



ASHOKA

WHO IS IN THE NETWORK

BOOK 5

CONNECTING WORLDS



ASHOKA'S **NETWORK OF NETWORKS** IS OUR ONE MOST IMPORTANT ASSET. IT PROVES THAT REPRESENTATIVES OF DIFFERENT SECTORS DON'T HAVE TO LIVE ON DIFFERENT PLANETS.

In every country where we operate, our network unites like-minded entrepreneurial people from across sectors who **join forces and together advance solutions to social problems.**

This book invites you to meet the cornerstone members of our network in Central and Eastern Europe:

- **Social entrepreneurs**
- **Business leaders**
- **Foundations and corporate partners**

These are people and organization who most actively co-create supportive ecosystem for changemakers in the region together with the **Team of Ashoka CEE.**

We are now also starting to cultivate the regional networks of **educators, policymakers on different levels and solution-oriented journalists** keen on supporting changemakers. Stay tuned for the next impact report of Ashoka to know more.

NEW ASHOKA FELLOWS IN THE REGION 2014 – 2017

ASHOKA CEE HAS BEEN ELECTING FELLOWS IN CENTRAL AND EASTERN EUROPE SINCE 1995. TODAY THE NETWORK COUNTS **177 LEADING SOCIAL ENTREPRENEURS**.

On the next pages you have an opportunity to get to know more about the 16 social entrepreneurs who joined the Ashoka network **most recently** and whom we have briefly introduced to you in Book 1.

JIŘÍ SKUHROVEC

2017, Economic Development,
Civic Participation

IRENEUSZ BIAŁEK

2017, Human rights,
Economic Development

KATARZYNA SZYMIELEWICZ

2015, Human rights

MIKULÁŠ KROUPA

2016, Civic Participation,
Education

JACEK PURSKI

2017, Human rights,
Economic Development

ŠTEFAN STRAKA

2015, Human rights,
Economic Development

DAGMAR DOUBRAVOVÁ

2015, Human rights,
Economic Development

KLÁRA LAURENČIKOVÁ

2015, Education



EDIT SCHLAFFER

2016, Civic Participation

NÓRA RITÓK

2014, Education,
Economic Development

GERNOT JOCHUM MÜLLER

2015, Civic Participation, Health

BARBARA CZEIZEL

2014, Human Rights, Health

BERNHARD HOFER

2015, Education

ÉVA TESSZA UDVARHELYI

2016, Human Rights,
Civic participation

WALBURGA FRÖHLICH & KLAUS CANDUSSI

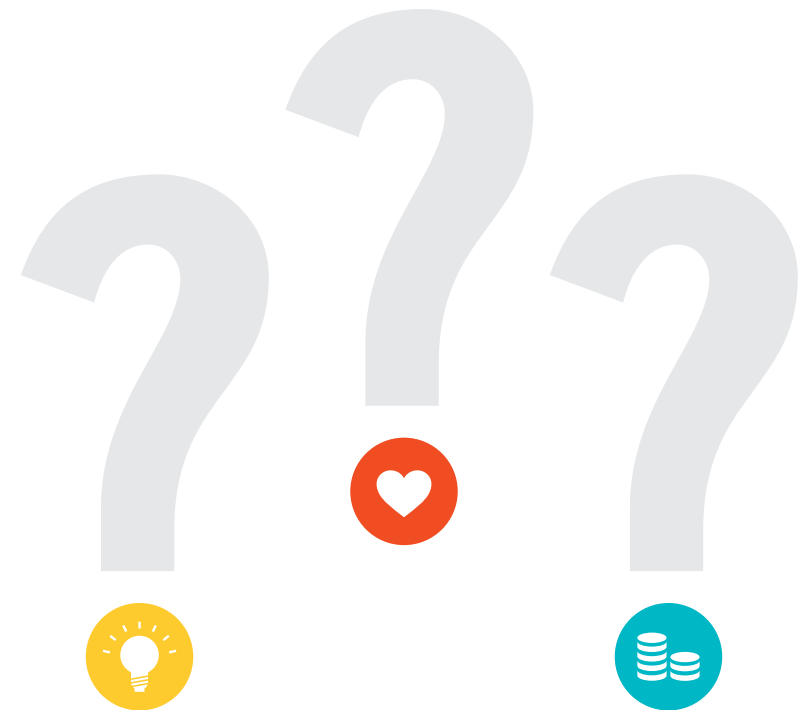
2015, Human Rights, Health

* Country office launched in 2017,
first Fellows expected in 2018.

A CHALLENGE FOR YOU

We hope that by now you cannot wait to meet **social entrepreneurs** in person. Indeed, meeting them empowers and gives hope. Their energy is contagious.

To make getting to know social entrepreneurs even more exciting, we have prepared a challenge for you. We hope you will enjoy it!



We encourage you to put on a **systems change lense** every time you read about an Ashoka Fellow on the next pages.

What is it about the work of these social entrepreneurs that indicates that a change they are bringing about will be **large and long-lasting**?

* The next page will provide some hints from our team which questions to probe. Skip it if you want to test yourself.

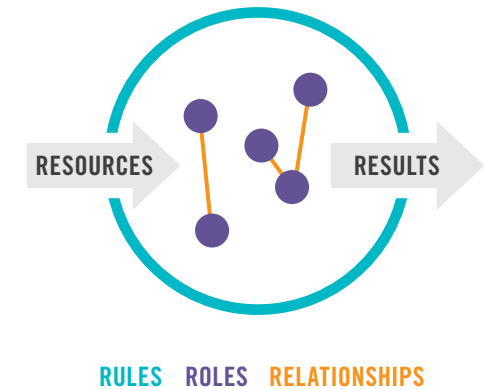
HINTS FOR YOUR CHALLENGE

#1

ELEMENTS OF A SYSTEM CHANGE

Are social entrepreneurs affecting the key elements* of a system?

- Do they promote **relationships** between roles in a system where they did not exist?
- Do they improve the performance of a **role**?
- Do they modify incentives through a change in a **rule**?
- Do they work to increase the level of available budgetary **resources**?
- Are they able to significantly improve **results** the system produces?

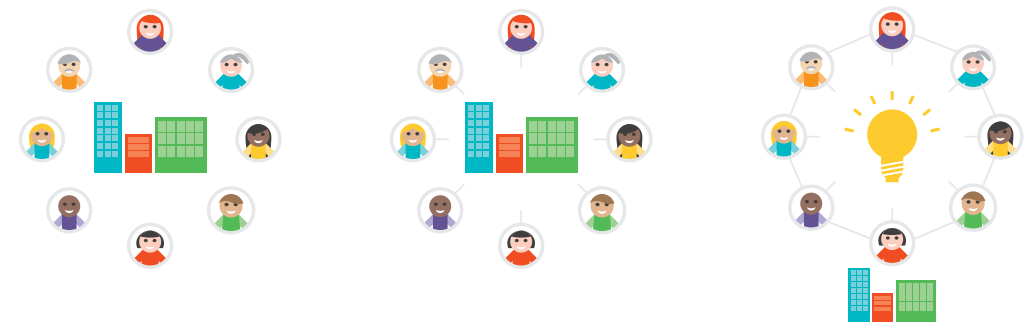


#2

COLLABORATION

Do they join forces with other key players in the system?

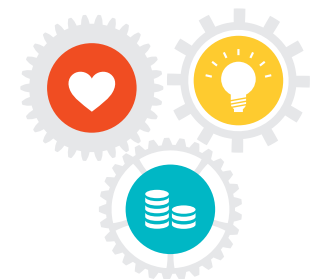
Do they unite around a shared vision of change rather than one organization?



#3

MINDSET CHANGE

Do they aim to change mindset at the level of society, which would anchor systemic changes and eventually make a social problem obsolete?



* Inspired by "The 5Rs Framework in the Program Cycle" publication by USAID Learning Lab

QUALITY EDUCATION FOR EVERY CHILD



BERNHARD HOFER



VISION

The **quality of education and success** at school and work are **not defined by** young persons' family **socio-economic background** but their **individual talents**.

SOLUTION

Bernhard addresses the problem of **persisting education inequity** in Austria. Low-income families often **cannot afford** tutoring and extracurricular activities that support their children in moving to the next education level.



Bernhard's peer-to-peer learning platform **builds bridges between students** of different socio-economic backgrounds and provides the **space and tools for knowledge sharing** among students.

Students are **empowered to become tutors** themselves, offering a combination of free and affordable classes to each other. By using the platform, and showing improvement, students earn points that can be **exchanged for workshops** focused on fostering skills for success in learning and employment. They also get a chance to **connect directly to their future employers**.



ACHIEVEMENTS

Over **200 participating schools** in Austria bring together a community of 4000+ students for peer tutoring. In exchange for their tutoring points, students are able to develop new skills taking part in a variety of workshops offered by Talentify.me. Young people also get a chance to connect to dozens of **potential employers**. Talentify.me is now being **replicated in Czechia**.

talentify.me

KLÁRA LAURENČÍKOVÁ



VISION

Children can develop their educational potential **regardless of their social, racial, economic background or health status**.

SOLUTION

Klára **addresses segregation patterns** in the Czech education system which affect children with various levels of physical and mental disability, children from poor families, excluded neighborhoods, ethnic minorities or immigrant background.



She **orchestrates a choir of voices** including educators, parents, students, policymakers, and activists, **who embrace educational inclusion**.

Through Klára's leadership, these diverse groups have come together to **advocate for important policy reforms** at national, regional and local levels and **ensure their implementation**.

They also develop and spread **practical inclusion tools and manuals** that are now used at schools, and teacher training institutions to **build up capacity of educators** across the country.



ACHIEVEMENTS

Legislative changes have ensured that inclusion is now part of the Czech national Education Law and the Educational Strategy 2020 obligatory for regions. Inclusion has become one of the **priorities** for the distribution of **European Social Funds**.

In order to support educators with the implementation of pro-inclusion regulations, practical tools for educators have been distributed to **hundreds of schools**.

 COSIV | Česká odborná společnost pro inkluzivní vzdělávání

ACTIVE CITIZENSHIP & SELF-ADVOCACY

MIKULÁŠ KROUPA



VISION

Young people and adults in **Central Europe are responsible citizens who actively engage in public life** and are not afraid to speak up.

SOLUTION

Mikuláš believes that we, as citizens, need to be aware of, on the one hand, what the **fear to speak up** and being **prone to ideological manipulation** can lead us to. On the other hand, we need to **see role-models** and examples of acts of **solidarity and civic courage**. He believes the best tool to help us recognize consequences of these two different approaches is history. Therefore, he encourages youth and adults to **engage with shared past and learn from history**, not merely about it.

Post Bellum, the organization he founded, organically weaves active learning from history **into schools, family life, and media space**.

It is engaging people of all ages into **crowdsourcing the history narrative** by connecting with eye-witnesses of key historical events and **relating to moral dilemmas** they had to face. Today thousands of Post Bellum participants are creating the largest crowdsourced and publicly accessible **online collection of oral history** in Europe.



ACHIEVEMENTS

The interactive documentary museum today counts **5000+ narratives**. **Thousands of families and hundreds of schools** have become part of the program, over **600 documentaries** are submitted each year. **Pedagogical faculties** around the country include the Post Bellum approach to teaching history to their curricula. Memory of Nation **radio show** is one of the most popular on the Czech radio. The **TV award** ceremony is annually viewed by up to **300 000 viewers in CEE**.

Upon engaging with Post Bellum, participants show a much **higher interest to reading** and history, have a **higher propensity to join citizen organizations**, and often become those **initiating a public discussion** on current political and social issues at their schools, communities, or social media.



ÉVA TESSZA UDVARHELYI



VISION

People facing housing poverty and other vulnerable groups become **advocates of their own rights** able to influence decisions that affect them, instead of perceiving themselves as a target group of charity.

SOLUTION

Tessza works with the problem of **political disempowerment**: people not being equipped with the skills to articulate their **needs and voice concerns**, defend their **interests and influence decisions** that affect them, which is particularly true for vulnerable populations.

With her organizations, City Is For All and School Of Public Life, Tessza trains and empowers members of marginalized groups to assume leadership in **articulating their own challenges, acquire data** through participatory action research and **develop skills** to organize peers in self-advocacy movements.

Having originally addressed the problem of housing poverty, today Tessza **connects change leaders from marginalized groups across topics**, helps them maximize social impact in their fields but also collectively develop an **effective shield** against civil society stigmatization in Hungary coming from the government.



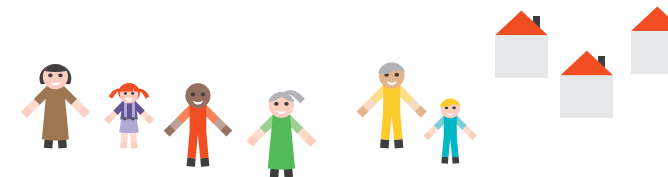
ACHIEVEMENTS

The Social Housing movement today counts **50 000+ supporters**. Collective action of housing poverty activists, empowered by Tessza, stopped **100+ illegal demolitions** of shacks and protected **hundreds of people** from being forcefully evicted without alternative placement. Precedents pushed authorities to **adopt new standards** and norms in social housing field.

500 leaders from marginalized groups each year take part in the School of Public life and gain necessary skills to organize peers for advocacy and community action.



QUALITY CARE FOR THOSE IN NEED



BARBARA CZEIZEL



VISION

Young children with developmental delays and disabilities grow up as **full and active members of society**, and their **families and caregivers are supported** to enable that.

SOLUTION

For the last several decades, Barbara has been addressing the **lack of comprehensive early childhood intervention** for kids with special needs and their consequent segregation into large institutions, distant from family and community.



She established a **model of a support center** for families of children with special needs. Unlike previous practice focusing on medical treatment only, the center enables medical, social, educational specialists and parents to **join forces** in providing the earliest possible intervention.

The center works particularly closely with **parents** empowering them to play a **more active and informed role** in meeting the development needs of their young children along with professional community.

Such approach allows children with special needs to **stay in the family** and be able to receive all needed diagnostic, therapeutic and developmental services **in a one-stop-shop support center**.



ACHIEVEMENTS

Family support center established by Barbara allows kids to receive multi-disciplinary care while staying with their family. Parents are empowered to cooperate with professionals. Over **6000 families** have received direct support in the **last 20 years**. In order to further spread the know-how, **thousands of replicators** have been trained, and there has also been established a **Master program** in Early Childhood Intervention.



GERNOT JOCHUM MÜLLER



VISION

Citizens strengthen **communal thinking and acting**, and work together on **enabling aging with dignity** in local communities.

SOLUTION

Gernot is addressing the problem of the social care system not being able to cope with the **rapid demographic changes and population aging** due to the dissolution of traditional social networks, rising care costs, and the shortage of care personnel.



He is **reducing pressure** on the system by fostering **social capital** in communities and connecting the **time resource of agile retirees** with the need of frail elderly to manage daily challenges.

He has established an alternative elderly care system, a **“Time Pension System”**, which integrates non-monetary remuneration for agile retiree’s community service into their retirement benefit schemes and reduces the burden of care. Importantly, the validity of the time banking system is **guaranteed by the local municipality/government**.

Gernot demonstrates how social problems can be solved **not only through financial means** but by tapping into the abundance of **individuals’ time, talent and new forms of cooperation**.



ACHIEVEMENTS

Gernot fully integrates his alternative elderly care system into conventional social structures by providing local governments and municipalities with improved access to their citizens’ talents and know-how. As a result, already **over 2000 seniors** in several municipalities of **Austria and Switzerland** actively participate in the “Time Pension System” with more municipalities looking to **replicate this model**.



EQUAL OPPORTUNITIES FOR PEOPLE WITH DIFFERENT NEEDS



WALBURGA FRÖHLICH & KLAUS CANDUSSI



VISION

All people have **equal opportunities to live, study and work**. People with disabilities are perceived as best experts on their condition, are able to live **in their own tempo** and make **decisions about their life**.

SOLUTION

Walburga and Klaus work with the problem that traditionally people with disabilities are seen as **incapable of providing reasoned opinions** on their own needs or interests, and **have not been included in defining or developing the services** they receive. This leads to a **fundamental mismatch** of services provided, and trapping these people in inactivity.



Walburga and Klaus are creating mechanisms enabling people with disabilities to **gain career opportunities, evaluate care facilities and contribute their expertise** to creating barrier-free environment.

They work both with **individual institutions**, and also **influence the system and regulations** on the regional, national and international levels.



ACHIEVEMENTS

Atempo and its **160+ partners** and franchisees work with **over 550 organizations and businesses** in Europe every year to help them eradicate barriers in their services and information materials. As a result, Atempo and partners contribute to life improvement for **130 000+ people**. Moreover, Atempo enabled over **15 000 people** with disabilities to have their voice heard in the evaluation of **700+ care-facilities** around Europe. Many of those care-facilities now introduce improvements and mechanisms of systematic inclusive quality control. In some regions in Germany, user-driven evaluation has become **obligatory**.

2/3 of people with learning difficulties undergoing professional training at Atempo get follow-up **career opportunities**. Atempo itself creates **300+work places** for people with disabilities.



IRENEUSZ BIAŁEK



VISION

A society in which **employers** believe and **act upon the belief that each person**, irrespective of physical and mental ability, age, ethnicity, can become an **active contributor to the society**.

SOLUTION

Ireneusz fosters the **culture of inclusion and diversity** in employment in Poland. Although companies claim to support diversity, in 2016 only **23%** of people with disabilities of working age were employed with only half of them working in regular enterprises.



Ireneusz is targeting **CSR and diversity managers** within companies as a **strategic and latent resource** for building a peer network of motivated change agents within company culture. Through his MOFFIN -Managers of the Future organization - Irek **identifies intrapreneurs** within companies and empowers them to **form task-forces**, share experiences and solve problems together with an ultimate goal to **advance inclusion at the workplace** across sectors.

As these change agents receive support from MOFFIN and the accompanying **online platform**, they deepen **understanding of diverse needs** of each minority group. Consequently, they feel empowered to shift from small operational improvements towards **changing the mindset** of companies' management and transforming the culture of companies. In order to be able to accompany more businesses and organizations of all kinds in the process of transformation towards diversity, Ireneusz plans to build a comprehensive professional **diversity support center** in the next years.



ACHIEVEMENTS

In the first three years of his project, Ireneusz has built partnerships with a **dozen of big companies** in Poland such as Capgemini, Roche, Google, Shell, Ikea, CISCO and several others, including local enterprises. As a result of working with MOFFIN's, companies feel **confident to increase the share of people with disabilities** among their employees or start employing people with disabilities, if they haven't done it before. In the next years, Ireneusz plans to **reach most of the big companies** operating in Poland and through these local chapters also **influence the policy of their global headquarters**.



TACKLING DEEP POVERTY



NÓRA RITÓK



VISION

All children, including those living in deep poverty, have **conditions for self-realization**.

SOLUTION

Nóra is addressing systemic challenges that lead Hungarian children **living in poverty** to repeatedly experience **failure, low self-esteem and discrimination**. As the education system is unable to compensate for children's family background, there is a **high correlation** between a child's **economic status** and their **school performance**.



Nóra supports disadvantaged, mostly Roma, **families** in Eastern Hungary to become **active agents of change** in their lives. She does so by helping both children and their parents **develop new skills**, increase their sense of **self-efficacy** and **improve their living situation**.

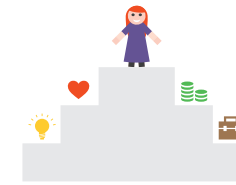
Nóra's Real Pearl foundation first provides development opportunities for **children** via an afterschool **Art Academy**. This proves to be the best **bridge to their parents**. **Parents** are supported to organize in **self-help communities**, meet essential needs (food, housing, clothing), they get trained in literacy, and specific work skills relevant for local business. This paves the way to **employment and income-generation opportunities** for families.



ACHIEVEMENTS

Children from poor Roma families are able to develop their **creative talents** at the Art Academy in **16 villages** around Hungary. Their artworks are **exhibited around the world** and win numerous **awards** every year. This success **gives wings to children and empowers parents** to develop the sense of self-efficacy.

The average family **income level rises by 25%**, **school dropout rates decrease by 40%**. The morale of communities tangibly improves, **aggression level drops**, child prostitution and teenage pregnancy are **almost completely eliminated**. Today Nóra's methodology is **replicated around the world**: from Slovakia to Canada.



ŠTEFAN STRAKA



VISION

Roma people in **Central Europe** are able to find engaging **work opportunities**, **overcome food insecurity** and develop **good relationships** with non-Roma community.

SOLUTION

In the Eastern Slovakia, Roma face difficulties with **finding and keeping a job**, which hinders food self-sufficiency of families. **Apathy and lack of sense of purpose** are often a dominating mood in Roma communities. At the same time the region is witnessing the **degradation of soil, and loss of bio-diversity**.



Štefan has noticed a **missing link** between the unemployed Roma people, idle land and available support for start-up farms across Slovakia.

His organization Svatobor ignites the interest of Roma in **ecological farming**, trains them in **farming skills and connects to idle land resources** and available farming equipment.

Štefan pulls together the resources of **diverse stakeholders** – government, foundations, community centers and church – and enables the **creation of eco-farms** by a formerly nomadic and highly marginalized population across the whole of Slovakia. **Farmer-customer interactions** that consequently happen between **Roma and non-Roma** majority contribute to the improvement of relationship between the two groups.

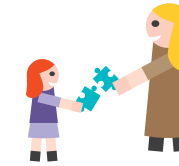


ACHIEVEMENTS

Already in **30 communities** across Slovakia, Roma families learn eco-farming, set up their gardens, increase family's food self-sufficiency, cultivate environment, gain purpose in life and improve relationships with non-Roma community.



PREVENTION OF TERRORISM & RADICALIZATION



JACEK PURSKI



VISION

A society in which **members of local communities** embrace an **active role** in building trust and cooperation for public safety.

SOLUTION

Jacek works to **prevent the spread of terrorism and radicalization of youth**. Through his Institute of Public Safety, he equips parents, police, and entire staffs of schools with **awareness and sensitivity** for early signs of risk. He provides them with **concrete tools** to use their relationships with young people at crucial stages for developing trust and relationships of safety.



Jacek supports school staff to acquire knowledge on **the stages of the radicalization process**, gain confidence to become **whistleblowers** in their communities and understand how the radicalization process **can be stopped**. Jacek has already equipped many schools all over Poland with the necessary know-how, skills and systems.

By training the police and developing educational materials for them on the early radicalization signs and possible “soft” interventions, Jacek also **transforms the role of the police**. He consequently fosters **cooperation** between school, police and parents, thus animating “**local early prevention teams**” that protect young people from getting involved in violent extremism and acts of terrorism.



ACHIEVEMENTS

Over **12 500 kids** are now in educational institutions where teachers know how to protect them from radicalization at a very early stage, with **30 000 more pupils** to be reached soon.



EDIT SCHLAFFER



VISION

In communities endangered by terrorist recruitments **mothers play an active role** in de-radicalization of their children.

SOLUTION

Edit is tackling the problem of **islamist terrorist groups** able to target and successfully **recruit vulnerable adolescents**, also in the European countries.



She has observed that the **closeness of mothers** to their children **is not “utilized”** for de-radicalization efforts by institutional actors. Mothers can be concerned, but **do not know how to actively prevent** their children from becoming radicalized and recruited.

Edit believes that the key to preventing radicalization of youth lies in an **informed, active and resilient family** working along with institutional actors.

She therefore develops **the network of MotherSchools** in order to strengthen mothers’ self-awareness and self-confidence, communication and parenting skills, help them **understand early warning signals** of radicalization, seek **institutional support, connect** to each other and become **active ambassadors** of de-radicalization.



ACHIEVEMENTS

The model of MotherSchools has been implemented in **9 countries: 1500+ mothers** have been trained in de-radicalization, **225+ trainers** are ready to replicate the model. Major **international institutions** start perceiving family- and community-based prevention as an important element of international security.



CITIZENS IN CONTROL

KATARZYNA SZYMIELEWICZ



VISION

Citizens can choose and **control the surveillance practices**, thus limiting business and state authorities in their usage.

SOLUTION

Katarzyna addresses the problem of **nearly ubiquitous surveillance**: both video and electronic, by government and corporations. With little or no discussion by citizens of its actual utility, **collected data** becomes basis for important decisions that affect us directly.

She focuses on **safeguarding privacy**, protecting fundamental freedoms online and contesting the “security” paradigm that drives much surveillance. She aims to **increase societal control** over processes that regulate surveillance and affect human rights.

Her Panoptykon Foundation **monitors decisions** on privacy protection online made at **national and European level**, spearheads major **legislative changes**, ensures the presence of the topic **in the media** and mainstream public debate, and carries out large-scale **educational activities**. These efforts lead to **new behavioral patterns and organizational practices** of business, government and general public enabling safer, conscious and creative use of digital technologies.



ACHIEVEMENTS

New **legislative control mechanisms** over the powers of secret services introduced in Poland. **160+ more legislation amendments** have been proposed on the national level.

Policy recommendations safeguarding privacy are incorporated into **EU Parliament statements** and legal proceedings.

Thousands of students around Poland learn about safe and conscious use of online tools via animated movies and special curriculum. **1300+ published articles** on digital surveillance and its consequences => topic picked up by mainstream media and **entered public debate**.



JIŘÍ SKUHROVEC



VISION

A society in which public institutions **spend public monies** under the **watchful eye of citizens** in a way that secures value and transparency.

SOLUTION

Jiří works to make data on public procurement accessible and understandable to all citizens in the Czech Republic. His team at EconLab regularly carries out **detailed analysis of procurements** at different levels, and provides citizens with structured information on **how public institutions perform** at spending their money via a benchmark tool called zIndex.



Consequently, Jiří invites representatives of public institutions to **comment on analysis results** and provides **constructive feedback** on the areas of improvement. His goal is to foster the **culture of accountability** and open dialogue between citizens and public institutions and motivate public institutions to better manage public funds.

ACHIEVEMENTS

On the one hand, zIndex provides **important feedback** to public institutions and helps **spread good practice** of public procurement among them.



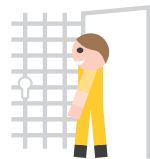
On the other hand, by showing good practice zIndex also helps **break citizens' stereotypes** about widespread corruption and inefficiencies in public spending.

It empowers Czech citizens to **overcome political apathy** and make informed political choices.

EconLab's work has contributed to **important changes in legislation** towards transparency in Czechia and is being **replicated** in Slovakia, Germany, Hungary, Spain, Lithuania and the Ukraine.



SUPPORTING TRANSITION TO NON-CRIMINAL LIFE



DAGMAR DOUBRAVOVÁ



VISION

Every ex-prisoner who is determined to step off the criminal path **finds support with transition to non-criminal life and re-integration** into society.

SOLUTION

Dagmar's organization, Rubikon Centrum, works with what they have defined as **root causes of recidivism**.

They address the **lack of employment opportunities** for people with criminal record by **building up bridges between potential employers and ex-offenders** via an unusual job platform.

They also **tackle debt traps** by increasing the **level of financial literacy** among vulnerable groups and successfully **influencing flawed legislation** on indebtedness regulation through the **National Alliance Against Debts** they have initiated.

Many of the solutions Rubikon centrum has developed in the last decades have been **taken up by the government** and other **citizen sector organizations**. They have contributed to a **change in how people perceive ex-offenders**, and supported thousands of people in and beyond the Czech Republic getting a second chance in life.



ACHIEVEMENTS

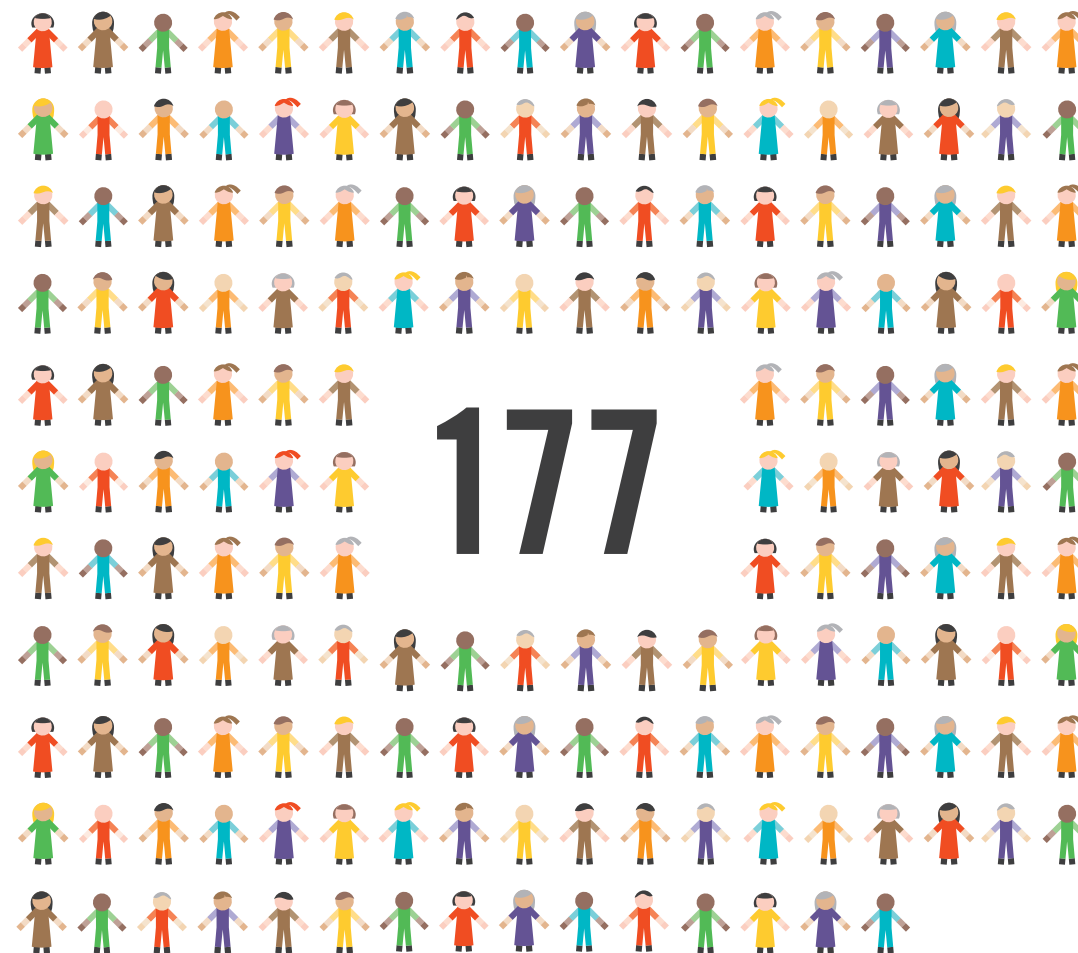
In the last three years, **1000+ ex-offenders** have been connected to over **200 employers**, **700 of former prisoners found a job** with **70%** staying beyond trial period. There is **interest to replicate** the model of the "job agency" across Czech prisons.

Achieved **legislative changes** on debt regulation include the right to merge parallel debt collections, a limit on remuneration for debt collectors, the right to be informed about one's debt development & guaranteed access to a minimal amount.

Employment opportunities and changes on debt regulation give a second chance in life to thousands of former prisoners. Consequently, **a decrease in recidivism rate** helps **save millions of CZK** for the state budget each year.



ASHOKA FELLOWS ELECTED IN THE CEE REGION SINCE 1995



We invite you to learn more about our Fellows on www.ashoka-cee.org






CIVIC PARTICIPATION



	NAME	ORGANIZATION	YEAR
	Martin Hollinetz	OTELO - offenes Technologielaor	2015
	Edit Schlaffer	Women Without Borders	2016
	Petr Bergmann	Velehr Evolution, Broumovsko Organic	1998
	Bohuslav Blažek	Ecoterra	1995
	Jeremy Druker	Transitions	2010
	Mikuláš Kroupa	Post Bellum	2016
	Martin Prokop	Ekologický Právní Servis	2002
	Endre Bíró	Nonprofit Law House	2001
	Tamás Liling	NonProfit Média Központ Alapítvány	2002
	Nóra Ritók	Igazgyöngy Alapítvány	2014
	András Szabó	Kapocs Youth Self-help Service	2001
	Éva Tessza Udvarhelyi	A Város Mindenkié, Közélet Iskolája	2016
	Nijole Arbaciauskiene	Elderly Woman's Activities Centre	2000
	Girvydas Doublys	Centre for Civic Initiatives	2002
	Vaidotas Ilgius	NGOs Information and Support Centre	2002
	Ricardas Liskauskas	Youth Psychological Aid Centre	2000
	Katarzyna Batko-Tołuć	Stowarzyszenie Liderów Lokalnych Grup Obywatelskich	2009
	Dariusz Cupiał	Fundacja Cyryla i Metodego. Inicjatywa Tato.net	2005
	Krzysztof Czyżewski	Fundacja Pogranicze	2003
	Jacek Jakubiec	Fundacja Kultury Ekologicznej	2001
	Jacek Jakubowski	Grupa TROP	1995
	Paweł Jordan	BORIS - Biuro Obsługi Ruchu Inicjatyw Społecznych	1998
	Dorota Komornicka	Fundusz Lokalny Masywu Śnieżnika	2000
	Dominik Księski	Stowarzyszenie Gazet Lokalnych	2010
	Paweł Łukasiak	Akademia Rozwoju Filantropii w Polsce	1998
	Aureliusz Leżeński	Fundacja Robinson Crusoe	2007
	Wojciech Onyszkiewicz	Stowarzyszenie Dzielimy się tym co mamy	1997
	Jacek Purski	IBS - Instytut Bezpieczeństwa Społecznego	2017
	Agata Stafiej Bartosik	ASB Consulting - Accountable Sustainable Business	2001
	Krzysztof Stanowski	Fundacja Edukacja dla Demokracji	2000
	Ladislav Briestenský	Via Credo	1998
	Štefan Hríb	Týždeň	2008
	Ján Vitko	Junior Police Venturers	1998

ECONOMIC DEVELOPMENT



	NAME	ORGANIZATION	YEAR
	Marek Černocký	Energiea	2007
	Dagmar Doubravová	Rubikon Centrum	2015
	Drahoslava Kabátová	Letohrádek Vendula	2000
	Jiří Skuhrovec	EconLab, zIndex	2017
	Michaela Wicki Svobodová	DOM	1997
	István Aba-Horváth	Cigány Vezetok Szakmai Egyesülete	2000
	Melitta Ferkovics Szabóné	Utolsó Szalmaszál Alapítvány	1997
	Áron Jakab	FRUIT OF CARE Nonprofit Kft.	2012
	Mara Bergmane	The Eco-Health Farm Network	2003
	Barbara Baran	Stowarzyszenie Kobiet Polskich po 40-tce	1996
	Dagmara Bieńkowska	Centrum Doradztwa Strategicznego	1998
	Malgorzata Chmielewska	Wspólnota Chleb Życia	1995
	Jarek Dominiak	Stowarzyszenie Inwestorów Indywidualnych	2001
	Wacław Idziak	Koszalińskie Towarzystwo Społeczno-Kulturalne	2002
	Kazimierz Jaworski	Okręgowa Spółdzielnia Telefoniczna	1995
	Adrian Kowalski	Fundacja Pomocy Dzieciom ULICA	2004
	Anna Machalica Pułtorak	Stowarzyszenie Otwarte Drzwi	1999
	Krzysztof Margol	Nidzicka Fundacja Rozwoju "NIDA"	1999
	Barbara Sadowska	Fundacja Pomocy Wzajemnej BARKA	2001
	Tomasz Sadowski	Fundacja Pomocy Wzajemnej BARKA	1995
	Bohdan Skrzypczak	Centrum Wspierania Aktywności Lokalnej	1995
	Piotr Topiński	Żywiecka Fundacja Rozwoju	1996
	Tadeusz Zapadka	Fundacja Zachęta	2002
	Eva Mydlíková	Asociácia supervízorov a sociálnych poradcov	1996
	Michal Smetanka	Člověk v tísni	2006
	Štefan Straka	Svatobor	2015
	Viera Záhorcová	Agentúra podporovaného zamestnávania	2011

EDUCATION



	NAME	ORGANIZATION	YEAR
	Bernhard Hofer	Talentify.me	2015
	Johannes Lindner	Initiative for teaching entrepreneurship	2012
	Helena Balabánová	Společně - Jekhetane	1998
	Klára Laurenčíková	ČOSIV	2015
	Zdeněk Slejška	EDUin	2013
	Péter Csermely	Kutató Diákok Mozgalma	2001
	Andrea Dávid	Salva Vita alapítvány	1999
	Bernadett Eigner	Mikkamakka Alapítvány	1995
	Gábor Fekete	Baraka Alapítvány	2001
	Péter Lázár	Coop Oktató Oktatási Centrum	1999
	Lajos Orosz	Educatio Társadalmi Szolgáltató Nonprofit Kft.	2002
	Ferenc Orsós	Roma Social and Cultural Methodological Center	1996
	Ildikó Szigeti	X-CHANGE International Exchange Programme Association	1996
	Andrzej Augustyński	Stowarzyszenie Siemacha	2007
	Marian Chwastniewski	Stowarzyszenie Twórcze i Edukacyjne WYSPA	2006
	Wacław Czakon	Fundacja Szczęśliwe Dzieciństwo	2002
	Alicja Derkowska	Małopolskie Towarzystwo Oświatowe	1998
	Anna Gajewska	Niepubliczna Szkoła Podstawowa Derc	2001
	Adam Jagiełło-Rusiłowski	Uniwersytet Gdański, Instytut Pedagogiki	2004
	Andrzej Juros	Stowarzyszenie Lubelski Ośrodek Samopomocy	1999
	Ryszard Michalski	Stowarzyszenie "Tratwa"	1996
	Teresa Ogrodzińska	Fundacja Rozwoju Dzieci im. Jana Amosa Komeńskiego	2013
	Ewa Smuk-Stratenwerth	Stowarzyszenie Ekologiczno-Kulturalne Ziarno	1998
	Jacek Strzemieczny	Centrum Edukacji Obywatelskiej	1998
	Grzegorz Tabasz	Stowarzyszenie Greenworks	1997
	Katarzyna Winkowska-Nowak	Stowarzyszenie ROSE	2011
	Martina Bodnarova	Supertrieda	2012
	Monika Grochová	Fenestra	2000
	Marek Roháček	Návrat	1997
	Eva Sopková	ProFamilia	1998


ENVIRONMENT



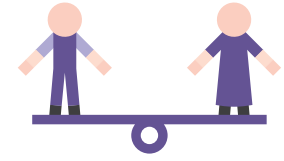
	NAME	ORGANIZATION	YEAR
	Pavel Činčera	Ekolist	2009
	Marie Haisová	Agentura GAIA	1998
	Miroslav Janík	Český sváz ochranců přírody Kosenka	1996
	Martin Kontra	Bajkazyl	2011
	Pavel Křížek	Ochrana fauny ČR	2001
	Pál Gera	Foundation for Otters	1999
	Miklós Persányi	Budapest Zoo	1999
	Levente Viszló	Pro Vértés Természettudományi Közalapítvány	1996
	Jacek Božek	Klub Gaja	1997
	Radosław Gawlik	Polska Zielona Sieć	2009
	Andrzej Janusz Korbel	Inicjatywa ekologiczna LESZA	1996
	Krzysztof Konieczny	Polskie Towarzystwo Przyjaciół Przyrody "Pro Natura"	2007
	Zdzisław Nitak	Fundacja GAP Polska	2001
	Sabina Pierużek-Nowak	Stowarzyszenie dla Natury Wilk	1998
	Ewa Romanow-Pękal	Stowarzyszenie "Eko-Inicjatywa"	2003
	Jacek Schindler	Stowarzyszenie EKOIDEA	1995
	Ladislav Hegyi	Spoločnosť priateľov Zeme	2001
	Martin Kováč	Národný trust Slovenska	1996
	Michal Kravčík	Ludia a voda	1995
	Juraj Lukáč	Lesoochrannárske zoskupenie VLK	1995
	Eugen Tóth	Ludia a voda	2007
	Juraj Zamkovský	CEPA - Center for European Policy Analysis	1995

HEALTH



	NAME	ORGANIZATION	YEAR
	Gernot Jochum-Müller	Allmenda	2015
	Gerald Koller	Risflecting	2011
	Terezie Hradilková-Muchová	Společnost pro ranou péči	1998
	Markéta Královcová	Nadační fond Klíček	2001
	Hana Malinová	Rozkoš bez rizika	1995
	Zuzana Štromerová	Porodní dům U Čápa	2001
	Martina Těminová-Richterová	Sananim	1996
	Kateřina Thorová	NAUTIS - Národní Ústav pro Autismus	2012
	Petra Winette Vrtbovská	NATAMA - Institut náhradní rodinné péče	2009
	Márta Bácskai	Gondolkodj Egészségesen!	2013
	Zsuzsa Csató	Csupaszívek társasága	2003
	Barbara Czeizel	Budapesti Korai Fejlesztő Központ	2014
	Ágnes Geréb	Alternatal Alapítvány	1997
	Gábor Gombos	Psychiatric Interest Defense Forum	2001
	Edit Győrik	Belvárosi Tanoda Alapítvány	2002
	Piroska Horváth	Jöv?barát Alapítvány	2002
	Csaba Kovács	Félúton Alapítvány	1999
	Csaba Mihaldinecz	Leo Amici Alapítvány	1999
	Péter Orbán	Szép Jelen Alapítvány	1995
	József Rácz	Drogkonzultációs Központ és Drogambulancia Alapítvány	1995
	Ausra Kuriene	Children Support Center	2001
	Kristina Ona Polukordiene	Youth Psychological Aid Centre	2000
	Jacek Alaba	Fundacja Domin	1995
	Ryszard Golec	Fundacja Pomocy Osobom Uzależnionym i Ich Rodzinom w Drodze	1998
	Ida Karpinska	Kwiat kobiecości	2013
	Małgorzata Klecka	Fundacja Fastryga	2002
	Donat Kuczewski	EKO "Szkoła Życia" w Wandzinie	2002
	Krzysztof Liszcz	Fundacja Na Rzecz Rozwoju Dzieci Niepełnosprawnych "Daj Szansę"	1996
	Kuba Marchewicz	Fundacja Burego Misia im. Bogdana Jańskiego	2002
	Janina Mirończuk	Fundacja Światło	2009
	Katarzyna Oleś	Stowarzyszenie Niezależna Inicjatywa Rodziców i Położnych "Dobrze Urodzeni"	2005
	Elżbieta Pomaska	Fundacja Pomocy Dzieciom z Chorobą Nowotworową	1995
	Maria Schejbal	Bielskie Stowarzyszenie Artystyczne Teatr Grodzki	2003
	Elżbieta Szwałkiewicz	Stowarzyszenie na Rzecz Chorych Długotrwale Unieruchomionych "Niebieski Parasol" w Olsztynie	2003
	Slavomír Krupa	Rada pre poradenstvo v sociálnej práci	1997

HUMAN RIGHTS



	NAME	ORGANIZATION	YEAR
	Klaus Candussi	Atempo	2015
	Walburga Fröhlich	Atempo	2015
	Gregor Demblin	Career Moves	2013
	Věra Bechyňová	Střep - České centrum pro sanaci rodiny	2001
	Kateřina Hrubá	Zřvůle práva	2007
	Milan Cháb	Babkova Společnost	1996
	Sri Kumar Vishwanathan	Vzájemné soužití	2006
	Petra Vitoušová	Bílý kruh bezpečí	1995
	Imre Furmann	National and Ethnic Minority Legal Counsel Office	1997
	Éva Hegyesiné Orsós	Mediator Foundation	2001
	László Jakubinyi	Szimbiózis Alapítvány	2010
	Géza Nagy	Ability Park	2003
	Zoltán Nagy	Zoltan Nagy Household	1997
	Erzsébet Szekeres	Összefogás Ipari Szövetkezet	1997
	Dana Migaliova	VILTIS Lithuanian Welfare Society for Persons with Mental Disability	2004
	Ireneusz Białek	Fundacja Menedżerowie Jutra MOFFIN	2017
	Sylwia Chutnik	Fundacja MaMa	2009
	Stanisław Duszyński		2002
	Piotr Janaszek	Fundacja im. Doktora Piotra Janaszka PODAJ DALEJ	1998
	Witold Klaus	Stowarzyszenie Interwencji Prawnej	2008
	Piotr Pawłowski	Stowarzyszenie Przyjaciół Integracji	1996
	Katarzyna Szymielewicz	Panoptikon	2015
	Teresa Tomaka	Podkarpacka Rada Do Spraw Osob Niepełnosprawnych	2003
	Paweł Urbanowicz	Fundacja "Nasz Dom" Stowarzyszenie Zastępczego Rodzicielstwa	1996
	Michał Wroniszewski	Fundacja Synapsis	1995
	Krystyna Żytecka	Fundacja „Pomoc Kobietom i Dzieciom”	2006
	Martina Justova	Maják	2005
	Jozef Mikloško	Úsmev ako dar	2009
	Marek Roháček	Návrat	1997

ENTRE- PRENEURIAL SPIRIT

YOU WILL NOTICE THAT PEOPLE IN ASHOKA'S NETWORK
SHARE ONE IMPORTANT QUALITY.



Ashoka is an organization for entrepreneurs with entrepreneurs and of entrepreneurs.

The **entrepreneurial spirit** across the whole network is important for us, as when shared, it allows people to **quickly connect, have eye-level conversations** and form effective **cross-cultural, cross-sector and agile Teams of Teams**.

A very important group of entrepreneurial people within Ashoka's network is our partners.

PARTNERS

The generous support and commitment of our partners is the foundation of our success in the region.

OUR INVESTORS MAKE OUR IMPACT POSSIBLE



OUR PRO BONO PARTNERS CONTRIBUTE TO MAXIMIZING IMPACT AND WORK WITH ASHOKA AND FELLOWS FOR FREE



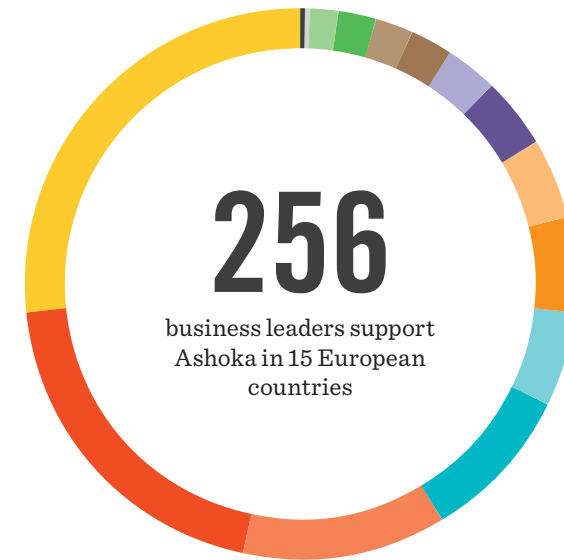
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- EY, František Korbel, White & Case
- CEU Business School, Civil Support, Copy General, Corvinus University, Danubian Institute for Public Speaking, ICG Integrated Consulting Group, KCG Partners, McKinsey & Company, Mito, Organic Communications, Weil, Gotshal & Manges LLP
- Bank Pekao S.A., Centrum Pro Bono, Deloitte, Garden of Words, Koalicja Prezesa Wolontariusze, Red Bull Amaphiko, Walk Group

OUR CONTRIBUTORS SUPPORT OUR WORK WITH SPECIAL RATES

- Les Avignons, Novozamsky
- M.S. Wirtschaftstreuhand, MIND-SET, ÖBB, Xerox, you're prior

ASHOKA SUPPORT NETWORK

THE ASHOKA SUPPORT NETWORK (ASN) IS A **GLOBAL COMMUNITY OF SUCCESSFUL BUSINESS LEADERS** – MEN AND WOMEN WITH A PASSION FOR CREATIVE AND ENTREPRENEURIAL CHANGE.



FRANCE

GERMANY

UK

IRELAND

AUSTRIA

BELGIUM

SWITZERLAND

SPAIN

NORWAY

SWEDEN

TURKEY

ITALY

CZECH REPUBLIC

DENMARK

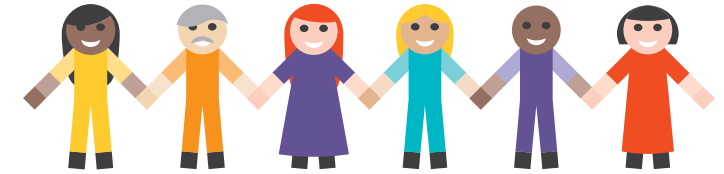
POLAND

They share Ashoka's understanding that **entrepreneurs are the engine** for economic and social development. They also stand for **no more walls** between the citizen sector and any other sector.

ASN members have **exclusive access** to Ashoka Fellows in more than 80 countries. They meet and engage with these phenomenal social leaders sharing their **skills, resources and networks** to create more transformative impact together.

ASN members value the role Ashoka plays in sourcing, selecting and supporting the world's leading social entrepreneurs as Ashoka Fellows, and commit to **an annual financial contribution** from €10.000 a year for three years in order to help sustain Ashoka's efforts.

WHO IS IN FROM CEE



ANDREAS TREICHL

Vienna, joined ASN in 2011

Andreas is the Chairman of the Erste Group's board. The largest shareholder of Erste Group is the ERSTE Stiftung, one of the largest non-profit organisations in Europe. Andreas initiated the project "Zweite Sparkasse".



HERMANN ARNOLD

Allharzberg, joined ASN in 2013

Hermann is committed to visionary people and businesses, challenges and changemakers. He is an accomplished business owner and private investor.



WALTRAUD MARTIUS

Salzburg, joined ASN in 2013

With SYNCON, Waltraud is an independent franchise consultant and her book Fairplay Franchising is the standard reference text in the field.



MICHAEL ALTRICHTER

Upper Austria, joined ASN in 2014

Michael, founder of paysafecard and payolution, is one of the most active Austrian Business Angels and Impact Investors today.



JOHANNES STROHMAYER

Vienna, joined ASN in 2014

Dr. Strohmayer has over 30 years of experience as a business trustee. Additionally he lectured at the institute of political economy at the Vienna University of Economics and Business and has been a member of numerous boards.



JAN BARTA

Prague, joined ASN in 2015

Jan is an investor, entrepreneur and philanthropist.



ALEXANDER ERTLER

Vienna, joined ASN in 2015

Alexander is enthusiastic about bringing his years of consulting expertise into business development and strategy for projects that can change the world. His current focus is on social entrepreneurship in Austria and East Africa.



LEO HOHENBERG

Vienna, joined ASN in 2015

Leo is constantly searching for new opportunities to support companies in their social work. With Ashoka he found the perfect partner to contribute to the success of some of the most innovative social enterprises in Austria.



SILKE HORÁKOVÁ

Prague, joined ASN in 2015

Silke is a private investor and co-owner of Albatros Media. Since 2012 she is a chief executive officer of the Czech Venture Capital and Private Equity Association. She also has a great interest in social impact.



JAROSLAV HORÁK

Prague, joined ASN in 2015

Jaroslav is a private investor and private equity professional. He is a co-owner of Albatros Media and a member of several boards.

**NORBERT ZIMMERMANN**

Vienna, joined ASN in 2015

Norbert is the Chairman of Berndorf AG's board. The Berndorf Foundation supports charitable projects in the business, social, educational and cultural sectors.

**MARTIN DUCHÁČEK**

Prague, joined ASN in 2016

Martin is the Head of Algorithmic System Development at the investment firm RSJ and a member of its supervisory board. He is the benefactor on projects focusing on science, healthy eating and research on medicine.

**HANSI HANSMANN**

Vienna, joined ASN in 2016

Hansi is a serial entrepreneur and business angel. He was named the Best European Early Stage Investor 2015, he is president of Austrian Angels Investors Association and founder of the hansmengroup.com.

**HERMANN RAUTER**

Vienna, joined ASN in 2016

With a proven track record as a successful real estate developer, Hermann found his heart's dream when he founded "HerzTraum Immo" to spread the message that business can be sustainable only if it cares about society and environment.

**SAMIRA RAUTER**

Vienna, joined ASN in 2016

Samira's PeopleShare Foundation mobilizes people around the world to give the most vulnerable – the children – the power they lack and the care they need to turn them into a strong and promising force for positive change.

**ALON SHKLAREK**

Vienna, joined ASN in 2016

Alon is a passionate entrepreneur and advisor with other 25 years of experience in supporting entrepreneurs and organizations in over 30 countries, turning their strategies into measurable results.

**MARTIN ESSL**

Vienna, joined ASN in 2017

In 2007 Martin and Gerda ESSL decided to dedicate themselves to social welfare with the ESSL Foundation. Their mission is to support social innovation, social entrepreneurship and people with disabilities.

**HERMANN FUTTER**

Vienna, joined ASN in 2017

Together with his brother Nikolaus, Hermann Futter has managed the business of the Compass-Group, a leading Austrian provider of business information.

**NIKOLAUS GRILLER**

Vienna, joined ASN in 2017

Nikolaus is a sales managing director in Global Family Business in Automotive and Energy Industry with passion for digitalisation and integration projects.

**PHILIPP HAYDN**

Vienna, joined ASN in 2017

Business Angel and Founder of Tripwolf who is working to bring his social business skills to the next level, get involved in the impact ecosystem, and connect to likeminded people.

**KRZYSZTOF RUTKOWSKI**

Warsaw, joined ASN in 2017

Father, coach, educator and dreamer.

MAKING IT HAPPEN

Working across six countries requires coordinated action; that of a geographically dispersed but **mission-aligned team**.

We now invite you to meet the **Team of Teams** of Ashoka CEE. It is composed of small and agile country teams who work both on the development of **local offices** and our regional & global **strategies**.



Most of the colleagues, prior to joining Ashoka, have (co-)founded and led social initiatives and organizations.

Many have **worked in multiple sectors**: citizen sector, foreign service, the European Commission and the UN, governments and city councils, business and academia.

Many of the team members have **lived in cultures and countries** very different from their native ones, and thus had a chance to practice **empathy in action**.

TODAY, WE HAVE FOUND EACH OTHER AT ASHOKA. IT IS A TRULY EMPOWERING FEELING TO BE WORKING WITH PEERS ALIGNED AROUND SHARED VISION ACROSS GEOGRAPHIES.

CORE TEAM

(as of August 2017)
Colleagues who have already gone through Ashoka international hiring process.



ONDŘEJ LIŠKA

Country Director
Czechia
(until September 2017)



PAVLÍNA HOŘEJŠOVÁ

Country Director Czechia
(from August 2017)



OLGA SHIROBOKOVA

Impact Maximizer CEE



MARIE RINGLER

Director CEE and Europe



GEORG SCHÖN

Country Director Austria



RAPHAELA TONČIĆ-SORINJ

Head of Ashoka Visionary
Program, CEE



AGATA STAFIEJ-BARTOSIK

Country Director
Poland



PIOTR BOJKO

Finance Manager
CEE



MARTYNA RUBINOWSKA

Venture and Fellowship
Coordinator Poland



ZSOLT PETHÉ

Country Coordinator
Hungary



CORINA MURafa

Country Director
Romania



LAURA CATANA

Launch Co-director
Romania & Pearl Finder

We express our gratitude to the team members who have contributed/ are contributing to Ashoka CEE in 2014 - 2017 as:
Consultants: Justyna Bendowska, Monika Brošková, Loic van Cutsem, Lucie Černá, Karin Haselböck, Beata Kenig, Alexander Kesselring, Anna Ksiązek, Jakub Michałowski, Barbora Novosadová Komberec, Madalina Mocan, Jakub Simek, Gabriela Solomon, Ciprian Stanescu, Valentina Tomescu. **Senior Pro Bono Advisors:** Hans Bodingbauer, Hannes Brandl, Stephan Dertnig, Steffen Frischat, Gábor Gosztonyi, Karin Novozamsky.

Our staff colleagues who recently moved on to next adventures: Zsazsa Demeter, Claudia Garuti, Ewa Konczal, Nina Schneider, Tamara Tischler. **Interns and trainees:** Franziska Beer, Anna Broda, Anna Bromová, Anna Cabalková, Fanni Cesrnus, Katarina Chalupkova, Lenka Dvořáková, Anna Harasymko, Marie-Louise Hofmann, Veronika Jemelikova, Alice Kahane, Carina Linzer, Caroline Loudon, Eldar Kurmakaev, Julia Östreich, Julia Pongracz, Isabella Reinhard, Jáchym Růžička, Elina Sagat, Michal Ján Sallem, Teresa Schwarz, Joanna Świsł, Katalin Szabó. **Volunteers:** Ana-Maria Baghiu, Maura Bayer, Julia Bugram, Katerina Csonka-Kolaciova, Barbora Cernakova, Luba Hvizdosova, Ildikó Kertész, Martina Kolesarova, Marek Paulovic, Emilia Slusaru.

THANK YOU!

WE HOPE YOU ENJOYED GETTING TO KNOW THE **WHY, WHAT AND HOW** OF ASHOKA.

We hope some insights inspired you – please, do share your ideas with us! We would love to work together with you to make the world a better place. Your participation can make a big difference.

We invite you to join our network.
Here is to the brighter future that we will co-create together!

Cordially yours,
Team of Ashoka Central and Eastern Europe

EVERYONE A CHANGEMAKER



ASHOKA

www.ashoka-cee.org