matters most is that girls are not discouraged from pursuing their interests. Every girl or woman who wants to work in this field should never encounter anyone who tries to steer her away from that path.

Did you have any role models?

I've met many inspiring and motivating people. Maria Skłodowska-Curie was certainly a major influence - an extraordinary pioneer and two-time Nobel Prize winner who opened doors for women in science and created real opportunities for growth in her laboratory. In high school, my physics teacher was also a strong influence. She was a female physicist, which was already rare, and she was passionate about astronomy. Together with her husband, she organized unforgettable night sky observation sessions for us. That was incredibly inspiring.

What qualities are essential in your line of work?

A solid foundation in mathematics and physics is crucial. In terms of character: perseverance, self-discipline, a drive for continuous improvement, and the ability to collaborate and adapt. But above all, passion - it provides the energy to commit the time and effort this work demands.

Space missions literally expand our horizons. They enable extraordinary scientific discoveries, and technologies developed for space exploration often find applications back on Earth. It's deeply inspiring. For me, this passion is rooted in a lifelong dream of exploring space.

Speaking of dreams - do you have one "ultimate" dream?

My work requires me to constantly develop new dreams. At one point, my dream was to take part in a crewed NASA mission to the Moon - and that has come true. Another dream would be to be part of a mission in which humans land again on the Moon or on Mars. I hope that will happen as well. But when it comes to fulfilling dreams, I agree with Sławosz Uznański-Wiśniewski, who once said that dreams don't come true - you make them come true. That sense of agency is crucial. We don't have to wait - we need to take matters into our own hands and pursue what we set out to achieve. My message to all girls would be: take action. Look for opportunities, for example, at events like the Perspektywy Women in Tech Summit, where you can meet people, find inspiration, and think more boldly about your future path.

Interview by: **MAGDA TYTUŁA**


We do need
WOMEN IN SPACE...

One of the two Polish women working behind the historic Artemis II mission, Dr Anna Fogtman works at the European Space Agency and deals with the impact of ionising radiation on the human body. She once, like almost everyone interested in space, dreamed of seeing the far side of the Moon with her own eyes. She did not become an astronaut, but today she works with astronauts. Anna Rączkowska talks to Dr Anna Fogtman about astronaut selection, space medicine, radiation risk, women in the space sector and why diversity is not a matter of statistics, but of better science and safer missions.

Who did you want to be as a child?

I saw myself in active, agency-driven roles. I was inspired by karate films, superheroes, people who fight evil and save the world. I wanted to be a policewoman, a firefighter. This also pushed me towards sport: I did athletics in the school sports club and in a municipal sports club, I swam, I got up at six on Saturday mornings to go to the swimming pool.

In high school I was convinced that I would become a lawyer, because it turned out that I was good at arguing. But then science drew me in. Sport has stayed with me to this day - maybe I run less, but I walk a lot in the mountains and exercise at the gym. Sport relaxes me.

And when did you dream of becoming an astronaut and flying into space?

I applied to the astronaut selection programme already when I was working at the European Space Agency and saw that it really was possible. I have the impression that many people working in this sector think at least once about flying into space. The selection lasted several months.

What did it consist of? Health and very good physical condition are probably important…

I work in space medicine and, from a medical point of view, physical fitness itself is not as important as is often believed. Health - yes. Fitness - good is enough. You have to be able to swim several lengths of a pool in order to manage if the capsule landed on water. You have to have the strength to run several kilometres. But astronauts also get sick - they are human, after all.

What qualities are needed to be an astronaut?

Astronauts, regardless of origin, are connected by a very strong belief in themselves and in their abilities. These are people who do not give up. Failure is for them a stage on the way to the goal, not the end of the road. They learn from it and go further.

This is not about arrogant self-confidence, but about a realistic understanding of one's own abilities and limitations. About accepting that everyone makes mistakes, and about drawing conclusions from them quickly. In space flights, just as in science, failure is part of the learning process.

Girls still apply less often, why?

The biggest barrier is stereotypes and the way of communication. I often argue with my colleagues about whether they would apply for a position if the announcement said: "we are looking for female

We do need WOMEN IN SPACE...

programmers." The first stage of equality begins with language and with whether the offer is really communicated to everyone.

If a role does not exist in language, many people will not see a place for themselves in it. This applies especially to girls and young women who are only choosing an educational or professional path.

Then come organisational barriers. If a woman wants to start a family, access to childcare, flexible forms of work, organisational culture and whether household duties are really shared are of enormous importance. In Germany, where I work, many nurseries and kindergartens operate during very limited hours. In practice, such solutions more often push women out of the labour market than men.

This is not solely a matter of individual decisions. It is a matter of a system that makes some choices easier and others more difficult. If scientific and technological institutions want to attract women, they must look not only at recruitment, but also at the conditions for retaining talent in the longer perspective.

At the University of Warsaw, you studied biotechnology.

I did my doctorate at the Polish Academy of Sciences in Warsaw, at the Institute of Biochemistry and Biophysics. Earlier, I belonged to a doctoral college, which unfortunately did not end with a doctoral dissertation. I admit that at that time I lost heart for science for a while.

What happened?

My project was not well organised between two supervisors: one from Poland and the other from Germany. As a result, four years of cooperation with two scientific teams did not bring the expected result and I decided to resign from the college. It was a moment in which I lost faith in my own abilities. It was difficult to cope with that.

I defended my doctorate only later, when a researcher with whom I had previously worked and who was starting her own laboratory persuaded me to do it. She saw potential in me. It was a very important experience: sometimes one person who treats you seriously and sees your competences can change the trajectory of a career.

Today I think that women in science too often use energy not only on the research work itself, but also on proving that they should be at the table at all. This is a cost that is not visible in CVs, publications or grants, but it really affects careers.

How did you find yourself at ESA?

I thought it was a place mainly for engineers, physicists and constructors. But my long-time colleague was already active in space areas and was the first to get into ESA on a contract, although she is a biologist. I began to become interested in the subject, to go to space conferences. It turned out that my competences matched space medicine.

I signed up for the ESA newsletter and began receiving job offers. One of them appeared just before my doctoral defence. It was written in a rather chaotic and crazy way - a bit like my professional experience. I thought: this could be my profile, although the subject itself was not yet exactly mine. I went to the job interview and I was accepted.

What do you do?

I started with a postdoctoral internship, a two-year contract in the space medicine team. I was supposed to develop the concept of a mathematical model for calculating health risk for astronauts.

I also began to cooperate with the European Space Agency team that coordinates scientific research. My task was to connect the world of science and space medicine: so that scientists would know what challenges space medicine is facing, and would propose projects responding to real needs. When my predecessor was retiring, I was offered the position of the lead of the radiation protection operations.

Is the environment in which you work open to women?

The space sector, like many areas of science and technology, was for a long time built mainly by men.

This leaves a mark on organisational culture, the way of communication, informal networks of influence and on who is automatically recognised as an expert.

This is not about open hostility being encountered everywhere. More often these are subtle mechanisms: whose voice is more quickly considered credible, who is more often interrupted at meetings, whose ideas are later attributed to someone else, who gets visibility, and who has to repeatedly fight for it.

In Poland, I more often encountered more direct forms of sexism. Abroad, less explicit mechanisms are more often visible, harder to grasp. They are less spectacular, but they can be very burdensome, because they operate for a long time and systemically.

Why is it important that women work at ESA? What impact does it have on achievements, inventions, ideas?

A monocultural and single-sex environment does not see the full spectrum of problems. If we want to send people into space, we must understand different bodies, different needs and different experiences.

This is very practical. Spacesuits have to be designed to fit different silhouettes. Hygiene systems and toilets have to be designed so that they work for women and men. Menstruation, anatomical differences, physiological differences, as well as how different organisms react to isolation, radiation or microgravity, have to be taken into account.

This is not about political correctness. It is about the quality of science, mission safety and good design. If there is no diversity in the team, some problems will be noticed too late.

And if someone says: let women not fly, if it complicates design?

That would be an absurd conclusion. The goal of space exploration is not the comfort of designers, but the development of knowledge and technology for humanity. Women are half of humanity. If public money, also from women's pockets, finances space research and technologies, then these technologies must take everyone into account.

You deal with the impact of cosmic ionising radiation on the human body. At one time, on the basis of limited data, it was considered that it may act worse on women than on men. Could this have been used as an argument against women in space?

At one point NASA asked the American National Academy of Sciences to evaluate such an approach. The conclusion was that there was too little data to limit women's possibility of taking part in space missions on that basis.

Ionising radiation may increase the risk of cancer, but this is not the only possible effect. We also study its impact on the cardiovascular system, the central nervous system, cognitive functions or mental health. Some studies suggest that in selected aspects men may be more susceptible to certain neurological effects. This shows how dangerous simple conclusions based on incomplete data are.

In space medicine, the point is not to create arguments excluding any group. The point is to understand risk and manage it in the most precise way possible.

What would you say to girls and women who are interested in space, but do not see a place for themselves there?

That they should not assume in advance that the space sector is only for rocket engineers. Biologists, doctors, psychologists, data specialists, designers, lawyers, communication experts, people from project management, materials science, robotics, artificial intelligence, environmental protection are needed.

Space is interdisciplinary. If someone has curiosity, competences and readiness to learn, they can find a place in it. Girls often wait until they meet all the requirements from the job announcement. It is not worth waiting. One has to apply, try, look for mentors and environments that treat competences seriously.

We do not need women in space in order to improve statistics. We need them because without them science is less complete.

Interview by ANNA RĄCZKOWSKA

9 Myths About QUANTUM TECHNOLOGIES

text: **Bianka Siwińska**

1 Myth: Quantum technologies will replace all existing technologies

Reality: They will not. They will rather become a set of specialized tools: quantum computers, quantum sensors, quantum communication, post-quantum cryptography, metrology, and simulation. Their strength lies exclusively in specific applications.

2 Myth: A quantum computer will simply be a faster version of a supercomputer

Reality: A quantum computer does not speed up everything. It may be groundbreaking for selected problems: simulations of chemistry and materials, parts of cryptography, certain optimization models, or quantum physics. For most everyday and business tasks, classical computers will still be better.

3 Myth: A quantum computer calculates all possibilities at once and immediately gives the best answer

Reality: For many problems, we do not know algorithms that would provide a real advantage over classical methods.

4 Myth: Quantum will break all cryptography and shut down the internet

Reality: The threat is real, but it mainly concerns parts of public-key cryptography, such as RSA and elliptic-curve cryptography. A large, fault-tolerant quantum computer could break them. This does not mean the end of digital security. Post-quantum cryptography is being developed: new algorithms resistant to quantum attacks.

5 Myth: Quantum communication will be absolutely unbreakable

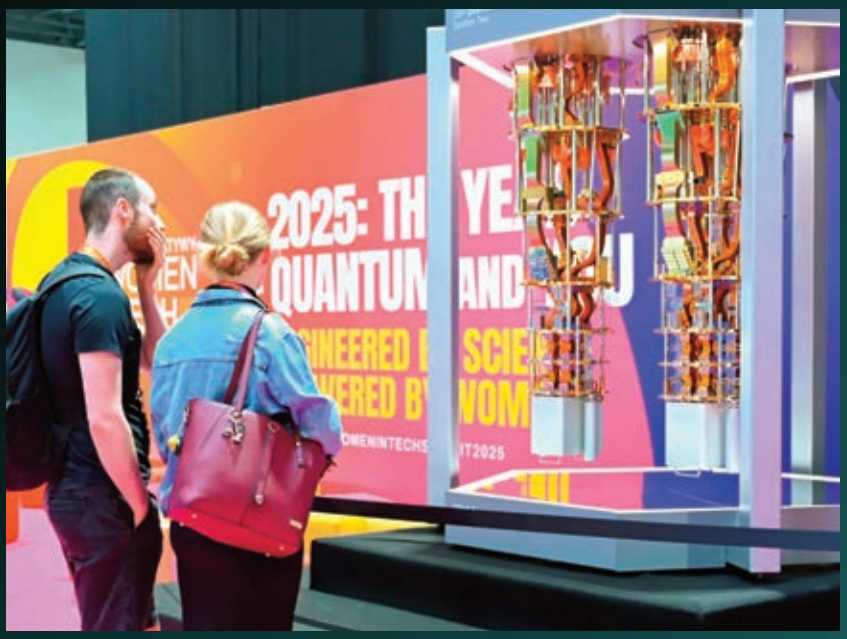
Reality: Quantum communication can increase the security of encryption key exchange. However, it still requires classical infrastructure, authentication, good hardware, and protection against implementation errors. “Secure thanks to the laws of physics” does not mean “secure always and everywhere.”

6 Myth: Quantum teleportation means teleporting people, objects, or information faster than light

Reality: Quantum teleportation does not transport matter. It transfers a quantum state from one system to another, using entanglement and a regular, classical communication channel. It cannot be used to teleport a human being. It also does not allow communication faster than light.

7 Myth: Quantum sensors will see everything: through walls, through the ground, and through the body

Reality: Quantum sensors can be extraordinarily sensitive, for example in measuring magnetic fields, gravity, time, acceleration, or environmental changes. They may have applications in medicine, geology, navigation, defense, and infrastructure. But they are not a universal "X-ray of the world." They have limitations: noise, operating conditions, calibration, cost, scalability, and data interpretation.



8 Myth: Quantum clocks and quantum navigation will replace GPS and solve the security problem

Reality: Atomic clocks and quantum technologies can improve time precision, network synchronization, telecommunications, energy systems, finance, and navigation where GPS is unavailable or jammed. But this does not mean the immediate end of GPS. Rather, hybrid systems will emerge: classical, satellite-based, inertial, and quantum.

9 Myth: Quantum technologies will solve the problems of climate, energy, medicines, and materials

Reality: This is where there is a real promise, but it is very easy to overstate it. Quantum simulators and quantum computers may help design new materials, catalysts, batteries, medicines, or chemical processes. This does not mean "a cancer cure within a year" or "the end of the climate crisis thanks to quantum." Years of research and scalable technology are still needed.

As part of the Quantum Path at Perspektywy Women in Tech Summit, we present the real advantages of quantum technologies, speak honestly about what has and has not been achieved so far, and discuss real-world implementations as well as the current stage of their development here and now.

We also talk about career paths in this field today: what is worth studying, and what will be needed to build a "quantum career" in the perspective of 5, 10, and 15 years.

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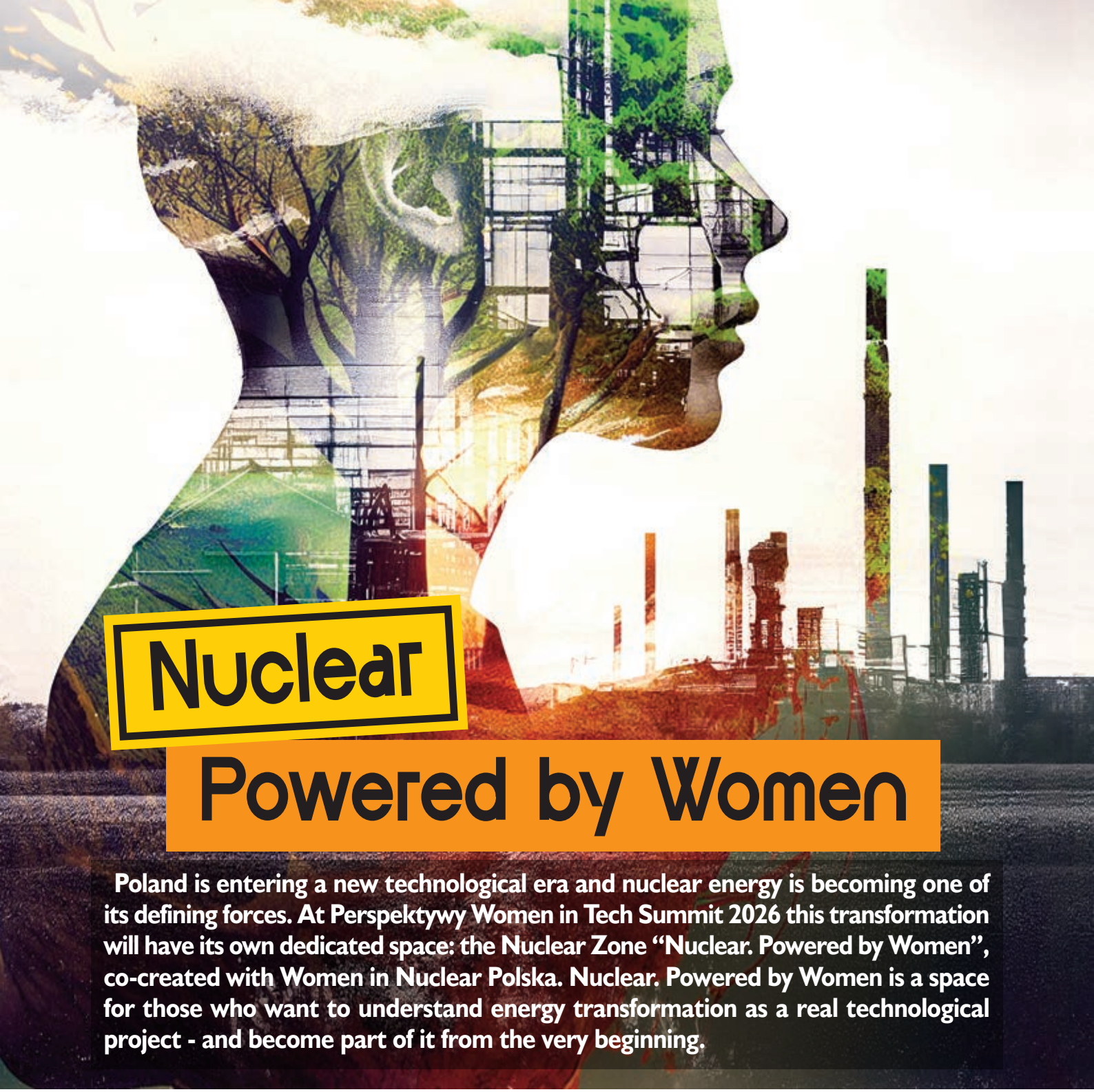

Nuclear Powered by Women

Poland is entering a new technological era and nuclear energy is becoming one of its defining forces. At Perspektywy Women in Tech Summit 2026 this transformation will have its own dedicated space: the Nuclear Zone "Nuclear. Powered by Women", co-created with Women in Nuclear Polska. Nuclear. Powered by Women is a space for those who want to understand energy transformation as a real technological project - and become part of it from the very beginning.

The zone will bring nuclear energy directly into the heart of Europe's largest conference for women in tech, IT and STEM. Across two days, experts from industry, international organizations, technical supervision, engineering companies, academia and the nuclear supply chain will discuss what Poland's nuclear future requires now: technology, safety culture, workforce development, leadership, public trust and a new generation of professionals ready to enter one of the most strategic sectors of the coming decades.

The timing is critical. Poland's first nuclear power plant is planned in Lubiatowo-Kopalino in the Choczewo municipality, with three AP1000 units developed in cooperation with the Westinghouse–Bechtel consortium. In 2025, PEJ, Westinghouse and Bechtel signed an Engineering Development Agreement advancing the three-unit AP1000 project in Pomerania, while Bechtel has also been building partnerships with Polish technical universities to prepare future nuclear professionals.

For the Women in Tech Summit, this is more than an energy topic. It is a talent topic, a technology topic and a leadership topic. Nuclear energy needs engineers, physicists, chemists, automation experts, cybersecurity specialists, data scientists, project managers, safety professionals, lawyers, inspectors, communicators and leaders who understand how to work in high-responsibility environments. The Nuclear Zone will show where these paths begin - and why women must be visible in them from the start.

Women in Nuclear Polska: a community building knowledge, visibility and leadership

Women in Nuclear Polska is the Polish chapter of the global Women in Nuclear network. WiN Global has supported women working in nuclear energy, radiation protection, nuclear medicine and radiation-related technologies since 1993. WiN Polska belongs to WiN Europe and co-creates a global community of more than 35,000 women across 143 countries.

In Poland, WiN brings together experts, students and leaders working across nuclear energy, STEM, education, industry and public engagement. Its values are clearly defined: supporting girls and women in STEM, promoting knowledge, mentoring and inspiring leadership, and developing the nuclear future.

At the Summit, WiN Polska brings this ecosystem into one space: women already working in nuclear, women entering the sector, students looking for their first role, companies searching for talent and institutions responsible for building Poland's nuclear competence base.

Day 1: Strategy, Technology, Future

The first day of the Nuclear Zone opens with the strategic question behind Poland's energy transformation: how nuclear power will move from policy to implementation – and how women will participate in that process.

The opening keynote block, "Polska transformacja energetyczna - rola atomu i kobiet w jej realizacji," will set the context for the entire zone.

The first panel, "Nuclear in Poland - From Policy to Reality," will take the discussion from national strategy to practical implementation. Speakers will address how Poland's nuclear programme is becoming a real industrial, technological and regulatory project: from permits and infrastructure to supply chains, competencies, knowledge transfer and execution. It will also show why the nuclear sector cannot be built only through large contracts and institutional decisions. It requires people who can work across engineering, law, safety, finance, communication and project management.

The panel "Women Leading Nuclear" will bring forward the stories of women already building their careers inside the nuclear ecosystem. Among them will be Anna Bykowska, active in Women in Nuclear Polska and connected with the industrial side of the sector, and Katya Slavcheva, a nuclear expert associated with the International Atomic Energy Agency. Katya Slavcheva is publicly listed as Technical Lead AWCRs at the IAEA and has also spoken about nuclear communication and leadership in her TEDx talk "Nuclear is cool!"

This panel will show nuclear leadership through different routes: international institutions, industry, technology, policy, supply chains and project delivery. It will also make visible a fact often overlooked in public conversations about energy: women are already present in the nuclear sector as experts, engineers, lawyers, managers, researchers and communicators. The next challenge is scale, visibility and access.

The first day will also include a block of short, concrete Lightning Talks.

After the talks, the zone will move into practical career formats: workshops on entering the nuclear sector, nuclear safety culture and CV preparation for future engineers. These sessions will translate the nuclear programme into individual career decisions: what skills to build, how to prepare for the sector, how to understand nuclear safety culture and how to position one's technical experience for future roles.

Nuclear

Powered by Women

PERSPEKTYWY WOMEN IN TECH SUMMIT

WOMEN IN NUCLEAR POLSKA

Day 2: Talent, Innovation, Society

The second day of the Nuclear Zone will focus on the people and technologies that will shape the next phase of nuclear development.

The opening keynote, "Next Generation of Nuclear Professionals," will address STEM competences, the role of universities and cooperation between industry and academia. This theme is already visible in the Polish market: Bechtel has signed agreements with Polish universities to support nuclear energy career-development programmes and prepare students and graduates for future work in nuclear power and related engineering fields.

The next generation of nuclear professionals will come from many disciplines. Nuclear energy needs people from energy engineering, mechanical engineering, civil engineering, electrical engineering, automation, robotics, chemistry, physics, IT, cybersecurity, data science, materials science, welding, quality control, law, project management and communication. The Summit will show how these disciplines connect inside one of the most demanding technological systems in the world.

The panel "Nuclear Meets Tech" will connect nuclear energy with the core language of the Women in Tech Summit: AI, cybersecurity, data science, automation and robotics. A nuclear power plant is a highly complex technological infrastructure: it contains control systems, operational data, sensors, cybersecurity requirements, safety procedures, inspection processes, digital tools and advanced engineering workflows. This panel will show how the nuclear sector intersects with the technologies already transforming industry, infrastructure and energy systems.

The debate "Is Nuclear Cool Again?" will bring nuclear communication into the spotlight. It will address social media, public trust, misinformation, ESG and the language used to talk about risk, safety and climate responsibility. Nuclear energy is returning to public debate at the same time as AI, electrification, data centres and industrial transformation increase the demand for reliable low-emission power. The debate will create space for a more direct conversation about why nuclear is gaining new visibility - and how to talk about it responsibly.

The second day will close with another block of Lightning Talks.

A zone for knowledge, careers and visibility

The Nuclear Zone "Nuclear. Powered by Women" will be a meeting point for people who already work in the sector and those who are just discovering that nuclear may become their future career path. It will combine strategic debate with technical knowledge, leadership stories with practical workshops, and public communication with career development.

For students, it will be a map of possible routes into the sector.

For young professionals, it will be a chance to understand where their skills fit.

For companies and institutions, it will be a place to meet the talent needed for Poland's nuclear future.

For women already working in nuclear, it will be a platform for visibility, expertise and leadership.

At Perspektywy Women in Tech Summit 2026, nuclear energy will appear exactly where it belongs: among the technologies, industries and ideas that will define the next decades.

Nuclear. Powered by Women is a space for those who want to understand the energy transformation not as a slogan, but as a real technological project - built by people, strengthened by knowledge and opened to a new generation of women in STEM.

text: **Olga Gromek**

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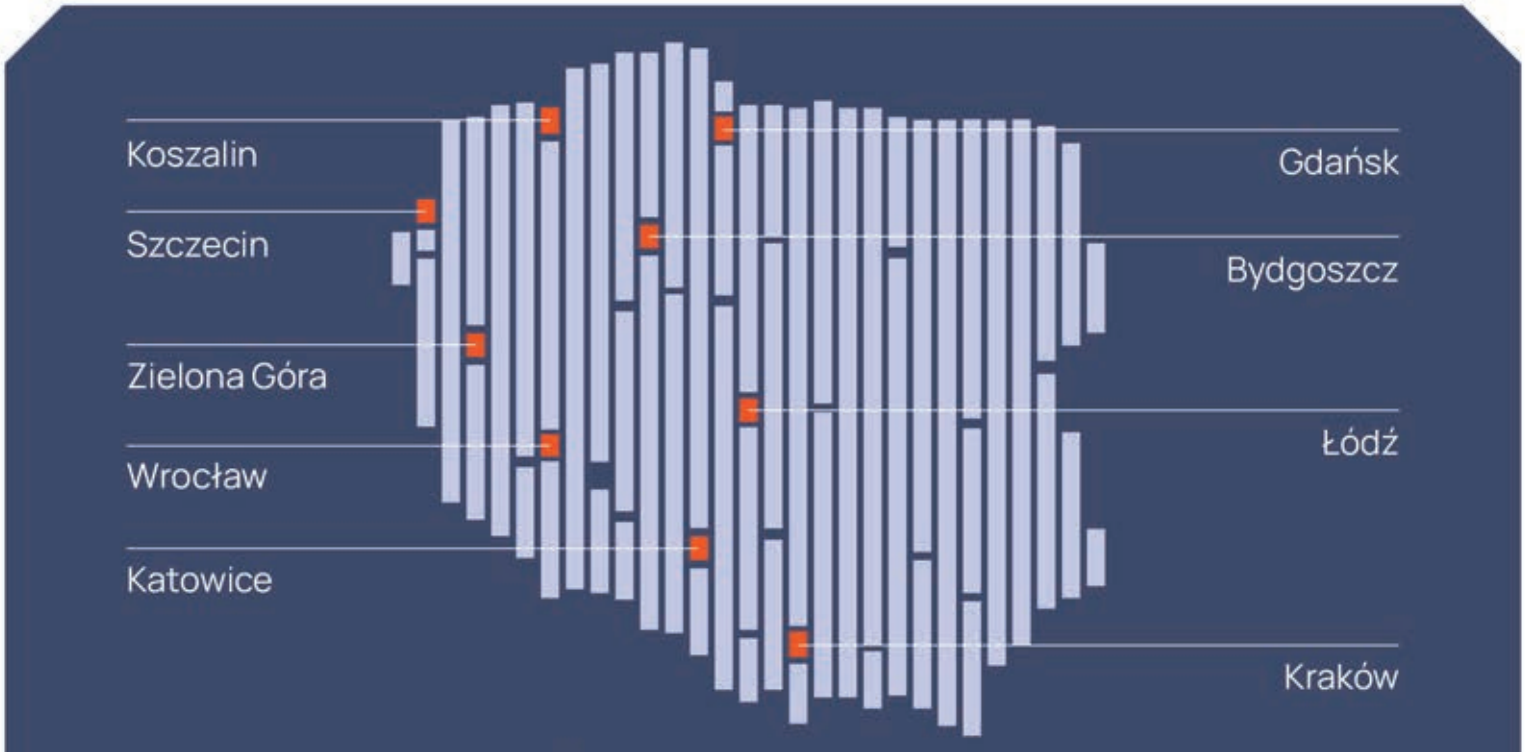

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A story of connections in a world that never slows down. For 30 years

1996 marked a turning point. The world was still looking back, yet already eager to move forward. Poland was in the midst of economic transformation, learning the rules of modernity and adapting to changes that only a decade earlier had seemed distant.

It was a time of global momentum: Euro 1996 filled stadiums, while the Spice Girls' "Wannabe" topped the charts. In Poland, Wisława Szymborska was awarded the Nobel Prize, and the scientific world looked on in fascination at Dolly the sheep, the first cloned mammal, symbolizing the changes to come.

It was also the moment when the world began to move out of the analog era and step confidently into the digital one. This was when GSM technology took off, laying the foundation for communication that would soon become mobile and seamlessly integrated into everyday life.

T-Mobile's story begins with connection

Three decades ago, we started with a simple ambition: to connect people. Since then, the world has accelerated. Technology has become a driving force of change, and communication has evolved from simple a tool into a space for relationships. Over the past 30 years, we've broken barriers - technological and human alike.

Nearly everything has changed, from the first mobile calls and fax messages to mobile internet, 5G, and AI shaping our daily interactions. Yet one thing remains the same: the need to stay close to what matters. Because while technology evolves, the purpose of communication doesn't: we want to stay connected.

From day one we built relationships, not just coverage

As our services evolved, so did something just as important: the human layer. It was shaped through T-Mobile campaigns that spoke more about relationships, and simple gestures that matter.

It started with a simple reminder: "Call your mom", a message not about offers, but about closeness. Then came "Life is for sharing," shifting the focus from technology to emotions and shared experiences. Over time, our communication went even further. Initiatives like "Help Measured in Kilometers" turned everyday movement into real support, while #BreakingBarriers reminded us that if we can connect, we should - no matter what. Our engagement in initiatives such as Women in Tech Summit reflects our long-standing commitment to building an inclusive and supportive society. At the same time, in a world where 63% of young people experience hate, we know it's no longer just about connecting - it's about responding, which is why we continue to highlight this through the #HejtOutLoveIn campaign.

Step by step, this is how T-Mobile has been built, today the most valuable global telco brand. A company that is not just a service provider, but a natural part of its customers' everyday stories.

A network that keeps up with the world

Behind every shift in comms lies consistent technological progress. It all began in 1996 with the launch of the GSM network. Just two years later, prepaid services opened mobile telephony to the mass market.

In 2011, a new chapter began as T Mobile Polska, bringing further investment and development. Soon after, LTE gave mobile internet the speed and freedom of home connectivity. As security became increasingly critical, we launched our Cybersecurity Operations Center in 2018.

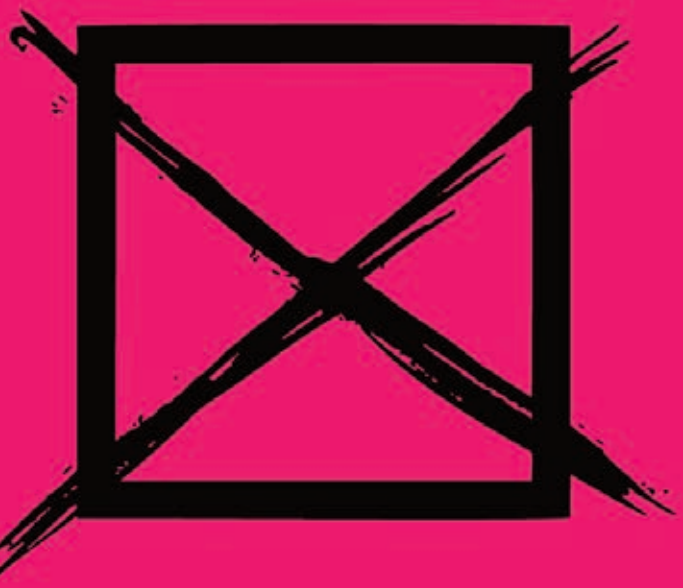
In 2020, 5G marked another breakthrough, now covering over half of Poland and enabling faster, more reliable connectivity. In the years that followed, initiatives like Magenta Moments strengthened customer relationships, and by 2025, mobile and fiber services were seamlessly combined into one simple offer

T-Mobile's story is one where technology goes hand in hand with care, for quality, stability, and security, ensuring that connection is not just possible, but truly reliable.

30 years as a foundation for the future

This foundation supports the future we are building today, driven by investments in 5G, the advancement of AI, and solutions that make everyday life simpler.

As AI continues to reshape how we live and connect, T-Mobile's mission remains unchanged: to deliver quality, reliability, and access to innovation at the highest level. Because the future of communication is not just about speed or technology, it's about better responding to our fundamental need to be together, with relationships always at its core.



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Podpisz
Deklarację Niezgody na Hejt.

HEJTOUT LOVEIN

hejtoutlovein.pl

Production Process Automation.

The Challenge of Scalable Diversity

Automation at 3M manufacturing is not only hardware; it is a combination of machines, data, and control engineering. For engineers visiting this year's trade fairs, 3M's experience highlights the importance of synchronizing the physical and analytical layers. We invite you to discuss vision systems, motion optimization, and the integration of edge devices in modern production environments.

With more than 40,000 products, 3M operates in an environment defined by exceptional technological, process, and product diversity. Even within its three business segments (Safety and Industrial, Transportation and Electronics, and Consumer), the company runs hundreds of manufacturing processes with distinct technologies and market requirements. In such conditions, automation is not a matter of selecting available tools and deploying them on the shop floor. The real challenge lies in the fact that processes based on different materials, technologies, and quality standards cannot be standardized in the same way. Solutions suitable for assembly or packaging may not work for coating or mixing. What can be standardized, however, is the way we think about automation, how projects are prepared, and how scalable system architectures are designed.

Automation Today – What It Really Means

Automation is a change in manufacturing that reduces manual work by introducing machines and

integrated control systems. At 3M, automation goes beyond product handling and includes the full physical layer, control systems, and data acquisition. Classical elements such as mechanical design and PLCs now work alongside vision systems using machine learning, advanced sensors, industrial networks, and analytical platforms. Autonomous transport, intelligent diagnostics, and system-level data integration are key differentiators of modern automation.

When Automation Makes Sense – A Goal Oriented Approach

3M's experience shows that automation must be driven by a defined business problem. It works best when the process is stable, optimized with Lean or TPM tools, repetitive, and designed with automation in mind. Product and packaging design have a direct impact on system stability, making DFA principles increasingly important.

Automation Project Preparation – Scalability and Modularity

In a high diversity environment, scalability is essential: systems must support expansion, new variants, replication, and the use of standard components. 3M achieves this through modular design with separate functional units such as workstations, transport sections, inspection modules, and pick and place units. Standard actuators, grippers, and dosing heads simplify engineering and long term maintenance. The technical specification is a key project element, covering performance, quality, safety, cybersecurity, serviceability, and data requirements. When process standardization is limited, standardizing system architecture and project execution provides major value.

Project Execution – From Concept to Integrated System

Execution turns concepts into fully integrated solutions. Decisions about control architecture, robots, vision, and device communication become critical. 3M places strong emphasis on integration with MES and ERP systems so that process data supports decision making. IoT sensors, drives, and vision systems feed analytical algorithms that monitor stability and identify failure trends. Predictive maintenance combines simulations with real time monitoring of currents, temperatures, and cycle times, shifting maintenance toward condition based models.

Designing Before Building – Engineering Tools

Advanced tools allow full virtual development before construction. High resolution 3D scanning, VR visualization, virtual commissioning, and multiphysics simulations reduce risk, shorten development cycles, and lower costs.

Final Project Phase – Debugging, Ramp Up, and Skills

A successful commissioning is not the end of the project. Debugging and ramp up are essential to reach stable operation, and project plans must account for them. Automation changes workforce requirements: fewer operators are needed, but their tasks are more complex. Maintenance teams must also strengthen skills in robotics, networks, and diagnostics.

Conclusion: Automation is A Technological and Organizational Challenge

Automation is not just about hardware; it is fundamentally about **data and engineering**. 3M's experience demonstrates that competitive advantage is built through the **synchronization of the physical layer** (machines) **with the logical layer** (process analytics).

We invite you to technical discussions during the Women In tech Summit. It is an excellent opportunity to learn more on vision systems, motion optimization, and the integration of **edge computing devices** within production lines.

Agnieszka Bochenek,
Senior Mechanical Design Engineer, 3M

Sebastian Wyborny,
Engineering Technology Manager, 3M

Article prepared by the 3M workshop trainers at WITS 2026: "Let's Automate It! How to Plan and Make Automation Projects". Room B1, June 10th, 11:10-12:20 AM

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How AI is rewriting the rules of data center design

In an era driven by AI and exponential data growth, the digital landscape is undergoing a transformation, not only in scale but also in the way that infrastructure for new data centers must be built. A key challenge of this evolution is a significant increase in rack density: the amount of power delivered to each rack's IT equipment. It has emerged as the defining factor transforming infrastructure design and raising the bar for engineers planning the new data centers.

GPUs driving rack density

The shift of AI workload computation from central processing units (CPUs) to graphics processing units (GPUs) has fundamentally changed rack density. CPUs are adept at sequential computation, but AI's explosive advancement relies on GPUs' ability to process complex tasks in parallel, delivering up to 100 times greater performance for certain applications. The latest GPU chip power consumption has surged past 1 kW, demanding a redesign of data center power and cooling strategies and reshaping facility requirements from the ground up.

The numbers tell a story

The average data center rack draws 7–10 kW, but consumption is growing in high-demand facilities.[1] NVIDIA's GB200 NVL72 consumes 127 kW per rack, with next-generation systems projected to reach 600 kW later this year. Power demand per processor could double within the next year and then double again the year after.[2] This rapid escalation calls for fast adaptation throughout the data center ecosystem, from power infrastructure to operations.

Future-proofing cooling, power and efficiency

Conventional air cooling cannot keep pace with the heat output in today's GPU servers. When processor power surpasses 1.2–1.4 kW, liquid cooling systems often become more practical and efficient than air cooling.

Increasing power densities and cooling requirements have significant implications for data center locations. These decisions often depend on balancing power costs, bandwidth needs and community considerations.

Data center power demands for AI model training often exceed 1 GW.[3] This is comparable to the power consumption of entire cities (for example, Warsaw's demand is around 1.4 GW).[4] Meeting the power requirements of such AI factories is becoming increasingly challenging, pushing operators to explore nuclear power sources as a potential solution.

1 Michael Wilson. "Data Center Rack Power Costs: A Condensed Analysis." Nlyte, June 11, 2025.

2 Timothy Prickett Morgan. "Nvidia Draws GPU System Roadmap Out To 2028." The Next Platform, March 19, 2025.

3 Georgia Butler. "Google confirms 1GW data center campus near Detroit, Michigan, partners with DTE Energy on 2.7GW power generation." DCD, March 18, 2026. Dan Swinhoe. "Meta announces 1GW data center campus in Indiana." DCD, Feb. 11, 2026.

4 "W Warszawie odnotowano największe w historii zapotrzebowanie na moc." Elektro.info, Feb. 9, 2026.

The impact of increasing rack densities on data center design remains largely uncertain. Looking ahead, innovations such as quantum computing could dramatically increase computational power, potentially necessitating extreme cooling solutions like liquid nitrogen near absolute zero.[5] The precise energy needs and thermal characteristics of these emerging systems are still unknown, making the long-term effects of high-density racks a moving target.

Looking ahead

Tomorrow's digital infrastructure must serve exponentially growing workloads, accommodate evolving technology breakthroughs and manage new grid and sustainability pressures.

Staying ahead of the curve, we, at Equinix, are enabling data centers designed to handle unprecedented IT loads, committed to designing, building and operating resource-efficient technologies that optimize energy, water and material use.

In 2025 alone, we invested $36 million into advanced cooling, intelligent monitoring and design upgrades across 79 sites. This helped achieve a global power usage effectiveness (PUE) of 1.37, a 5.3% improvement from 2024. Some of our other initiatives include 96% global renewable energy coverage across our International Business Exchange™ (IBX®) data centers, 29 power purchase agreements (PPAs) under contract totaling over 1,400 MW across 12 countries and 19 GWh of heat export putting recovered heat back to use in communities.

Our industry-leading efforts shorten the path to operational excellence, energy-efficient innovation and thriving communities.[6]

Pawel Wlodarczak is the Innovation Director of Global Design and Construction at Equinix. With close to two decades of experience in the data center industry, his areas of expertise span assessments, designs, commissioning, construction support and operational consulting. In 2011, he received his Uptime Institute Accredited Tier Design (ATD) certificate and has delivered many UTI-certified data center facilities since then. He has contributed to hundreds of projects, worked with industry-leading organizations and played a key role in developing performance-optimized data centers (PODs) and delivering high-performance computing systems.

5 "What Is Cryogenic Quantum Computing and Why It Matters," SpinQ, May 2, 2025.

6 https://delivery-p112322-e1154416.adobeaemcloud.com/adobe/assets/deliver/urn:aaid:aem:116e6fc1-6217-4132-8fcf-1dc7096396df/Equinix-Inc_2025_Sustainability-Report.pdf

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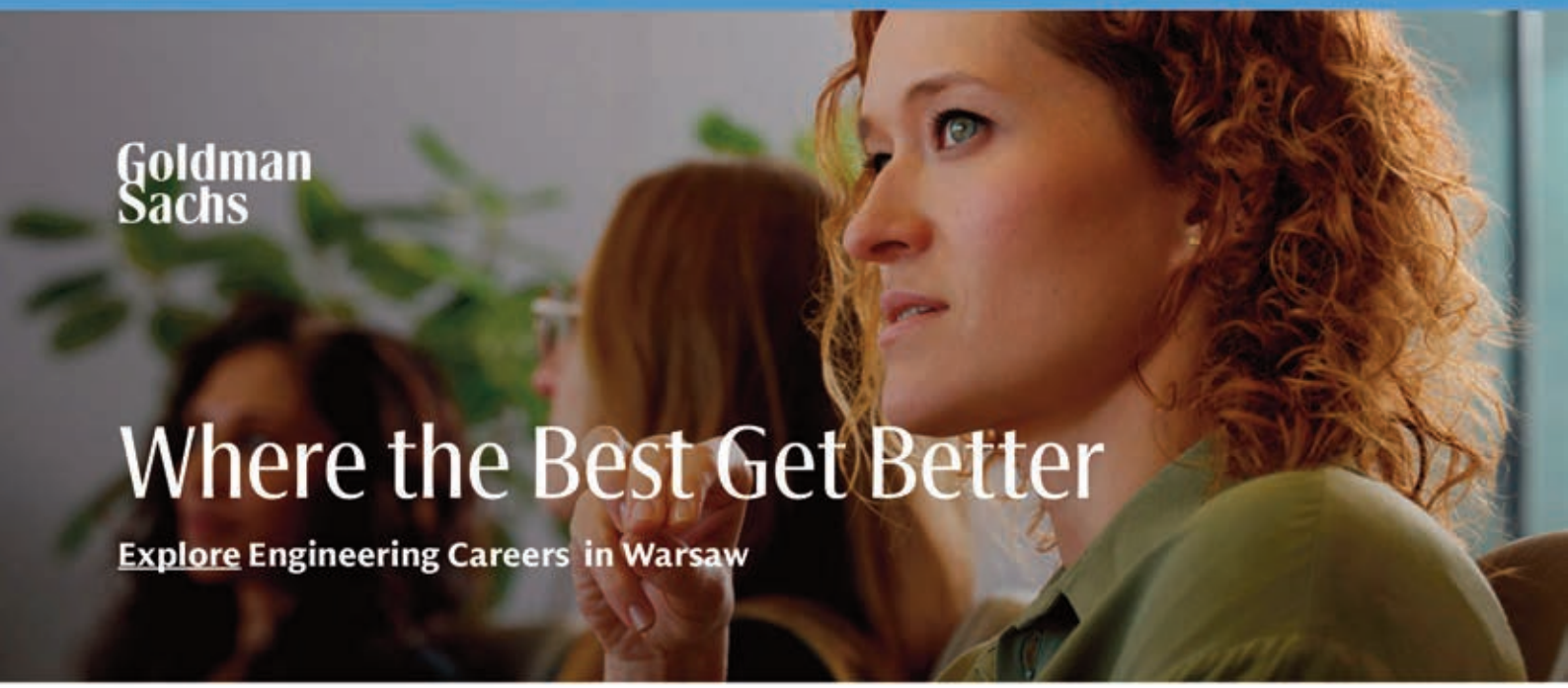

Goldman Sachs

Where the Best Get Better

Explore Engineering Careers in Warsaw

Our Engineering Tenets

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

1. Build with Purpose

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

2. Obsess Over the Experience

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

3. Look Around Corners

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

4. Innovate Incrementally

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

5. Inspire Trust

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

6. Lead with Data

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

7. Keep Learning

Engineers recognize that technology is always evolving at rapid pace and that today's state of the art can quickly become obsolete. We do note chase trends, but look at repeatable patterns and solidify our understanding of those patterns through curiosity, experimenting and constant learning.

8. Express Humanity

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

9. Promote Inclusivity

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

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

Gisha Babby
Managing Director

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

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

Fidan Aghayeya
Frontend Developer

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

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

First met Goldman Sachs
I attended the Summit and visited the booth.

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

Maria Karpei
Software Engineer

Education:
BSc Financial Mathematics and BSc Physics

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

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

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

Marta Kardaś
Java Software Engineer

Education:
BSc in Electrical Engineering, Master of Business Administration in IT

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

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

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

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

Goldman Sachs

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The Power of Agility:

From Surfboard to Dashboard

An Interview with Martyna Data & AI young worker at Orange

The dynamic world of technology thrives on diverse perspectives, and often, the most innovative approaches are honed through experiences far beyond the office. We spoke with Martyna, a professional in Data & AI at Orange, about how her passion for sports and continuous self-improvement uniquely shapes her dedication to excellence in the tech sphere.

Your passion for sports like surfing and gymnastics demands agility and resilience. How do these traits translate into your professional approach in Data & AI, especially when navigating complex data environments?

The parallels are clear. Whether it's mastering a new surfskate trick or perfecting a calisthenics move, it requires pushing boundaries and adapting. This mindset is crucial in Data & AI. The precision from sports is vital; a "drop in to bowl" is thrilling on a board, but a DROP TABLE command in SQL, without extreme caution, leads to a far less desirable outcome. My resilience helps me approach technical challenges with a "can-do" attitude, always seeking innovative solutions in our rapidly evolving telecommunications sector.

As a Data & AI worker at Orange, you're involved in critical areas like model testing, prompt engineering, and data analysis. Could you elaborate on your key responsibilities and how your attention to detail, particularly in identifying data inconsistencies, contributes to the overall quality and reliability of Orange's data-driven solutions?

My role is quite multifaceted and sits at the heart of ensuring our data-driven products are robust and reliable. I spend a significant amount of time testing models, especially our "talktodata" projects, to ensure they perform accurately and efficiently. Prompt engineering is another key area, where I focus on crafting effective prompts to optimize AI tool performance and user interaction. Beyond that, a core responsibility is data analysis, where I meticulously scrutinize datasets for inconsistencies, incompleteness, and inaccuracies. Ensuring data quality and integrity is paramount, as it directly impacts the reliability of our insights and the effectiveness of our AI solutions. My goal is always to build trust in our data, making sure it's a solid foundation for all our strategic decisions.

Beyond your core role, you're active in Orange's Youth Advisory Board (YAB) and the "Fale Innowacji" (Waves of Innovation) initiative. How do these engagements foster an innovative and employee-centric workplace, and could you briefly describe a project you're involved in through "Fale Innowacji"?

My involvement with Orange's Youth Advisory Board (YAB) is a fantastic opportunity to ensure that the perspectives of younger employees are heard in strategic discussions, contributing to a more innovative and inclusive future for the company. It's truly rewarding to be part of shaping Orange's direction from the ground up. And a special shout-out to all my fellow YAB members – your energy is truly inspiring!

Complementing this, the "Fale Innowacji" (Waves of Innovation) initiative is an incredible program that empowers any employee to propose and secure funding for innovative solutions. It fosters a democratic culture of contribution, allowing us to directly impact our workplace. Through this initiative, I'm currently involved in an exciting project focused on developing an internal AI tool designed to significantly enhance the onboarding experience for both new hires, their assigned buddies and managers. My specific role involves gathering and updating clear information bases about onboarding processes across various organizational departments, and then feeding this crucial data into the AI model. The ultimate goal of this project is to streamline the onboarding journey, ensuring new employees receive accurate and comprehensive information efficiently, thereby boosting their initial productivity and overall integration into Orange.

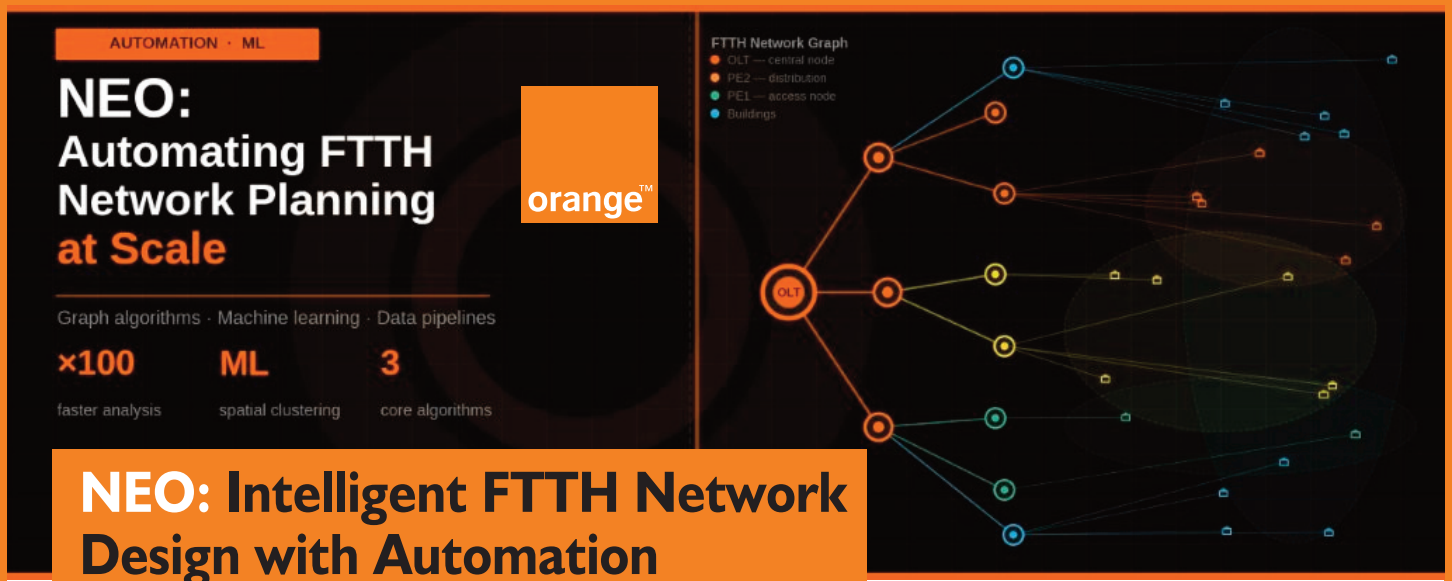
Your Data & AI department benefits from a diverse team, and you mentioned that support from women your age eased your onboarding. How does this supportive environment, particularly among women, foster growth and collaboration?

I'm fortunate to work in a highly diversified Data & AI team. The mix of younger and experienced colleagues is a huge strength. During onboarding, the invaluable support from women my age was key. Their generosity with knowledge and mentorship created a nurturing environment. This camaraderie, especially among women in tech, fosters a supportive ecosystem where everyone thrives, leading to stronger collaboration and better outcomes for everyone.

You're excited about reverse mentoring and company representation. How do these initiatives, and Orange's focus on diversity and inclusion, shape the future for women in tech within the organization?

Reverse mentoring is a rather efficient mechanism, I find. It's akin to a seasoned surfskater observing a younger enthusiast execute a novel maneuver and, upon reflection, incorporating it into their own repertoire. The exchange of fresh digital perspectives from junior colleagues for the strategic wisdom of senior leadership is, quite simply, a logical progression. Orange's commitment to diversity and inclusion ensures that these valuable new 'techniques' are not only recognized but actively championed, empowering women to lead with both innovation and undeniable impact.

orange™



NEO: Intelligent FTTH Network Design with Automation

Increasing data volumes and shorter decision-making cycles make the automation of complex analytical processes a key component of modern infrastructure planning.

NEO is an advanced tool supporting the design of FTTH (Fiber to the Home) networks, combining data analysis, graph algorithms, machine learning, and cost modeling within a single environment.

The core of the solution is an intelligent computational engine that processes large volumes of data and dynamically constructs network models for the analyzed area. Designing fiber optic networks can be compared to the minimum spanning tree (MST) problem — finding the optimal set of connections while minimizing investment costs. However, projects covering extensive geographic areas and involving millions of data records pose significant computational challenges.

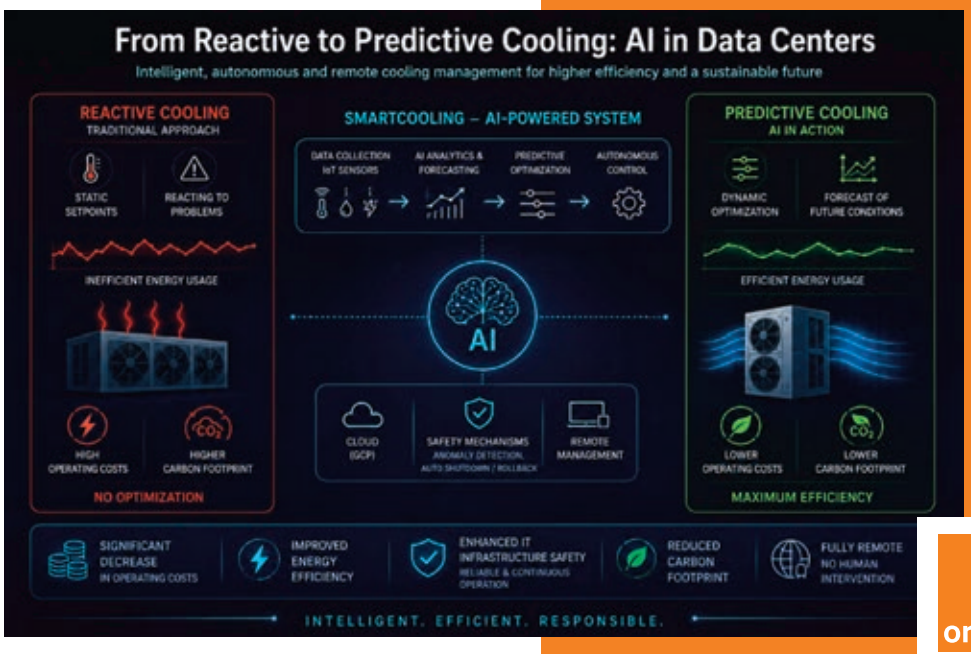
To address this, NEO employs a proprietary heuristic approach supported by Python libraries such as scikit-learn and NetworkX. The system utilizes spectral clustering, Voronoi diagrams, and Dijkstra's algorithm to optimize network routes, perform spatial clustering, and segment areas. This enables an efficient combination of high-quality results with processing performance and scalability.

An important component of the platform is also the cost module, which automatically estimates investment and operational costs by integrating technical data with economic analysis. NEO demonstrates how the combination of AI, advanced analytics, and automation can effectively support the planning of next-generation infrastructure.

SmartCooling

– from reactive to predictive cooling: AI in Data Centres

Authors: Lidia J. Opuchlik, Agata Grzymkowska, Agnieszka Gmiter, Wiktoria Filisińska



Data centers are among the world's most energy-intensive infrastructures, with cooling systems accounting for a substantial share of operational costs and CO_2 emissions. As sustainability goals and energy-efficiency requirements continue to intensify, the industry faces growing pressure to adopt smarter and more adaptive technologies.

SmartCooling is an AI-driven autonomous cooling platform designed to redefine thermal management in modern data centers. By combining IoT-based environmental monitoring with deep recurrent neural networks, the system continuously analyzes real-time conditions, forecasts thermal demand, and optimizes precision air-conditioning performance automatically.

Moving beyond static configurations and reactive control, SmartCooling introduces adaptive predictive optimization. The platform evaluates temperature, airflow, and power-consumption patterns to determine the most energy-efficient operating mode for current and future workloads. Integrated safety mechanisms, including anomaly detection and automatic rollback capabilities, ensure stable, secure, and uninterrupted operation of critical IT infrastructure.

This intelligent approach supports the reduction of energy consumption and carbon footprint while also contributing to lower operational costs. Fully remote and autonomous, the solution eliminates the need for manual intervention and provides a scalable framework for next-generation sustainable data centers.

By transforming cooling management from reactive response to predictive intelligence, SmartCooling demonstrates how AI can become a cornerstone of resilient, energy-efficient, and environmentally responsible digital infrastructure.

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Accenture is a leading solutions and services company that helps the world's leading enterprises reinvent by building their digital core and unleashing the power of AI to create value at speed across the enterprise, bringing together the talent of our approximately 786,000 people, our proprietary assets and platforms, and deep ecosystem relationships. Almost 11,000 employees work in Poland in Warsaw, Kraków, Wrocław, Katowice, Łódz, Szczecin and Gdańsk. Our strategy is to be the reinvention partner of choice for our clients and to be the most client-focused, AI-enabled, great place to work in the world. Through our Reinvention Services we bring together our capabilities across strategy, consulting, technology, operations, Song and Industry X with our deep industry expertise to create and deliver solutions and services for our clients. Our purpose is to deliver on the promise of technology and human ingenuity, and we measure our success by the 360° value we create for all our stakeholders.

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dynatrace

Meet Dynatrace

at the Women in Tech Summit 2026

At Dynatrace, we believe great technology is built by people who feel supported, trusted, and empowered to grow. As the global leader in observability for the AI era, we simplify complexity with real-time insights and automation to help our customers understand their business like never before.

Our global team of experts is united by one vision: a world where software works perfectly. This is guided by our core values—Innovate with Passion, Engage with Purpose, and Win with Integrity—and a strong commitment to diversity, equity, and inclusion. We actively foster inclusive work environments, encourage continuous learning, and create opportunities for mentorship, growth, and community.

That's why we're excited to meet you at the Women in Tech Summit 2026.

We're here to share our stories, learn about your journey, and have real conversations about what it's like to work in tech. We want to connect with women who are shaping the future of technology and are curious about solving complex challenges in an environment that values collaboration, autonomy, and impact.

Whether you're early in your career, growing as an engineer, or exploring leadership paths, we have something for you:

- **Coaching:** Gain valuable career insights from Agata Włodarczyk (Senior Community Manager).
- **Mentoring:** Hear advice for your tech career from our mentors, Karolina Linda (Engineering & Developer Relations Director) and Anna Krzykowska (Software Engineering Director).
- **Real talks:** Meet us at the Dynatrace booth, where Dagmara Beger (Software Engineering Manager), Jan Szczepkowski (Software Engineer), and Joanna Kiedrowska (Senior Software Engineer & Team Captain) will be there to discuss career paths, growth opportunities, and everyday work in our global engineering teams.

If you're exploring your next career step, looking for inspiration, or just want to exchange experiences, we'd love to talk.

Come chat with us at the Dynatrace booth—we look forward to meeting you and learning about your journey.

<epam>

SHAPING THE FUTURE TOGETHER

PEOPLE, INNOVATION, IMPACT

At EPAM, technology is built by people — and shaped through collaboration, curiosity and continuous learning. As a global leader in digital platform engineering, transformation services and AI-driven development, EPAM creates solutions that connect people, optimize experiences and improve lives.

For 15 years, EPAM Poland has been a hub of tech excellence, bringing together more than 7,000 specialists across Krakow, Gdansk, Katowice, Warsaw, Wroclaw, Lodz and Poznan.

TECHNOLOGY EXPERTISE

While advancing modern data platforms and generative AI solutions, our expertise spans the entire technology ecosystem. We welcome talent at every career stage — from aspiring professionals to senior experts — across areas including: Software Engineering (Java, .NET, Python), Data Analytics & AI Engineering, Cloud & DevOps, Business Consulting, SAP, Solution Architecture and more.

CAREER GROWTH AT EPAM

Our teams thrive in a flexible and inclusive environment, with ways of working that adapt to individual needs — supported by:

- hybrid and remote work opportunities,
- mentoring and career development,
- continuous learning programs,
- access to cutting-edge technologies and projects.

GROW WITH US

Start your tech journey with free, hands-on learning and real-world experience.

JOIN US

Explore opportunities to grow your career across engineering, design and consulting.

FOLLOW US

Stay connected for insights, stories and opportunities from EPAM.

Ready to leave ordinary behind? Good. We're hiring in Warsaw.

Learn More

NETFLIX

She Built an AI Legal Assistant — Without Writing a Single Line of Code

How curiosity, low-code tools, and cross-team collaboration turned a 56-hour manual process into minutes

When Weronika Dominiczak-Szwarc joined OLX as an admin intern, she didn't imagine she'd one day be building AI-powered automation systems. She didn't have a computer science degree. She wasn't a software engineer.

But she had something more valuable: a clear view of a problem that needed solving — and the courage to ask, "What if we just... built it ourselves?"

The Problem: Drowning in Contracts

OLX's legal team was spending 56 hours per cycle manually processing low-value contracts — NDAs, standalone work orders, routine agreements. It was tedious, error-prone work that kept legal professionals from focusing on complex, strategic challenges.

The obvious solution? Buy software. Weronika and her team evaluated 19 contract lifecycle management vendors. Price tags: over €200K. The problem? None fit OLX's needs.

So the team brainstormed something unconventional: build it in-house.

The Unlikely Builder

"I wasn't a programmer," Weronika explains. I thought: if we define the problem clearly and translate it into structured logic, our BIT team could automate it."

She partnered with OLX's Business & IT team to design the solution. While they handled the coding, Weronika translated complex legal requirements into process logic that could be automated.

Here's how it works: An employee enters contract data into Jira. That triggers n8n — an automation tool managing data flow. Within minutes, AI generates a complete document from a template, then checks it for errors and compliance. The user receives a verified, ready-to-sign contract — no manual data entry required.

"We selectively match different ChatGPT models to the complexity of each task," Weronika notes. "And the BIT team continuously monitors performance and updates models as better versions become available."

The Hardest Part Wasn't the Code

You might assume the technical implementation was the biggest challenge. It wasn't.

The BIT team managed the programming and technical aspects Weronika says. "From a Legal Ops perspective, the hardest part was translating our legal framework into a logical algorithm that could be flawlessly implemented. We had to dress complex legal requirements in process language."

It required deep cross-functional collaboration — legal experts, operations specialists, and engineers working together to define the problem precisely enough for machines to solve it.

The Impact: From Hours to Minutes

Results: 56-hour process automated in minutes. Europe-wide rollout underway. Savings: €200K+ vs. vendor software.

Then came global recognition: Weronika's team won 3rd place in Prosus innovation competiton finals in China.

"I never imagined I'd be presenting technical solutions on a global stage," she admits.

What's Next

Weronika isn't done. "We're automating purchase orders next and building an AI review module for complex contracts," she says. "And I'm learning to build low-code workflows myself in n8n — so I can prototype solutions faster."

The team is also developing an intelligent business assistant: an AI agent that answers frequent employee questions and guides people to the right resources.

Advice for Women Who Think "I'm Not Technical Enough"

"Being technical doesn't mean coding for hours," Weronika says. "It's about solving problems, process thinking, and communication. If you think logically and learn fast, you have 80% of what's needed."

She believes women bring unique strengths to tech teams: the ability to manage chaos, advanced soft skills, and human-centered perspectives.

"In the age of AI and automation, those humanistic skills are the most valuable currency. Technology without a human element risks becoming useless."

Her advice: Instead of thinking "I'm not technical enough," ask "What do I need to learn next?"

You don't need to be a programmer to design solutions. You don't need to understand database architecture to manage projects that use it. Technology doesn't bite — you decide how deep you want to go.

Weronika Dominiczak-Szwarc
Senior Legal Operation Specialist, OLX

PHILIP MORRIS INTERNATIONAL

Philip Morris International is a leading international consumer goods company, actively delivering a smokefree future and evolving its portfolio for the long term to include products outside of the tobacco and nicotine sector. The company's current product portfolio consists of cigarettes and smoke-free products, including heat-not-burn, nicotine pouch and e-vapor products.

In 2020, PMI's IT function undertook a massive challenge to address the technology roadblocks in PMI's path to progress. Guided by a new unifying vision to make PMI a digital leader capable of delivering a smoke-free future with speed, agility, and scale, we committed to an equally bold digital transformation that has delivered over the past three years a digital launchpad to power our business forward.

PMI's digital infrastructure has emerged as a competitive advantage in the company's pursuit of a smoke-free future. Leading technologies, from Cloud, to APIs and Generative AI, are helping us drive PMI's global shift toward a Business-to-Consumer strategy.

As we look ahead, we're zeroing in on where and how IT can continue to drive impact, value, and growth by creating the conditions necessary to support a business with increasing complexity, more and more categories to serve, and evolving strategic priorities.

We're redefining the big picture of well-being and personal development. Work-life balance, mental health, and psychological safety are consistent parts of our daily life. We seek the best professionals but recognize them as parents, caregivers, family, and community members. We look after each other and care for our people, so wherever you join us around the world, we're committed to providing the kind of benefits only a company like PMI can offer.

At PMI IT, we have set the ambitious goal of becoming the fastest-learning technology organization in the world. We are committed to providing everyone with new learning and growth opportunities to support your personal development journey. From mentoring to technical certifications, stretch roles, soft skills development, and executive education, we help our people develop the skills they need to do their best work and create their own unique impact.

Many companies seek to change the world, but few have PMI's bold vision and commitment to doing what's necessary to accomplish this goal. If your ambition matches ours, and you're ready to join a team that's dreaming big and committed to delivering innovative solutions that will make history, join us, and find your future in our future.

#MAKEHISTORY


At Playtika, innovation, bold creativity, data-driven thinking, and passion for play are what keep us at the forefront of the gaming world.
Our people WAKE UP HUNGRY every day to grow, to push boundaries, and to make things happen.
We FEED THEIR AMBITION with the support and opportunities they need to create real impact. Here, we don't just provide games - we create experiences that evolve with our players. We don't just play the game - WE RUN IT.
JOIN THE PACK
Playtika.

NOT ONE PATH TO SPACE

POLSA
Polish Space Agency

Different roles. Shared responsibility for Poland's space future.

The Polish space sector is built not only by engineers and scientists, but also by analysts, coordinators, legal and policy experts, project managers and international cooperation specialists. At the Polish Space Agency, women contribute to this ecosystem through many different roles. Below, we present four perspectives from within POLSA and examples of how space policy, data, security, innovation and cooperation meet in everyday institutional work.

STRATEGY & SECURITY

Monika Stachoń - Security & Strategy Expert

Works on analysing trends in the space sector and the strategic importance of space technologies for the state, public administration and national resilience. Her work connects space policy with security, crisis management, dual-use technologies and long-term development planning, combining perspectives from public administration, space policy and new technologies.

"The strategic value of space lies not only in technology, but in how it strengthens decision-making, resilience and public policy."

SECURE COMMUNICATIONS & CYBER RESILIENCE

Ewelina Kaatz-Drzeżdżon - Expert, Department of Earth Monitoring, Navigation and Communications

Works on secure satellite communications, cybersecurity and the operational resilience of the state. Her work connects space-based services with cyber risk management, continuity of critical functions and the protection of information flows essential for public administration and national security.

"Secure connectivity is not just a technical issue - it is part of the state's ability to operate under pressure."

EARTH OBSERVATION & MISSION OPERATIONS

Kamila Lis - Space Ground Segment Expert

Works at the intersection of Earth observation, satellite systems and mission-oriented space operations. Her work combines international cooperation, technological expertise and operational coordination, supporting the development and use of satellite systems, Earth observation services and satellite operations centres.

"From orbit to operations, satellite systems help us understand the planet and act with greater precision."

COOPERATION & INNOVATION

Monika Banaszek-Cymerman - Director of the Research and Development Department

Supports collaboration between research institutions, industry, public administration and international partners, contributing to the development of a resilient and innovation-driven space ecosystem. Her work reflects the importance of coordination, trust and cross-sector cooperation in building future space capabilities.

"Space innovation does not happen within a single institution. It emerges where science, industry and public policy work together toward shared strategic goals."

Zdjęcie Zatoki Gdańskiej (Polska) wykonane w dniu 3 grudnia 2025 r. Źródło danych: Copernicus, Satelita Sentinel-1. Kompozycja RGB VH-VV-VV.

A Strategic Shift:
Landmark Nuclear Project Puts Poland on a New Energy Path

POLSKIE ELEKTROWNIE JĄDROWE

Poland's first nuclear power project at Lubiatowo-Kopalino is now taking tangible shape, definitely transitioning from a conceptual phase to implementation. It is the result of years of gradual shifts in energy thinking, geopolitics, and hard learned lessons from Polish history. And it is becoming one of the most consequential infrastructure investment projects in modern Polish history.

This large-scale project is now progressing on multiple fronts. Site works are underway, including construction preparations. Key administrative and technical milestones have been achieved, including environmental and location decisions. Most notably, a construction license application was filed in March 2026 — a critical step toward launching full-scale works. Financing is also largely in place, supported by the European Commission approval for state aid, substantial funding from the Polish government, strong backing from export credit agencies, and clear interest from commercial banks. Altogether, these developments confirm that the project is on track, well structured, and steadily moving toward first nuclear concrete.

For decades, Poland relied heavily on coal. It was abundant, domestic, and dependable. But over time, two realities began to reshape the conversation. First, coal simply is not a long-term solution — because of both resource constraints and tightening European climate policy. Second, renewables, while growing fast, cannot guarantee a round-the-clock supply for the whole country on their own.

That is where nuclear entered the picture — not as a replacement for everything else, but as a stabilizing pillar in a future energy mix built on three components: renewables, nuclear, and storage. The Lubiatowo Kopalino nuclear power plant (NPP) is meant to anchor that system, delivering consistent, low-carbon electricity on a large scale. The Polish government has made it a strategic priority.

The project has now moved firmly into the delivery phase. The mandate is clear — to get the plant built "on time and on budget" while maximizing local and European industrial involvement. Nuclear long-term economics are attractive, offering low and stable fuel costs and an operating life that can extend to 60–80 years or more.

On the ground, preparations are already reshaping the region. The Lubiatowo Kopalino region, located on the Baltic coast in a relatively sparsely populated area, is undergoing transformation even before construction fully ramps up. At peak, more than 10,000 workers are expected on site, working in shifts around the clock. That influx will create significant demand for housing, transport, and services — a challenge, but also a once-in-a-generation economic boost for local communities.

In the long term, the plant will employ around 2,000 people directly, potentially doubling the local population when worker families are included. Infrastructure upgrades — from roads to healthcare — are planned alongside the project, and dedicated funding mechanisms are already in place to support local development.

It is worth noting that the AP1000 reactor uses passive safety systems that do not require operator intervention or external power, and its design makes accident scenarios like Chernobyl physically impossible. Whether this message fully resonates with the public remains an ongoing challenge, but it is central to how the project is communicated.

The future Lubiatowo Kopalino NPP will be more than just a power plant. It represents a strategic shift — away from legacy fuels and toward a more diversified and resilient energy system. The road ahead is still long, but the direction is now firmly set, and for Poland, nuclear energy is no longer just an option on paper — it is becoming a reality.

TrendGlass

Trend Glass Sp. z o.o. is a private partnership glassware manufacturer in Radom, Poland founded in 2003, however its owners' first ties to the glass industry date back to early 1980's. It took almost two decades of continuous growth for Trend Glass to become one of the leading manufacturers and distributors of glassware and glass containers. To maintain this position for years to come we focus on progressive and dynamic growth in all aspects of technology and organization.

46 MARKETS 6 CONTINENTS

Our products successfully reach 46 countries across 6 continents, a testament to the widespread recognition and trust they have garnered globally. This international acclaim serves as a foundation for our expansive reach and market penetration.

ESG/E&S: GOVERNANCE

Sustainability issues are managed at the level of the Management Board, which is responsible for overseeing the ESG area, identifying key environmental, social and corporate governance issues, as well as approving targets and monitoring their implementation.

At the operational level, activities are coordinated by the Innovation and Sustainability Department, which is responsible for data collection, cooperation with organisational units, and reporting on progress, risks and development needs. Information is provided on an ongoing basis as required, but at least once a quarter.

ENVIRONMENTAL REGULATIONS

The company operates in accordance with the regulations contained in its • Original Environment License – Inegrated Environmental Permit • Water Permit• Air Emission Permit & Greenhouse Gas Emissions (EU ETS) • Water Report & Biodiversity Managment Plan• Sustainability Sustainable Plan2025.

THE ENVIRONMENTAL AND ENERGY POLICY IS IN EFFECT, COVERING THE FOLLOWING AREAS:

• Environmental• Water use • Energy efficiency and energy consumption • CO2 emissions to air• Wastewater • Waste disposal policy & procedure,• Chemical management • Carbon footprint.

We are implementing our goals in accordance with the climate change adaptation plan. In 2022, together with EY, we developed a decarbonization strategy. The Trend Group has set ambitious decarbonisation targets

Reducing GHG emissions intensity -45% by 2030*. Climate neutrality by 2045.

* In Scope 1 & 2. With 2019 as a base year.

SOCIAL RESPONSIBILITY

The Trend Group has been prioritising social and environmental matters for a long time, taking action in number of region and nationwide actions.

WE SUPPORT NEIGHBORHOOD INITIATIVES FOR THE SAKE OF THE LOCAL COMMUNITY

Social initiatives not only shape our organizational culture, but also influence the positive development of our neighborhood. We believe that our commitment is key to building lasting business relationships based on social values and responsibility.

TREND GLASS ACADEMY

Our company has created a state-of-the-art teaching room, equipped with robots and specialised technology stations that offer young people a unique opportunity to develop their skills in a modern industrial environment.

Trend Glass Academy is more than just a workshop. It is a space where we shape the skills of the future, preparing young people for a rapidly changing labour market. Adriana Mrówczyńska, Board Representative for Sustainability, underlines: We are planning a programme of demonstration lessons and workshops that will encourage students to explore the possibilities of new technologies in a real working environment."

Regular classes are held every week, with students from various Radom schools and university, adds Adriana Mrówczyńska.

Participants at the Trend Glass Academy will be able to carry out their own projects, develop their creativity and gain practical knowledge. The project is already receiving positive feedback from students. "The workshops allow us to learn about how the company functions from the practical side," notes students.

As an organisation, we are proud to positively influence the development of the Radom region through the implementation of social initiatives that enrich our organisational culture and implement our sustainability strategy.

box

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Intelligent content management, secure collaboration, and agentic workflow

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"Our goal is to provide all Boxers with the resources and opportunities they need to thrive and do their best work. We are incredibly proud of the community we have built and are equally excited about what's ahead as we continue to develop a culture where every Boxer feels supported and has equal opportunities for growth and advancement."

Jessica Swank, Chief People Officer

"At Box, every individual holds importance and has a voice. From an engineering standpoint, the scope and scale in which Box operates surpasses that of most SaaS companies worldwide. The way that our teams tackle global problems at scale is truly extraordinary."

Thierry Chassaing, SVP of Engineering

Learn more about Box

#ONETEAM POWERING THE FUTURE OF MOTION

CIRCLE K
BUSINESS CENTRE WARSAW

At **Circle K Business Centre Warsaw**, the real energy transformation happens in the code. As a global tech hub supporting **12,300+ locations**, we build smart, scalable solutions powering the future of mobility.

This year, we celebrate our **10-year anniversary** - a decade of innovation, growth, and building the digital backbone of **Circle K.**

Energy is Data. We are the Source Code. Our teams develop solutions in e-mobility, cloud, data, and digital payments - turning complex systems into seamless user experiences.

#ONETEAM: POWERED BY DIVERSITY

We believe great tech comes from diverse teams. Through mentoring, flexibility, and inclusive culture, we create space where talent can thrive.

VISIT US AT WOMEN IN TECH SUMMIT 2026!

- **EV Charging Debug Challenge**
Find and fix a real system bug

- **Tech Taboo Challenge**
Guess tech terms & win prizes

- **Mentoring Zone**
Talk careers & tech with experts

We used to deliver fuel,
now we deliver the intelligence
behind new energy.

CIRCLE K BUSINESS CENTRE WARSAW
WE CODE THE FUTURE OF MOTION

Working for every patient in Europe

European Medicines Agency: **grow your IT career with impact, purpose and growth.**

When thinking about your next step in tech, what matters most: **meaningful work**, **continuous learning**, or being part of an **inclusive environment** where your perspective is valued?

At the European Medicines Agency (EMA), you don't have to choose. Here, you can build a **career** that combines technical excellence with **real impact**.

EMA plays a central role in protecting public health in the European Union by ensuring medicines are safe, effective and accessible. Behind this mission is a strong and growing digital backbone. From data platforms to AI-driven regulatory processes, IT, STEM and tech professionals are essential to enabling faster, smarter and more reliable decisions.

For women in IT who are driven by purpose, EMA offers a unique opportunity: your work doesn't just support systems—it helps improve the lives of millions across Europe.

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What happens in
KRAKÓW
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WORLD

SINCE 2012 ON CRACOW MARKET
OVER 2500 EMPLOYEES
WE SPEAK 17 LANGUAGES
27 NATIONALITIES IN OUR KRAKÓW TEAM
HYBRID WAYS OF WORKING

WE TRANSFORM, WE EVOLVE AND DEVELOP, JUST LIKE OUR PEOPLE. JOIN US AND SEE FOR YOURSELF!

Stop waiting until you feel ready

As a child, I wanted to become an astronaut. Not because I understood space or technology, but because I was fascinated by the idea of stepping into the unknown. Looking back, I realize this childhood aspiration reflects something essential about both my career and the future of work: we are constantly learning how to operate in environments that are unknown and constantly changing.

KAROLINA SZMIDT
President of Henkel Poland and HR Director for the North-East Cluster

Today we are flooded with a dominant narrative about the future of work: fear of technology. Discussions around AI and automation often frame them as ruthless forces destined to replace humans. It is time to challenge this view. Technology does not eliminate people – it eliminates repetition and predictability. The real threat to our careers is not AI, but stagnation – the dangerous belief that the knowledge we acquired yesterday will sustain us forever.

We live in a culture of permanent transformation where linear career paths no longer guarantee success. As President of Henkel Poland and HR Director for the North-East Cluster, I see daily how rapidly roles are being redefined. And one conclusion is clear: in a world where tools evolve constantly, static knowledge quickly loses value. The real currency is learning agility – the ability to learn, unlearn, and adapt faster than change itself. Consequently, uniquely human strengths are becoming our greatest assets: creativity, critical interpretation, authentic collaboration, and decisive decision-making under uncertainty.

The death of the expert leader

For decades, leadership was built on expertise, control, and having all the answers. Today, that model is collapsing. Knowledge has become accessible in real time and competitive advantage no longer lies in possessing information but in interpreting it, connecting perspectives, and navigating ambiguity. The most dangerous state for any organization is the illusion that someone at the top has all the answers. Modern leaders are no longer centers of knowledge – they are catalysts for collective intelligence. Their role is to ask better questions, build diverse teams, and create environments where experimentation and failure are accepted as part of growth.

Potential outweighs the polished CV

From an HR perspective, this shift is fundamentally transforming talent management. Career paths are no longer linear. CVs increasingly reflect a rich mosaic of diverse experiences rather than predictable progression – and this is a new reality. The most valuable skills for the future will not be purely technical. While digital fluency is essential, the competencies that will truly matter are deeply human: emotional intelligence, critical thinking, intellectual courage, and resilience. Resilience, in particular, has become a strategic priority. Our Henkel internal resilience programs clearly show that psychological readiness for change directly impacts long-term engagement and performance.

Drop the perfectionism

This technological and cultural transformation creates enormous opportunities for women's – but only if we dismantle the unconscious pressure we place on ourselves regarding leadership. The innovation economy does not demand flawless execution right from the start, it thrives on visibility, diverse perspectives and raw courage.

Yet, a persistent barrier holding brilliant women back is a deeply socialized tendency toward overanalysis and the belief that we must be completely prepared before stepping up. Decades of HR experience reveal a clear pattern: while many corporate environments encourage stepping into roles with partial criteria, women frequently carry an internalized standard that forces them to wait until they feel perfectly qualified. In a fast-paced market driven by constant iteration, waiting for that illusion of absolute readiness means you are already late. Competitive advantage belongs to those who trust their agility and act despite uncertainty.

If I could give one piece of advice to my younger self, it would be this: do not wait until you feel fully ready. Real security will never come from absolute certainty, it comes from your ability to learn faster than reality changes around you. So my message is simple: stop waiting for the right moment or a formal invitation. Step up to the table, trust your core potential, and start building the future today. The technology orbit is waiting for your imprint - go out there and make it happen.

Henkel

Bank Polski

LOOKING FOR A NEW PERSPECTIVE?

A new job is closer than you think!

PKO Bank Polski is an institution with over a century of tradition and Poland's largest bank. We provide financial services to over 12.5 million clients: individuals, SMEs, corporate, and local government entities. We are the nation's leader in mobile banking, processing more than 30 transactions every second. On a daily basis, we clear approximately one million incoming and outgoing transfers. Our Capital Group offers the most comprehensive range of financial services in Poland, comprising companies specializing in leasing, insurance, pension savings, investment funds, and factoring. We maintain a presence in 314 counties, placing 75% of the Polish population within 5 km of our nearest branch. We also support our clients' international expansion through corporate branches in Germany, the Czech Republic, Slovakia, and Romania, as well as through representative offices in Lithuania, Sweden and Austria. Through our Foundation, we initiate and implement social projects, actively supporting culture, sports, and vital community initiatives.

#No. 1. Period.

SZUKASZ INNEJ PERSPEKTYWY?

Nowa praca jest bliżej niż myślisz!

PKO Bank Polski jest największym bankiem w kraju, instytucją z ponad 100-letnią tradycją. Dostarczamy usługi finansowe dla ponad 12,5 milionów klientów indywidualnych, firmowych, korporacyjnych i samorządowych. Dzięki aplikacji IKO jesteśmy najbardziej mobilnym bankiem w kraju. Co sekundę rozliczamy w niej ponad 30 transakcji. Każdego dnia rozliczamy około miliona przelewów przychodzących i wychodzących. Jesteśmy w 314 powiatach, a 75 proc. Polaków ma do nas mniej niż 5 km z domu. Ekspansję międzynarodową naszych klientów wspierają oddziały korporacyjne i przedstawicielstwa banku w Niemczech, Czechach, Słowacji, Rumunii, Szwecji, Austrii i na Litwie. Za pośrednictwem Fundacji, inicjujemy i realizujemy projekty społeczne m.in wspieramy organizacje pozarządowe w ramach konkursu grantowego „Korzenie jutra". Jesteśmy także zaangażowani we wsparcie kultury i sportu. Nasza Grupa Kapitałowa dostarcza najbardziej kompleksową ofertę usług finansowych w Polsce. W jej skład wchodzą m.in. spółki działające w branży leasingowej i wynajmu aut, ubezpieczeniowej, oszczędności emerytalnych, funduszy inwestycyjnych i faktoringu.

#Numer 1 i kropka.

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Two women. Two stories. The decisions that powered their careers.

Schneider Electric

Different starting points, different roles, different fields within the same company, yet similar decisions. Agnieszka Suliga-Szczęsny and Ewa Kwaśnik show that a career is not about a perfect plan. It's about what you do in the moments when no one is watching — or when everyone is watching.

Agnieszka Suliga-Szczęsny

Business Development Manager

Is responsible for the development of electromobility in Central and Eastern Europe at Schneider Electric. She develops EV charging solutions, energy management systems, and energy storage for buildings, fleets, and public infrastructure.

Ewa Kwaśnik

Tender Engineering Team Leader

An electrical engineer and leader of a technical support team in low- and medium-voltage power distribution in Poland. She is responsible for team coordination, budgeting, risk management, and delivery quality. She supports the development of young talent through student projects and internship programmes.

Decision 1:

The first step that takes you further than you expect.

Agnieszka Suliga-Szczęsny: I realised that without complete technical documentation, we could lose major sales opportunities. No one told me "take care of it" — I started gathering requirements, setting timelines, and coordinating work across teams and with the Office of Technical Inspection. The risk was not about bold declarations, but about taking responsibility for the details: compliance, completeness of documentation, and real-life performance of the solutions.

Ewa Kwaśnik: At university, I attended a CV consultation organised by Schneider Electric, already a recognised leader in the electrical industry. As the only person with a complete set of documents, I was invited to a mock interview in front of all participants. I expected to observe but ended up in the spotlight. I agreed. The interview went well, and the recruiter asked if she could recommend me for a real recruitment process. I said yes again — and that's how a journey of almost 10 years began.

Decision 2:

The harder path. The better decision.

Agnieszka Suliga-Szczęsny: I was given an ambitious goal: to significantly increase sales in the region. I identified Poland as the market with the highest growth potential — but also the most restrictive regulations, so I consciously chose the more challenging path. I structured documentation, identified gaps, and explained the specifics of the Polish market to international teams. Today, this complexity is my advantage.

Ewa Kwaśnik: I was a young engineer when a colleague asked me to replace him on a construction site to perform measurements for busbar trunking systems. I was unsure whether I could handle it, but I went anyway. Today, I am a Tender Engineering Team Leader, and I know that these moments — when you move forward despite uncertainty — build your career. The most challenging and rewarding part of my role is recognising potential in people who are not yet fully aware of it themselves.

Decision 3:

The greatest growth begins where it feels uncomfortable.

Agnieszka Suliga-Szczęsny: At some point, I moved beyond a pure sales role and began actively educating partners, installers, customers, and the public sector. I made sure electromobility was present wherever decisions are made—from webinars and marketing meetings to creating the Electromobility Academy, focused on hands-on practice. The key was stepping out of my comfort zone to educate not only colleagues, but also external audiences.

Ewa Kwaśnik: Every month, I organise open team meetings where I present ideas and plans, encouraging the team to discuss and share their opinions. It is not easy for me, as it requires facing criticism, but I believe it is essential to build trust and make ideas more realistic. Conversation often prevents mistakes and strengthens a true sense of co-creation within the team.

Ready to make your decision? Discover career opportunities at Schneider Electric and join people who are shaping the energy of tomorrow.

Take the first step

Stay up to date with job opportunities

the stepstone group

Technological innovation is in our DNA.

We build technology that helps people find the right job and helps companies hire the right talent. Across more than 30 countries, we create technology that connects skills, ambition and opportunity at scale.

Built for people. Powered by innovation. We are a global technology business with a clear purpose: to make the job market work better for everyone.

A place where women in tech can thrive. Our commitments include 40% women in leadership by 2030, employee-led communities and an active Women in Tech network that supports growth, visibility and belonging. Our CTO, Thierry Bedos, acts as Global Executive Sponsor to Stepstone's **Women's Initiative**.

Build what is next. From engineering and product to data and digital innovation, our teams solve real-world challenges that shape the future of hiring and work.

Global careers. Inclusive culture. Meaningful impact. Better hiring creates better futures — for people, teams and society.

Meet us at Perspektywy. Visit our booth to explore careers and connect with our team.

Mission & Vision

At the Stepstone Group, our vision and mission are simple. We want to 'find the right job for everyone' and 'help companies hire the right talent'.

We believe in the right job for everyone. Every year we help millions of people to make one of the most important decisions in their lives. Our belief is that there is an ideal job that matches someone's unique set of skills, personality traits, and motivations.

We help companies to hire the right talent. By posting job ads on our job marketplaces, by finding candidates through pay-per-application solutions or through programmatic recruiting technology, we help companies to hire the right talent.

Our commitment to this mission and vision drives every aspect of our operations, ensuring that we continue to be leaders in creating a job market that truly benefits everyone.

TESCO Technology

//We're <Tesco Technology>. Our software is used by millions of people every day.

We build cutting-edge solutions in a range of areas, including Store Fulfilment, Identity, Data Engineering, and Machine Learning – all focused on making Tesco's tomorrow.

established in 2018 in **Kraków**

more than **320** colleagues

building **our own tech**

large-scale operations

Get to know us better.

tes.co/PL

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Cracow University of Technology

SHAPE YOUR FUTURE AT CUT

REAL-WORLD ENGINEERING

Pioneers of Technology: Women Shaping the Future of Engineering at WSB University

The world of technology and engineering is evolving rapidly, and women are playing an increasingly important role in this transformation. WSB University actively supports this shift by creating an environment where female students in engineering and technical fields can develop skills aligned with real labor market needs. Today, women account for over 35% of students in disciplines such as computer science, transport, logistics, and production engineering and their number continues to grow.

"Modern engineering requires diverse perspectives. Women contribute not only technical expertise but also ways of thinking that increasingly determine the quality of projects and innovation. Our role is to create a space where talent and ambition have no limits," emphasizes Rector Prof. Zdzisława Dacko-Pikiewicz.

Modern education with a global outlook

WSB University's programs reflect current economic trends. Students choose specializations such as Web and Mobile Applications, Transport Safety Engineering, and Quality Management in Production and Services, gaining practical, industry-relevant skills.

At the same time, the university strengthens its international dimension. English-taught programs such as Mobile and Cloud Computing and Data Science attract students from across the globe, fostering an exchange of knowledge and perspectives. This approach brings measurable results. Munisa Ziyomukhamedova was named the best international master's student in Poland in the Interstudent 2026 competition, following earlier success by Lien Chau Ton Nu, who won in 2020 at the bachelor's level.

Learning that delivers results

WSB University also develops doctoral education in technical sciences, including civil engineering, geodesy, and transport. Research conducted by female doctoral candidates focuses on areas such as artificial intelligence in logistics, infrastructure design, and process optimization. The Implementation Doctorate program enables the direct application of research in business, reinforcing the practical dimension of education.

Student success is equally visible in project-based work. Anna Kocaj won first place in the "Ratusz24" web design competition, recognized for usability, functionality, and accessibility—key aspects of modern digital services.

Systemic support for development

The university offers solutions that combine education with professional experience. The "3 days of study, 2 days of work" model allows students to gain practical experience during their studies. Partnerships with companies such as Microsoft, Fujitsu, Huawei, and Raben provide access to current technologies and industry standards.

These collaborations translate into real achievements. Wiktoria Ostrowska secured second place at the Huawei Tech Arena Poland hackathon, tackling challenges in artificial intelligence and advanced technologies.

Women setting directions

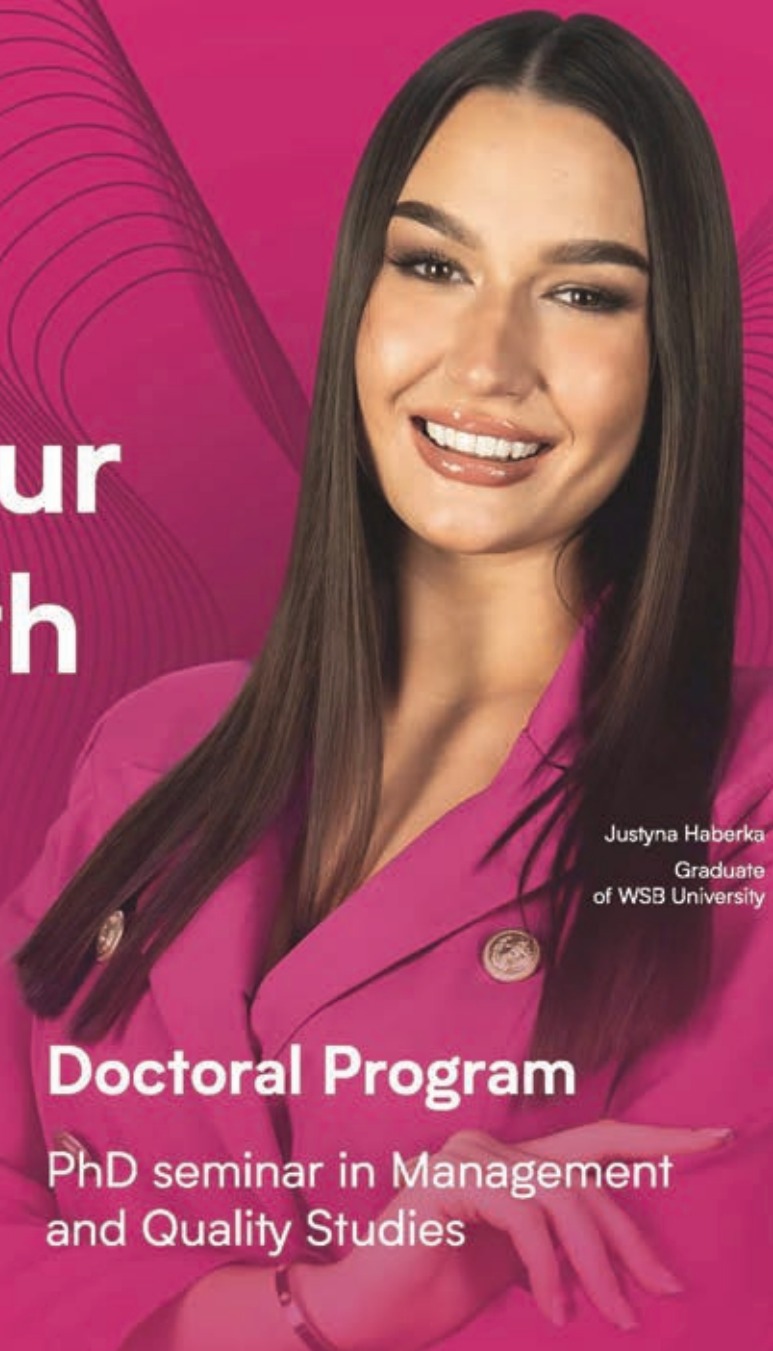
Many female students already build strong professional profiles during their studies. Kamila Ciszewska represented Poland at COP27 as an ambassador of the "Climate of Change" project, while Marianna Kuhtyk leveraged her education in transport to enter advanced technology sectors.

WSB University combines knowledge, practice, and industry collaboration, preparing students for a dynamic technological landscape. The achievements of its female students clearly demonstrate that this potential translates into tangible success.

Akademia WSB

WSB University

Choose your studies with passion



Justyna Haberka
Graduate
of WSB University

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- Law
- Law and Finance
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- **Master in Management** *- in cooperation with partner Universities from France, China, Portugal and UK*
- **Master in Global Leadership & Geopolitics NEW!**
- **Bachelor in Management and Artificial Intelligence** *- in cooperation with partner University from Italy*
- **Bachelor in Management and Sociology in Business and Media**
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- Analiza danych i Business Intelligence
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Zaprojektowaliśmy ten kierunek inaczej:
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PROF. ALK DR HAB. BOGDAN KSIĘŻOPOLSKI
Dyrektor Instytutu Informatyki Akademii Leona Koźmińskiego

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Women in Tech

AI Doesn't Ask for Permission, Only for Data - Women in Tech in a Reality That Is Already Here

AI doesn't knock on the door. It is already inside - making coffee, processing data, and making decisions faster than we can ask, "What's next?" In this new reality, a question emerges that is no longer merely technological but civilizational: who will design the future?

Artificial intelligence is no longer just another industry. It has become an environment that shapes healthcare, finance, education, culture, and social relationships. The more influential it becomes, the clearer it is that if AI is to be truly intelligent, it must also be diverse.

That is why Women in Tech is no longer simply a slogan promoting women's participation in technology. It is a response to the need for a more complete representation of the world. Technologies created by homogeneous teams may be effective, but they will always be incomplete - like a map with half the continents missing.

The Polish-Japanese Academy of Information Technology (PJAIT) approaches the AI revolution with a practical perspective. Knowing how to use AI tools is no longer enough. Real advantage begins with understanding how these technologies work, where their data comes from, and what consequences they create.

At PJAIT, AI is not conference-stage magic. It is code, data, and responsibility. Students explore machine learning fundamentals, AI solution architecture, and implementation, learning not only how models function but also why they make specific decisions.

Data Science plays an equally important role. Data does more than describe reality - it helps interpret it. It reveals our choices, habits, needs, and biases. Algorithms organize this information and return it as recommendations, forecasts, and insights. Working with data requires not only mathematical skills but also intuition, empathy, and the courage to ask difficult questions.

As Prof. Grzegorz Wójcik, Head of the Department of Intelligent Systems and Data Science at PJAIT, explains: "Artificial intelligence is not neutral - it reflects the decisions of the people who design it. The most important question is not what AI can do, but whom and what it represents."

Every AI model carries assumptions shaped by training data and design choices. These influence which perspectives are amplified and which are overlooked. Responsibility for AI therefore extends beyond development to its use and continuous monitoring of its social impact.

Student-led initiatives are also part of this ecosystem. One example is PJSECK, PJAIT's cybersecurity student research club. Here, cybersecurity becomes practice rather than theory, covering vulnerability analysis, cryptography, penetration testing, and simulations of real-world threats. In an AI-driven world where data is fuel, security is a foundation rather than an add-on.

PJAIT operates in Warsaw and Gdańsk, creating a broad environment for knowledge exchange and collaboration. The university is also a member of the Adobe Creative Academy, providing access to professional tools used across the global creative industry.

Teamwork, communication, and the ability to perform under pressure are developed not only in laboratories. The achievements of PJAIT's basketball team show that the same skills required in sport are essential in technology projects: trust, adaptability, quick decision-making, and collaboration.

The future will not simply be technological. It will be co-designed by people who understand data, technology, and human needs. By those who no longer ask whether AI will change the world, but who will design that world - and for whom.

Because AI is already here. The real challenge is making sure it does not belong to only a few.

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Among Poland's top-earning Computer Science graduates.

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The European University for Customised Education – EUNICE was created in 2020 under Erasmus+ European Universities initiative.

As a PUT student, you naturally become a EUNICE student.

Eunice
EUROPEAN UNIVERSITY

EUNICE

The EUNICE alliance contributes to the European Union's objective of strengthening strategic partnerships among higher education institutions through the European Universities initiative. It brings together 10 public universities across Europe to build a truly integrated, future-oriented higher education ecosystem.

Coordinated by Poznan University of Technology - the only public institution in Poland leading a European Universities alliance - EUNICE delivers flexible, student-centred learning, including interdisciplinary courses offered online, on-site, and in hybrid formats, as well as short-term language programmes, micro-credentials, and international mobility opportunities.

Through close cooperation with regional partners, the alliance connects education, research, and innovation to address real societal challenges. It also develops shared digital tools and platforms to enable seamless collaboration and broaden access to opportunities across all partner institutions.

eunice-university.eu due@put.poznan.pl

POZNAN UNIVERSITY OF TECHNOLOGY

BECOME THE ENGINEER OF THE FUTURE

The Poznan University of Technology (PUT) is a unique and dynamic university. Across its nine faculties, the University offers a wide range of study programmes, including among others, Architecture, Management, Computing, Chemical Technology and Mechanical Engineering.

Students choose our University for its high standard of education, well-qualified academic staff, and friendly, supportive atmosphere. It is also a place where they can fully develop their interests and achieve their ambitions.

The University takes pride in its students, who earn top results in international competitions and actively participate in various student organizations. PUT is also strongly associated with modern technologies such as electromobility, renewable energy, automation, and artificial intelligence, cybersecurity – fields where innovative solutions for the future are created.

A distinctive feature of the University is the Kakolewo Campus, which includes its own airport. It supports aviation and space research projects, including aircraft testing and studies of pilot working environments. The University also designs and builds unmanned aerial vehicles. Additionally, the campus is equipped with a satellite ground communication station and a modern photovoltaic farm.

The University continuously advances its research infrastructure through the development of modern laboratories and interdisciplinary centres. The most recent initiative, the Centre for Artificial Intelligence and Cybersecurity, provides the basis for creating a unique network of cooperation among universities, scientific institutions, and socio-economic sectors, while addressing emerging technological and societal challenges. Another key unit is the European Centre of Bioinformatics and Genomics, established in partnership with the Institute of Bioorganic Chemistry of the Polish Academy of Sciences, which focuses on cutting-edge research and the effective transfer of scientific outcomes to the economy.

www.put.poznan.pl

study@put.poznan.pl

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

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

SGH in rankings & accreditations

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

TRIPLE CROWN
SGH

The Triple Crown Accreditations

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

Talent development

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

International cooperation

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

First-cycle study programmes offered in English:

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

Second-cycle study programmes offered in English:

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

Contact:

SGH Warsaw School of Economics
al. Niepodległości 162, 02-554 Warsaw, Poland
phone: +48 22 564 77 77
e-mail: admission@sgh.waw.pl
www.sgh.waw.pl/admission

Did you know that...

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

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SWPS University

Artificial Intelligence in IT: **Opportunity or Threat?**

Artifi cial Intelligence is no longer a futuristic concept. Today, it is becoming an essential part of the IT industry, transforming the way people work, communicate, and create technology. But this technological revolution raises an important question: **does AI represent a breakthrough opportunity, or is it a threat to the future of human work?**

Artifi cial Intelligence has already changed the IT sector in many ways. Developers use AI-powered tools to write code faster, detect bugs, and automate repetitive tasks. Companies analyze vast amounts of data in seconds, while intelligent systems help predict customer needs and improve cybersecurity. Thanks to AI, many processes that once required hours of manual work can now be completed within minutes.

Contrary to popular belief, **AI creates new career opportunities for many professionals**. The demand for specialists in machine learning, data science, cybersecurity, and cloud computing is constantly growing. Modern technologies also encourage creativity and innovation, allowing developers to focus on more strategic and complex tasks. In this sense, AI can become a powerful partner that supports human potential rather than replacing it.

However, the rapid development of AI also raises important concerns. Many people worry that automation may reduce the number of entry-level jobs in IT or change required skill sets. Experts also highlight ethical challenges related to privacy, misinformation, and bias in algorithms. It is important to remember that **AI is only as reliable as the data it receives, which means that human supervision remains essential**.

The future of AI in the IT industry will most likely depend on balance. Technology itself is neither entirely good nor bad – it depends on how people design, regulate, and use it. Instead of seeing AI as a threat, the IT sector can treat it as a tool that enhances human abilities and opens the door to new forms of collaboration between humans and machines.

Universities play a crucial role in preparing young people for the future of AI by combining technical knowledge with critical thinking, creativity, and ethical awareness. **The Computer Science program at SWPS University is designed for students who want to actively shape the future of technology**. It provides practical experience in programming, artifi cial intelligence, cybersecurity, data science, and machine learning, while developing analytical and problem-solving skills needed in today's digital world.

At the same time, **the Psychology & Computer Science program offers an interdisciplinary approach that combines technology with an understanding of human behavior and communication**. Students learn not only how to design digital solutions, but also how people interact with technology and how AI infl uences society. This combination prepares graduates to create innovative and user-centered technologies responsibly.

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- One of the **top Psychology programs** in Poland („Perspektywy" ranking, 2025).

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Kamila Dryjańska
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Second-cycle studies, Faculty of Social Sciences

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Second-cycle studies, Faculty of Oceanography and Geography

Management
Second-cycle studies, Faculty of Management

Logistic and Mobility
First and second-cycle studies, Faculty of Economics

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2026

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Heavy Industry
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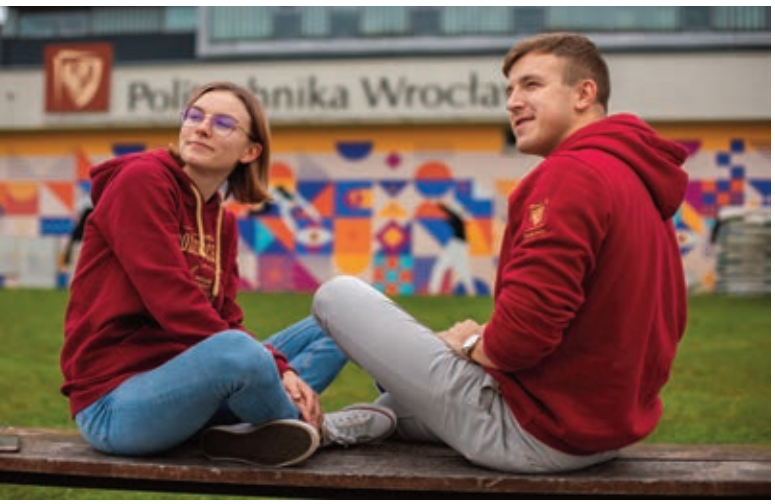
Wrocław Tech:
Where Young Scientists Shape Tomorrow

At Wrocław Tech we believe the future belongs to bold minds ready to challenge conventions, cross disciplines, and transform ideas into breakthrough technologies. Young scientists therefore play a central role in our vision for the university's future.

Today, Wrocław Tech is becoming one of Europe's most ambitious research universities: internationally connected, innovation driven, and strongly focused on empowering the next generation of researchers. Our Doctoral School stands at the center of this transformation.

"We see doctoral candidates not only as students, but as partners in creating the future of science and technology," says Prof. Arkadiusz Wójs, Rector of Wrocław Tech. "Young researchers bring courage, creativity, and intellectual freedom. At Wrocław Tech, we give them the resources and trust needed to pursue ideas that can genuinely change the world."

At Wrocław Tech, doctoral students are not assistants standing in the background of large academic structures, but active members of elite research teams working on projects with international impact.



Investing in Future Scientific Leaders

The university invests in young scientists more strongly than any other technical university in the region, creating an environment where talent can develop without limits.

Doctoral candidates benefit from competitive scholarships, research minigrants, international mobility programs, and access to cutting-edge laboratories and interdisciplinary research networks. The university encourages ambitious science connecting technology with medicine, AI, sustainability, and the challenges of the modern world.

This philosophy inspired Wrocław Tech to launch the Lem Next Gen Science Forum, a unique international gathering dedicated entirely to students, PhD candidates, and young researchers.

Created as a platform "by young scientists, for young scientists," the forum brings together emerging talents and world-class experts to discuss AI, health engineering, sustainability, and technological transformation. Its first edition, organized in 2026, gathered more than 600 young scientists from around the world and became a spectacular success.

Science Without Borders

As a member of the prestigious Unite! European University Alliance, Wrocław Tech enables young researchers to collaborate with leading institutions across Europe and build truly international careers.

Researchers such as Dominika Kunc, working in emotion recognition and artificial intelligence, and Arkadiusz Lipiecki, exploring social polarization with international research centers, show how doctoral students at Wrocław Tech already operate on a global stage. Their work reaches institutions from Los Angeles to Vienna and from Singapore to Oxford, proving that scientific careers launched in Wrocław can resonate worldwide.

At Wrocław Tech, science is treated as a mission, teamwork, and a path toward meaningful impact. For those ready to go beyond established paths and contribute to the technologies of the future, Wrocław Tech offers more than a doctoral program.

Join The Next Generation Of Innovation Leaders

Wrocław University of Science and Technology

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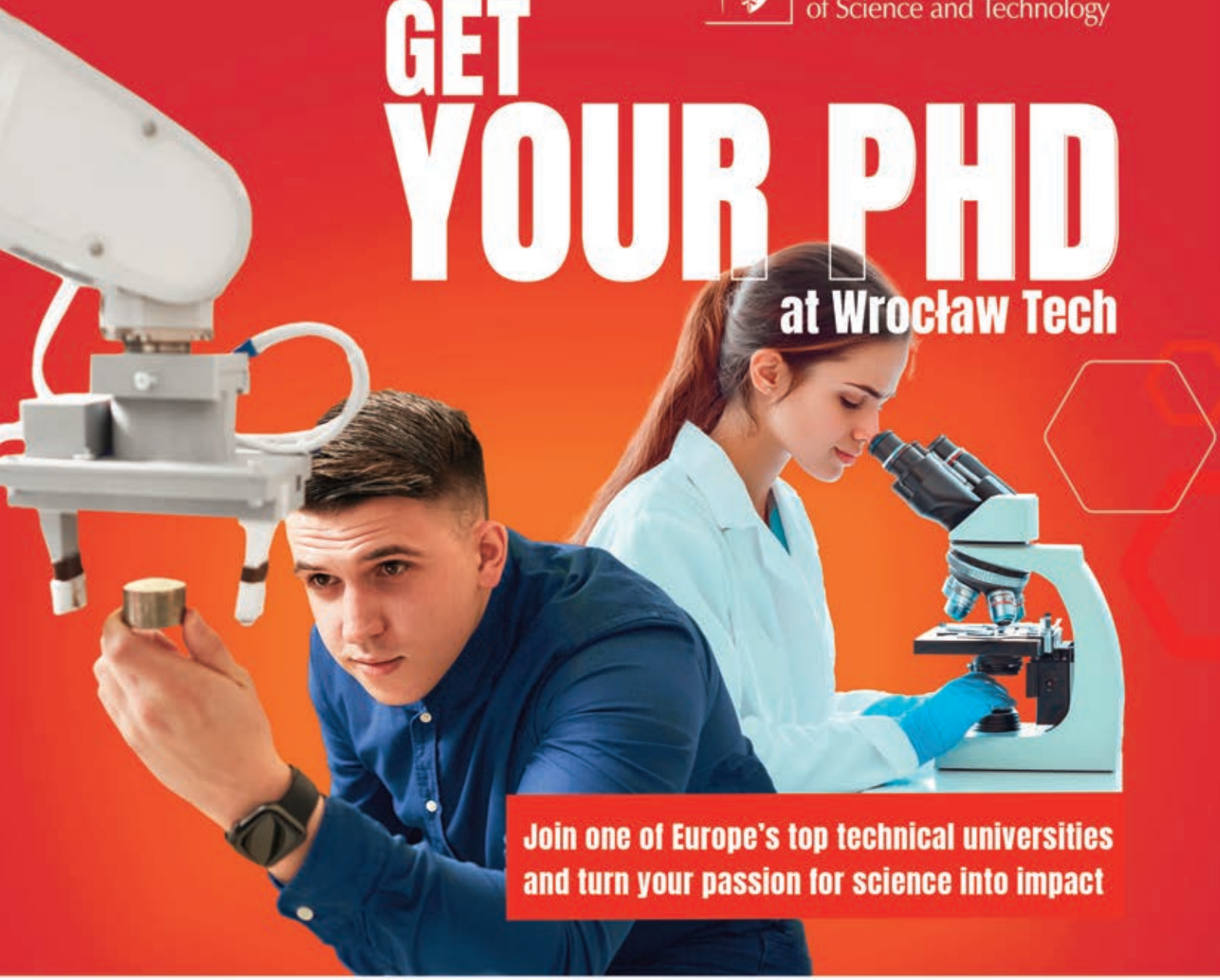

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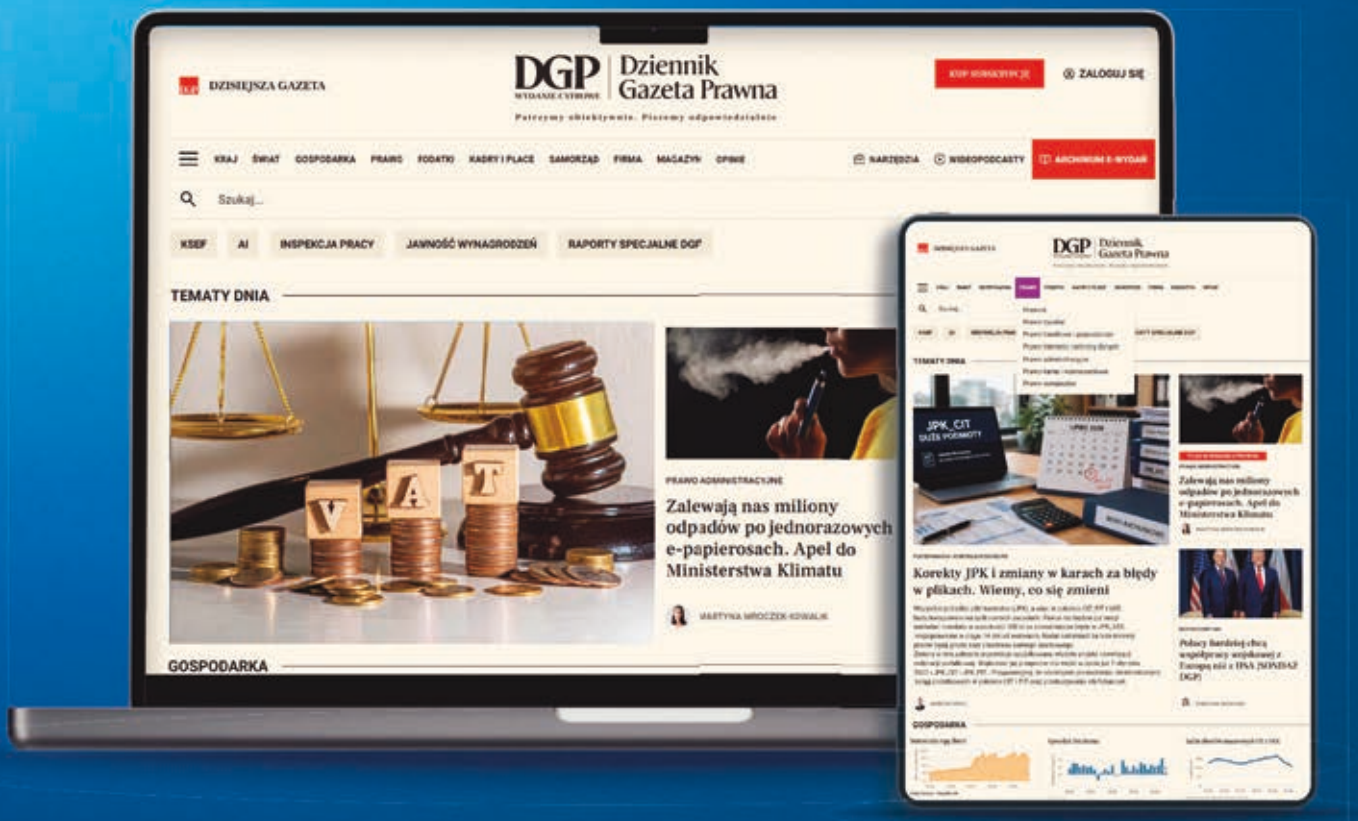

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SPECIAL GUESTS

ASTRO TELLER

Captain of Moonshots

The Moonshot Factory

Dr. Astro Teller currently oversees X, Alphabet's moonshot factory for building breakthrough technologies and businesses designed to help tackle huge problems in the world. Some of X's best known moonshots include Waymo autonomous cars, Verily Life Sciences, Google Brain and Wing delivery drones. Before joining Google / Alphabet, Astro was the co-founding CEO of Cerebellum Capital, Inc, an investment management firm whose investments are continuously designed, executed, and improved by a software system based on techniques from statistical machine learning.

Astro was also the co-founding CEO of BodyMedia, Inc, a leading wearable body monitoring company. Prior to starting BodyMedia, Dr. Teller was co-founding CEO of SANDbOX AD, an advanced development technology incubator. Before his tenure as a business executive, Dr. Teller taught at Stanford University and was an engineer and researcher for Phoenix Laser Technologies, Stanford's Center for Integrated Systems, and The Carnegie Group Incorporated.

ENRICA PORCARI

Chief Information Officer

CERN

With over 30 years of global experience at the intersection of technology, innovation and international development, Enrica has built a career pioneering ICT and knowledge management solutions that empower organisations and improve human outcomes.

As CERN's inaugural Chief Information Officer from 2026, she will ensure that data, computing, artificial intelligence, quantum technologies and cybersecurity are managed in a consistent and integrated manner that directly supports scientific discovery.

Prior to joining CERN in 2021 as IT Department Head, Enrica began her career at the Food and Agriculture Organization (FAO), where she introduced office automation. She then went on to shape the CGIAR Consortium's digital transformation and later became the Chief Information Officer of the Nobel Prize–winning World Food Programme (WFP).

Throughout her career, Enrica has designed and implemented innovative systems and enterprise knowledge-sharing platforms, negotiated multi-million-dollar partnerships and delivered measurable efficiency gains, all while fostering cross-functional collaboration and strategic alignment across complex, multicultural organisations.

SIRI CHILAZI

Senior Researcher at the Women and Public Policy Program at Harvard Kennedy School

Siri Chilazi is a senior researcher at the Women and Public Policy Program at Harvard Kennedy School and an internationally recognized expert in advancing women and promoting gender equity in organizations. As an academic researcher, Siri specializes in identifying practical approaches to close gender gaps at work by de-biasing structures and designing fairer processes.

As an advisor and speaker, she collaborates with organizations including start-ups, large multinational companies, top professional services firms, governments, non-profits, and academic institutions to advance gender equality through evidence-based insights. Siri's work regularly appears in leading media outlets and she has spoken on gender equality at hundreds of large events around the world. Siri is the coauthor, with Iris Bohnet, of the award-winning book Make Work Fair: Data-Driven Design for Real Results (HarperCollins, 2025). She has an MBA from Harvard Business School, a Master in Public Policy from Harvard Kennedy School, and a BA in Chemistry and Physics from Harvard College.

SPECIAL GUESTS

RUTH D. JONES

VDeputy Division Chief, NASA Marshall Space Flight Center

Dr. Ruth Jones, a motivational speaker, brings a diverse background that includes leadership, woman in a male dominated field, and community leadership. She is the CEO of It's All About MEI, LLC. She has accolades for her work as a Physicist, Woman in STEM, mentor to emerging professionals, and volunteer in underprivileged communities. Dr. Jones is the second African American woman in Alabama to earn a Ph. D. in Physics and the first woman to receive a BS in Physics from the University of Arkansas at Pine Bluff.
She has received numerous awards such as being Inducted into the Hall of Fame for Achievements in Science/Technology at her Alma Mater; Silver Achievement Medal, Wings of Excellence from Cleveland's Federal Executive Board, Government Leadership Award, Extraordinary Achievements in Aerospace Engineering and recognized as one of the six Women Succeeding in Male-Dominated Fields.
She is lauded as one of NASA's Modern Figures. She has 30 years of experience with NASA and has held several leadership roles. She has experience and achievements focused on Leadership, Engineering, Program/Project Management, Mishap Investigation, Audits and Safety and Mission Assurance.

ALEKSANDRA RUTCZYŃSKA

Senior Software Engineer, Artemis Mission

Aleksandra Rutczyńska is a senior space engineer with expertise in software engineering, space systems, machine learning and big data. Over the past 15 years, she has contributed to international space projects spanning low Earth orbit (LEO), crewed and robotic lunar missions, including the recent NASA Artemis II mission, as well as robotic Mars exploration.
She is driven by humanity's innate need to explore and to expand the boundaries of science and technology. Her work integrates technology development and partnership building to help advance both human and robotic exploration beyond Earth. She is also actively engaged in initiatives promoting STEAM education.
Aleksandra is a graduate of the Faculty of Electronics and Information Technology at the Warsaw University of Technology.

PSYHO

Humanity's Last Programmer

Psyho is a curiosity-driven generalist who has almost never* held traditional employment, which left plenty of time to explore his interests:
- AI, before it was cool
- Competitive mind sports for a living: video games, poker, competitive programming and machine learning competitions
- Game design; no shipped game (yet!), but a couple of escape rooms designed and built

Now he's trying to figure out how to make the world drift slightly less in the wrong direction.
*Except for being one of the early employees at OpenAI.

SPECIAL GUESTS

ANDRZEJ DRAGAN

Professor

Prof. Ph.D. Andrzej Dragan, an eccentric Polish theoretical physicist and audiovisual artist, is one of the most rebellious, charismatic, and probably the most listened-to science popularisers in Poland.
Currently, he is a professor at the University of Warsaw, Faculty of Physics, University of Warsaw (FUW), and a visiting professor at the National University of Singapore (NUS).
At the Institute of Theoretical Physics of the University of Warsaw he is leading a research group on Relativistic Quantum Information.
Prof. Dragan, a winner of many national and international awards for his scientific achievements, has written over 50 papers on quantum optics, relativistic quantum information theory, relativity theory, quantum field theory in curved space-time, and two books: a popular science book "Quantechism, or a Cage for people" (2019), and the textbook on the theory of relativity "Unusually Special Relativity" (2021). In 2020, together with Professor Artur Ekert, he published the work "The Quantum Principle of Relativity", which may turn out to be the biggest breakthrough in the understanding of quantum theory since Einstein.

ANNA FOGTMAN

Radiation Protection Operations Lead

Dr Anna Fogtman leads medical operations for radiation protection at the European Space Agency, helping keep astronauts safe on the International Space Station and preparing for future missions to the Moon and beyond. Her work sits at the intersection of space medicine, radiation science, engineering, and human exploration, covering crew dosimetry, shielding, astronaut training, operational tools, and international radiation protection standards. She represents ESA in global collaborations shaping the future of astronaut safety and actively communicates the science behind space health and exploration to wider audiences.

SŁAWOSZ UZNAŃSKI-WIŚNIEWSKI

Astronaut

Born in Poland in 1984, Sławosz is a scientist and engineer. Before his selection, he was working for the European Organization for Nuclear Research (CERN), where he oversaw the creation of a radiation-tolerant power converter control system which has been a core part of the Large Hadron Collider.
In his leisure time, Sławosz is outside testing his limits on high-altitude mountaineering expeditions, travelling to remote places or on a sailing boat, taking part in competitive regattas.
His mission to ISS launched on 25 June 2025. Sławosz and his Ax-4 crew mates spent 18 days on the ISS, together carrying out over 60 research activities and taking part in more than 20 outreach events, before undocking from the station on 14 July The next day, the crewed capsule splashed down in the Pacific Ocean, ending their mission on Tuesday, 15 July, 2025.

PUBLIC POLICY

BARBARA NOWACKA
Minister of Education

Ministry of Science and Higher Education
Republic of Poland

Barbara Nowacka is an IT specialist by education, but she also has a management degree from the University of Warsaw Faculty of Management and an MBA from the French Institute of Management. In 2004-2009 was the marketing director, and in 2009-2019 the chancellor of the Polish-Japanese Academy of Information Technology. Chairwoman of the Polish Initiative party since 2018. She worked as a volunteer at the Women's Helpline established by the Federation for Women and Family Planning. Member of the Women's Congress Program Council. She twice chaired the Citizens' Committee of the "Let's Save Women" Legislative Initiative, liberalising the anti-abortion law. She was also a member of the "Yes to in vitro" Citizens' Committee, and a co-creator of Campus Poland of the Future - the largest socio-political festival for young activists in Europe. In 2016, she was included in the FP Top 100 Global Thinkers "Foreign Policy", in 2017, together with the "Let's Save Women" committee, she received the international award "For Women's Freedom". Simone de Beauvoir. In 2020 she was honoured with the French National Order of Merit - the fourth distinction in the hierarchy of seniority of the country.

SYLWIA SPUREK
President

EUROPEAN FEM INSTITUTE

Former Member of the European Parliament (2019-2024) and Deputy Human Rights Commissioner of Poland (2015-2019), attorney-at-law, law and public policy expert in the field of equal treatment and counteracting violence against women and gender-based violence (domestic violence and cyberviolence against women in particular). In 2003-2005 Dr. Spurek drafted the first Polish law on combating domestic violence, in 2014-2015 she coordinated the ratification process of the Istanbul Convention by Poland, as a MEP she was one of the rapporteurs of the EU Accession to the Istanbul Convention (concluded in 2023) and EU directive on combating violence against women and domestic violence (adopted in 2024). She is an independent researcher, academic, author of many publications in the area of violence against women. She is also advocate for LGBTQIA human rights. Co-founder of two think-tanks: Green REV Institute and European FEM Institute. Currently she is the president of EFI and an International Fellow at the Centre for Protecting Women Online (Open University, UK). She wrote a book „Cyberviolence against women: a new face of an old problem" during her fellowship at Woodrow Wilson Center.

NILOFAR AYOUBI
Leadership Council Member

WORLD LIBERTY CONGRESS

Nilofar Ayoubi is an Afghan women's rights advocate, journalist, entrepreneur, and international public speaker based in Poland. A survivor of Taliban oppression, her activism began after a violent encounter with the group at an early age. Facing threats to her life and the risk of forced marriage, she spent much of her childhood disguised as a boy to access education and basic freedoms denied to girls under Taliban rule.

A recognized leader in civil society and humanitarian response, Nilofar coordinated food assistance for approximately 15,000 families in West Kabul during the COVID-19 pandemic. She later founded the Women's Political Participation Network, bringing together women from diverse ethnic and social backgrounds to advance political representation, civic engagement, and women's leadership across Afghanistan.

Following the Taliban's return to power in August 2021, she became one of the most prominent voices advocating for Afghan women's rights and democratic freedoms. Forced into exile due to credible threats against her life, she was relocated to Poland through international intervention.

PUBLIC POLICY

KAMILA CICHOCKA

COO and Board Member

Microsoft

Kamila Cichocka is a senior business leader with over 20 years of experience in the technology industry. As COO and Board Member at Microsoft Poland, she focuses on building operating models and sales & marketing engines that enable sustainable growth and accelerate the adoption of innovation, including AI. She works at the intersection of strategy, go-to-market, and execution, helping organizations translate ambition into measurable outcomes. Drawing on the "Customer Zero" and "Customer Ready" approaches, she brings a practical perspective grounded in what actually works at scale. Kamila helps leaders align marketing, sales, and product, improve decision-making, and lead transformation that delivers results. She shares insights from real transformations, scaling what works on her LinkedIn profile Kamila Cichocka | LinkedIn.

MARTA CIENKOWSKA

Minister of Culture and National Heritage

Ministry of Culture and National Heritage

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

MAGDALENA DZIEWGUĆ

Country Manager, Google Cloud

Google

Magda Dziewguć is a tech leader with 20+ years of experience, specializing in corporate governance, digital transformation, and organizational culture in the AI era. For over a decade, she has driven Google Cloud's growth in Poland, building one of Europe's largest tech hubs. As an independent board member, she serves on the supervisory boards of InPost, Pekao SA, and Pelion, and is a member of the Bielik Business Council. Magda co-founded Digital University and the LiderSHE Association. A proud feminist and creator of @mama_pracuje_bo_lubi, she passionately advocates for women's professional and political empowerment. She is a mother of three who firmly believes that technology and more women in leadership are the ultimate forces for changing the world.

PUBLIC POLICY

BOGUMIŁA KANIEWSKA

Rector

Adam Mickiewicz University Poznań

Prof. dr hab. Bogumiła Kaniewska – Polish professor of Humanities at Adam Mickiewicz University, Poznań. Translator of English-language prose, especially children's prose, which is her great passion. Dean of the Faculty of Polish and Classical Philology at the Adam Mickiewicz University (2012-2016). Vice-Rector for Student Affairs at AMU (2016-2020) and in September 2020 she was elected Rector of the University. Chairwoman of the Conference of Rectors of Polish Universities from 2020 to 2024. Chairwoman of the Conference of Rectors of Polish Academic Schools for the 2024-2028 term. In 2024, she was re-elected as the Rector of the Adam Mickiewicz University.

ISABEL NETO

Digital Practice Manager

THE WORLD BANK

Isabel Neto is the Digital Practice Manager covering the Europe and Central Asia (ECA) region at the World Bank. Isabel has had a long-term engagement in the Digital sector, with over 25 years' experience managing a wide range of projects covering areas with a focus on digital access to services, and network expansion, sector reform, regulation and the development of Public-Private Partnerships. Her experience cuts across sectors, having spent a number of years as WB Energy portfolio coordinator for the Pacific. Her regional focus beyond ECA has been Africa and the Pacific, and also stretching to Latin America and South Asia. Isabel Neto is a graduate of the Technology and Policy Program at the Massachusetts Institute of Technology, and also holds a degree in Electrical Engineering. Prior to joining the World Bank, she worked on regulatory affairs in the private sector, in the mobile and space industries.

JARED POLIS

Governor of Colorado

COLORADO
Governor Jared Polis

Governor Polis started his career as an entrepreneur and businessperson before entering public service, and he brings his passion for innovation into his work as Governor. As Governor, Polis is focused on saving Coloradans money, keeping our economy strong, and building a sustainable, affordable, vibrant Colorado for generations to come. Under his leadership, Colorado continues to grow and strengthen international partnerships that create good jobs, drive economic growth, and enrich the rich tapestry of Colorado's vibrant culture.

PUBLIC POLICY

VIRGINIA SHEPARDSON-SERNA

Vice President, Aerospace Integration Leader

Honeywell

I have been at Honeywell Aerospace Technologies for almost 30 years. I have an Industrial Engineering degree from Purdue University and a Master's Degree in Industrial Engineering and Management of Technology from ASU. I grew up in the Supply Chain, working in the Aerospace in Operations, Lean Manufacturing, Planning, Purchasing, Six Sigma, Quality, ISC Engineering, Customer Support Operations, OEM and Aftermarket Plant Management, Engineering Strategy, Optimization of Resources, Managing Capital and Engineering Funding as well as driving the Right Tools for Engineering and Supply Chain to use for Analytics and Design.

My career consists of 22 years in Supply Chain (Planning, Purchasing, Six Sigma, Lean Operations, Site Leader, Operations Leader, Engineering and Multi-Plant Director), 4 years in Customer Support Operations, 4 years In Engineering Global Operations and now Leading the Aerospace Separation for Honeywell. I am married and have 3 teenage kids 16,17 and 18 and continue to balance work with life.

JOLANTA SOBIERAŃSKA-GRENDA

Minister of Health

Ministry of Health
Republic of Poland

Since 2017, she has served as President of Szpitale Pomorskie, a municipally owned company, where she successfully carried out a restructuring process. She began her professional career in local government administration at the County Office in Malbork, where she held the position of Head of the County Council Office, and from 2007 to 2011 served as Secretary of Malbork County. She is a graduate of the Faculty of Law and Administration at the University of Gdańsk. She completed an MBA for Medical Professionals, as well as the Advanced Management Programme at Kozminski University in Warsaw. She holds a doctoral degree in economics and finance. Jolanta Sobierańska-Grenda has been awarded the title of "Manager of the Year 2022" in the Kozminski Lions competition and "Woman of the Healthcare Market 2025".

DARIUSZ STANDERSKI

Undersecretary of State at the Polish Ministry of Digital Affairs

Ministry of Digital Affairs
Republic of Poland

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

KEYNOTE SPEAKERS

YULIIA SHTUKATUROVA

GlobalLogic Group Vice President & Head of EMEA

Dr. Yuliia Shtukaturova is responsible for developing GlobalLogic's business in the European region, leading strategic initiatives for growth, digital transformation, and operational excellence in key industries such as automotive, industrial, healthcare, and telecommunications. She has over 20 years of experience in digital product engineering, successfully implementing high-impact projects.

With over 17 years at GlobalLogic, Yuliia has played a key role in expanding the company's European presence, launching new locations, and strengthening regional competencies. She holds a PhD in mathematical modeling and computational methods, combining deep technical expertise with the ability to think strategically and adapt technology to changing business needs.

A proactive advocate for diversity and women's empowerment in the technology industry, Yuliia supports and mentors initiatives for gender equality and inclusive leadership. Known for her clear communication, empathy, and consistent management style, she builds trust and drives real change. Privately – a mother of two children and a travel enthusiast, drawing inspiration from various cultures around the world.

ADELA CAUSHI

Chief Information Officer

Adela Caushi is Chief Information Officer at Orange Slovakia, leading IT strategy, digital transformation, and innovation. With over twenty years of international telecom experience, she drives large-scale transformation at the intersection of technology, business, and customer experience.

Previously, she held senior and executive leadership roles at several Deutsche Telekom affiliates and A1 Telekom Austria Group, managing complex initiatives in digital, cloud transformation, and IT operating models.

Her career is marked by measurable impacts, including accelerated digital adoption, customer satisfaction, and enhanced team engagement. As CIO, she oversees digital platforms, data, AI, and IT operations, prioritizing future-ready capabilities and a culture of agility and collaboration. She leverages emerging technologies to create value and resilient organizations. An advocate for diversity, Adela empowers women in tech and fosters inclusive environments.

She believes diverse perspectives drive innovation and opens doors for the next generation. Adela combines strategic vision with technical expertise to shape an inclusive digital future through authentic leadership.

ALEXANDRA CHARIKOVA

Head of AI Business Development & Partnerships

Alexandra Charikova is Head of Partnerships and Business Development at JetBrains, where she leads partnerships and GTM for JetBrains AI. She drives JetBrains' relationships with cloud and frontier AI providers, including Anthropic, OpenAI, and Google.

With a background across product, marketing, and business development, Alexandra works where technology, commercial strategy, and people meet. She's focused on AI ecosystems and how agentic software is changing the way organizations build and collaborate.

KEYNOTE SPEAKERS

RUTH FALLER

Chief Data Officer

EQUINIX

Ruth is the Chief Data Officer, where she leads global data strategy and the adoption of modern AI. By enabling more dynamic decision-making and enhancing customer experience, she powers innovation for one of the world's leading digital infrastructure companies.
A visionary leader and advocate for Diversity, Inclusion & Belonging, Ruth blends strategic rigor with people-centered leadership to drive digital transformation. She previously served as Equinix's Vice President of Corporate Strategy, shaping long-term market direction and product innovation.
Before Equinix, Ruth spent nearly a decade at McKinsey & Company, becoming an Associate Partner and leading major transformations across technology, telecom, and sustainability globally. Her leadership is grounded in commercial reality, having previously served as Managing Director of The Sweater Centre, overseeing 12 stores and €10M in turnover.
Ruth holds a Master's in Management from University College Dublin and LLB/LLM degrees from Trinity College in Dublin. An Irish native and avid rugby fan, she brings the sport's spirit of strategy and teamwork to the global stage, where she speaks on AI, data strategy, and inclusive leadership.

JESSICA HAYUNGS

Vice President, Transportation & Electronics Business Group Supply Chain, 3M

3M

Jessica Hayungs is a senior leader with more than 25 years of experience driving global manufacturing and supply chain performance at 3M Company. She connects strategy to execution to drive transformational improvements with clarity, purpose, and operational excellence. Jessica currently serves as vice president business supply chain for 3M's Transportation & Electronics Business Group. Jessica has held various roles in engineering and leadership positions across the six locations in the US and in Switzerland supporting multiple facilities including Poland, Germany, France, Italy and Turkey. Born in St. Paul, Minnesota, Jessica values curiosity, resilience, and connection to others. Outside of work, she is passionate about family, staying active, and spending time outdoors. She lives with her husband and their two children. Jessica's personal motto, "work hard, play hard," reflects her belief that sustained performance is built on purpose, connection, and a full life beyond work.

ANETA LEGENZA

Head of Global IT Security

ING

Meet Aneta who has nearly 25 years of experience gathered in leading consulting companies and financial institutions. She combines leadership competencies, technical expertise, and a strong track record of successful strategic business transformations. At ING Hubs Poland, Aneta took the steering wheel in global IT security team and a seat at the local Management Team. She also looks after cybersecurity threats detection and incident response across ING's international network, working closely with global stakeholders.

REBECCA LITTLE

Head of Marketing & Communications North Europe

ERICSSON

Rebecca Little is Head of Marketing & Communications for North Europe and Mission Critical Networks across EMEA at Ericsson, leading marketing, comms and sustainability programmes spanning 138 countries. With over 20 years in the technology industry, she has evolved from delivering campaigns to shaping the systems, narratives, and alignment that make marketing a driver of business growth. She focuses on simplifying complexity, connecting strategy to execution, and building scalable marketing that supports sales, brand, and long-term value.
Rebecca has worked across the technology ecosystem from Microsoft and Vodafone to AI and IoT start-ups helping organisations turn innovation into commercial impact. Prior to Ericsson, she led a successful technology marketing agency, delivering over 4,000 projects and working closely with private equity firms, investors, and leadership teams.
She partners with senior stakeholders to define marketing vision and align teams, and is recognised by CRN as Role Model of the Year. She also holds a Master's in Digital Marketing.
Outside work, she enjoys continuous learning, currently focused on piano and snowboarding.

KEYNOTE SPEAKERS

PAOLA LUCETTI

Chief Technology Officer

Paola Lucetti is the Senior Vice President and Chief Technology Officer at Procter & Gamble, where she leads the Global Technology Organization.
In this role, Paola is responsible for shaping and delivering the enterprise technology strategy that underpins P&G's global growth and digital transformation agenda.
A seasoned technology executive, Paola spent more than 20 years in P&G, and brings deep expertise across technologies, engineering, architecture, cybersecurity, technology innovation, and large-scale IT operations.
Paola is recognized for her ability to operate at the intersection of technology, people, and business strategy; she is known as a catalyst for change, combining strategic clarity with disciplined execution to help P&G thrive in a rapidly evolving digital landscape.
Paola is equally passionate about talent and culture. She actively drives leadership development, with a strong emphasis on building diverse, future-ready teams.
A graduate of Electronic Engineering, specialized in bio-medicine - Paola lived and worked in Italy, Switzerland, Spain, the Philippines and in the USA.

MELISSA MORGANSTEIN

Vice President, People Operations

Melissa brings over 20 years of global human resources and leadership experience, spanning both startups and large enterprises. She excels at translating business strategies into bold people initiatives and implementing solutions that drive critical business outcomes.
Currently, Melissa serves as a Vice President, People Partner for the AI & Infrastructure organization at Google Cloud. In this role, she collaborates closely with C-level engineering executives, providing strategic HR and talent management insights across multiple businesses. She delivers thought leadership and human capital consulting to teams responsible for the compute, platforms, and tools that power Google's AI-first products, research, and Cloud at scale—supporting over 23,000 global employees. Additionally, she leads a worldwide team of HR People Partners, driving the design and execution of talent strategies that fuel business success.
Passionate about advocacy, Melissa is committed to amplifying diverse voices and fostering inclusive workplaces. She has a deep dedication to mentoring and developing early in career talent, helping shape the next generation of leaders.

GIZEM ÖZCAN

Engineering Manager

Gizem Özcan is an Engineering Manager at Google, leading teams at the heart of Google Kubernetes Engine. She and her teams tackle complex scheduling and orchestration challenges, designing and building solutions that power planet-scale workloads for Google Cloud customers worldwide. With 20 years in tech, including six years at Google, Gizem is passionate about cultivating high-performing, inclusive, and people-first engineering cultures.
Her journey started in Türkiye as a Software Engineer in the defense industry. After growing into lead and manager roles, she found her true calling in empowering engineers—fostering their growth, development, and long-term career success. Gizem champions a leadership style grounded in psychological safety, deep collaboration, and a shared drive for innovation and impact.
Now calling Warsaw home, Gizem is excited to share her insights on cutting-edge cloud infrastructure, strategies for building and scaling effective engineering teams, and navigating a fulfilling career in the ever-evolving tech landscape.

KEYNOTE SPEAKERS

GIUSEPPE PETRELLI

Global Head of Marketing, Hitachi Energy, Global Head of Marketing and Sales, Portfolio, and Strategy for Business Unit Transformers, Hitachi Energy

Hitachi Energy

He drives global marketing and strategic initiatives that support business growth and innovation across the energy sector. Through his career, Giuseppe has built extensive experience in global business transformation, portfolio strategy, and commercial leadership. He brings a strategic, results-driven leadership approach, with a strong focus on innovation, customer value, and sustainable growth.

NINA SCHMARANDER

SVP Group Leadership & Executive Management

Nina Schmarander is a senior executive at Deutsche Telekom, one of the world's leading integrated telecommunications and technology companies, driving digitalization, AI, and connectivity across Europe and the United States. As SVP Group Leadership & Executive Management, she is responsible for Board and Executive Management, leadership development, top talent management, and culture & inclusion across the Group. In line with Deutsche Telekom's strategy she contributes to building future-ready leadership and organizations that enable innovation, customer-centricity, and sustainable growth. The company's focus on data, artificial intelligence, and delivering the best network experience shapes her work in developing leaders who can thrive in an increasingly digital and fast-evolving tech environment.
Nina brings extensive international experience in executive advisory and business leadership. She combines strong business acumen with strategic leadership, with a clear focus on building inclusive, high-performing organizations that contribute to Deutsche Telekom's ambition to be a leading digital telco.

VIRGINIA SHEPARDSON-SERNA

Vice President, Aerospace Integration Leader

Honeywell

I have been at Honeywell Aerospace Technologies for almost 30 years. I have an Industrial Engineering degree from Purdue University and a Master's Degree in Industrial Engineering and Management of Technology from ASU. I grew up in the Supply Chain, working in the Aerospace in Operations, Lean Manufacturing, Planning, Purchasing, Six Sigma, Quality, ISC Engineering, Customer Support Operations, OEM and Aftermarket Plant Management, Engineering Strategy, Optimization of Resources, Managing Capital and Engineering Funding as well as driving the Right Tools for Engineering and Supply Chain to use for Analytics and Design.
My career consists of 22 years in Supply Chain (Planning, Purchasing, Six Sigma, Lean Operations, Site Leader, Operations Leader, Engineering and Multi-Plant Director), 4 years in Customer Support Operations, 4 years In Engineering Global Operations and now Leading the Aerospace Separation for Honeywell. I am married and have 3 teenage kids 16,17 and 18 and continue to balance work with life.

MIRUNA STRATAN

Partner Managing Director, Global Head of Cloud Platform and Foundational Infrastructure

Goldman Sachs

Miruna is global head of Cloud Platform and Foundational Infrastructure at Goldman Sachs.
Miruna is a member of the Firmwide Digital Strategy Steering Group, Firmwide Technology Risk Committee, and the Firmwide Artificial Intelligence Risk and Controls Committee as well as the co-head of the Technology Fellow program.
Miruna earned a BS in Electrical, Electronics and Communications Engineering from Polytechnica University of Bucharest and an MEng from Stevens Institute of Technology.

KEYNOTE SPEAKERS

MADHU SUBRAMANIYAN

3Vice President – Core Infrastructure Services

Hitachi Vantara

Madhu Shalini Subramaniyan is a results-driven business and technology executive with deep expertise across infrastructure, operations, and cloud services. She currently serves as Vice President – Core Infrastructure Services at Hitachi Vantara, where she plays a key role on the CIO leadership team, guiding global data center services, network services, and international delivery operations. With more than a decade of progressive leadership experience, Madhu is known for driving large-scale digital transformation initiatives, optimizing IT strategies, and building high-performing global teams. She has successfully delivered multimillion-dollar cost savings through data center modernization and cloud migration, and improved operational resilience, sustainability, and service reliability. Her leadership spans enterprise infrastructure, cloud platforms including AWS and Azure, employee digital workplace, and operational excellence. Madhu brings a hands-on leadership style combined with strong executive communication and cross-functional collaboration.

PAULINA ŚWIĘCICKA

Global Head of Data Management and Data Quality Platforms

Roche

Paulina is a dynamic leader with over 16 years of experience in IT, supply chain, and business transformation. Holding a Master's in Computer Science & Econometrics and an Executive MBA, she blends technical expertise with strategic vision. A recognized industry figure, she was named IT Manager of Tomorrow 2022 and served as a juror for the 2025 Perspektywy Women in Tech ranking, as well as the 2025 and 2026 IT Manager of Tomorrow competitions.
As a Global Head within Data at Roche, Paulina drives enterprise AI-driven data management & quality and R&D software innovation. Her work advances data FAIRness and quality, essential for patient safety, scientific breakthroughs, and regulatory compliance.
A passionate advocate for equitable workplaces, Paulina also serves on Roche's Global Data Leadership and Polish Site Enablement teams, shaping strategy and empowering talent to deliver lasting impact.

BEATRIX WEIMANN

Head of R&D IT

Continental

Beatrix leads R&D IT within the Tires and R&D organization at Continental Tires. Based in Hannover, she works with her teams to advance IT solutions that support global research and development activities. Her focus is on aligning IT capabilities with business and R&D needs to build stable, secure, and future-ready digital environments. The R&D IT organization includes over 80 team members across six locations, bringing diverse experience together. In close collaboration with R&D stakeholders, the team develops solutions that strengthen complex development processes and create sustainable value. With 20 years at Continental, Beatrix has gained broad experience across Sales, Logistics, Finance, and IT, giving her a holistic view of the organization. She holds degrees in Business Administration and IT Management. Her international background includes project work in various countries and living in Malaysia and the United States. She values teamwork and believes strong results come from collaboration, trust, and shared responsibility. As a mother, travel enthusiast, and supporter of cultural exchange, she sees diversity as a driver of learning, innovation, and long-term success.

MONIKA CHAJDACKA

Senior HR Business Partner

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Liderka HR z wieloletnim doświadczeniem. Od ponad 7 lat związana z obszarem IT w Capgemini Polska. Ma wieloletnie doświadczenie w przeprowadzaniu transformacji organizacyjnych, projektach rozwojowych, budowie systemów motywacyjnych. Praca z senior menadżerami to jej codzienność. Doświadczenie zawodowe zdobywała w branży FMCG oraz w firmach IT zarówno polskich, jak i o zasięgu międzynarodowym. Jest przekonana, że uważność umiejętność krytycznego myślenia to kompetecje przyszłości. Dumna właścicielka psa rasy „karmel z czekoladą".
Obszary specjalizacji: budowanie kultury organizacyjnej, budowanie struktur HR, rozwój umiejętności przywódczych, employer branding, diversity & inclusion, wellbeing, rozwój pracowników, systemy wynagradzania

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CAREER STAGE SPEAKERS

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CAREER STAGE SPEAKERS

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