

#breakthebias



**LET HER KNOW!**

**Does your friend know  
that she's your role  
model?**



# #breakthebias



*You might have been looking for inspiration and motivation by following powerful women in media, business or politics. They can be amazing role models!  
What about women who are not famous and popular? Is wisdom in life tied to position, titles, and fame?*

*In celebration of IWD and this year's theme of #breakthebias, I want to encourage us - women - to discover a role model in the women, who are close to us every day. Starting with ourselves. There's a hidden power you can find in your everyday life by looking at women close to you, women who are your friends, colleagues or relatives.  
I would like to break the stereotype that it takes an exec title or thousands of followers to inspire others.  
In this report, I present a source of motivation that is very unique to me. Read what helps A4BEE women move mountains and achieve their dreams.*

*I also included something special for you inside.*

*Magdalena Walczyk*

Senior Recruitment &  
Culture Specialist



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# **GROWTH opportunities versus CHALLENGES at work**







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**Give me the time,  
and I will grow.**

MAGDALENA  
WALCZYK



**Making Choices. I try to  
evaluate which  
potential directions will  
give me the most joy  
and satisfaction.**

MONIKA  
GOŚCINIĄK



**Working directly with a  
Customer from biotech  
industry, on their real  
challenges has the best  
learning curve for me**

ZUZANNA  
KIETLIŃSKA



**Attending trainings,  
conferences, webinars,  
and reading articles  
and books.**

GABRIELA  
LECH



**Setting yourself new  
challenges, curiosity and  
a willingness to learn.**

ANETA  
DERDA



**New professional  
challenge + time to learn  
in my pace + friendly  
working culture = my  
growth**

ALEKSANDRA  
WOJCIK

**What allows you to  
grow professionally?**



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## Challenges at work - how to deal with them?



**I try to get feedback from others and solve the problem by cooperating with them.**

NATALIA  
STEMPIN



**A cold-blooded approach - difficulties are there to be overcome and come out stronger**

ZUZANNA  
MILEWSKA



**I think about whether something is realistically difficult or just my mind perceiving it that way. I try to cool down and digest the problem.**

ZUZANNA  
KIETLIŃSKA



**Sport helps me to release tensions, so I solve problems with a fresh head**

AGATA  
WARKOCZ



**Ask for help somebody with more knowledge and experience, ask for advice how others would solve it**

ESTERA  
SAPIEHA



**A cold-blooded approach - difficulties are there to be overcome and come out stronger**

ALEKSANDRA  
WOJTUNIK

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**What advice would you give  
to a young woman starting  
her professional career?**







**A4BEE**



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“

Do not close yourself  
in what is impossible  
Run experiments  
instead of solving  
problems

KAROLINA  
MARZANTOWICZ





“

Be curious, ask questions and seek out mentors for guidance and feedback

KLAUDIA  
KOŻUSZNIK







**A4BEE**



**#breakthebias**

“

Don't be afraid to ask,  
don't be afraid to act,  
don't be afraid to show  
initiative and present  
your views

IRMINA  
CHMIELOWSKA-PAWLUK



“

Believe in your  
abilities.  
Just believe in  
yourself and the  
rest will follow

DARIA  
KOWAL







“

Don't be afraid to talk  
about money.  
No one is going to fight  
for your promotion and  
raise for you

ZUZANNA  
MILEWSKA







“

Courage and  
willingness count the  
most, everything else  
will come with time

GABRIELA  
LECH



“

Show maximum  
commitment when you  
believe in something.  
And communicate your  
preferences clearly

WERONIKA  
JACKIEWICZL







“

Don't be afraid to  
send your resume to  
places that interest  
you

ESTERA  
SAPIEHA





“

Regardless of your industry, if you come across the right company, they will help you grow in your area

NATALIA  
STEMPIN



“

Be brave and don't  
be afraid. Treat  
novelties as  
opportunities

MAGDA  
MISZKIEL





“

Start working in IT  
as soon as possible

KAROLINA  
NOWICKA





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**Meet women who have  
drive, motivation, passion,  
and the ability to make it  
happen.**

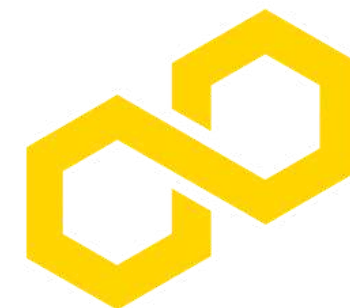




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# Magda Miszkiel

Head of Operations &  
Finance

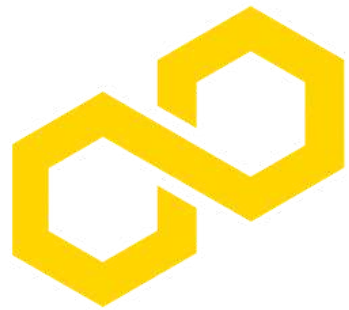


My role is to make invisible miracles in a background. Thanks to that A4BEE operates effectively, and employees have good understanding of internal processes. I am Head of Operations & Finance.

Scope of my responsibilities grew. My team grew as well. A well-functioning operations team made it possible to implement many new capabilities (new company in US), facilities (new offices in Warsaw and Wroclaw) and processes improvements. I'm happy that I like my job, and that I'm learning something new almost everyday.

I would like to gain fluency in technical tools supporting my work. I do not have an ambition to become a developer, but I'm glad when I can automate business processes by myself, connect different data sources to get better insights. I've learned a lot since I joined A4BEE,





My role is to catalyze growth - both company growth and team growth. I connect the dots between marketing, communication, customer acquisition, product development and client's needs exploration.

Last year, I decided to make a pivot to grow my career and I jumped into the IT world where. Since then I've been involved in several exceptional internal and external projects of various scales that let me take a grasp of clients' needs and biotech challenges.

I strive to become literate in biotech and manufacturing science so I could truly understand the fundamental market shifts, seize the digital opportunities, and provide innovative and high-quality IT solutions and tools.



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# Klaudia Kożusznik

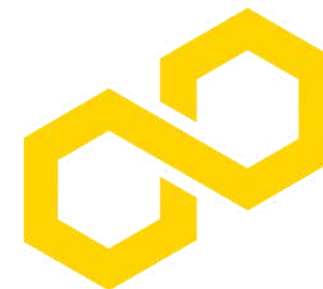
Head of Growth  
& Communication







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# Iwona Ignas

Leader of Research Lab

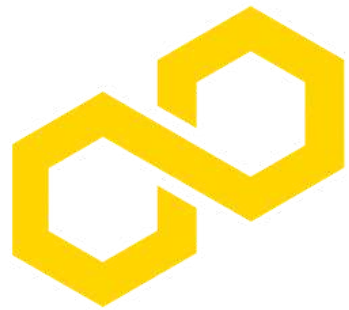


I am Leader of Research Lab. I take care that innovations delivered by #tech\_hive are meaningful for users and customers. I'm responsible for market and product research and designing user/customer experience. My goal is to create better products.

Through my passion and perseverance, a new department related to research was created in the company. The need for research was recognized. But it is just the beginning of work for me.

The challenge is to demonstrate the value and importance of research in the context of product development and to raise awareness of the importance of such research among A4Bee employees and customers.





I develop security practices and standards & necessary controls.

I plan an information security strategy for A4BEE and for our Customers. I research and deploy new security solutions, maintain existing ones. I am a Security Analyst.

I recently completed my master's degree in Algorithmic Informatics at the Wrocław University of Technology.

Cybersecurity is a huge domain with many potential paths. I've explored some of those areas, and want to explore more.

I would like to choose the most suitable path for me. The one in which I will be fulfilled and constantly develop.



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# Irmina Chmielewska - Pawluk

Security Specialist



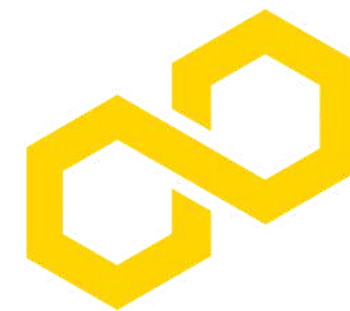




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# Daria Kowal

## Programmer



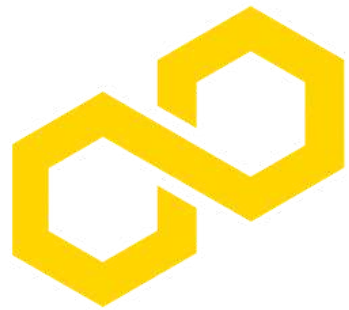
I am a programmer in the Software Engineering team. I use #python, AWS cloud and AI services to develop applications.

I have recently started working professionally, I managed to combine it with my studies. This is work that I want to continue and develop. It was a big step towards achieving my independence and to gain responsibility.

My biggest challenge is combining my studies with work. It requires flexibility and good forethought. Fortunately, at A4Bee, I have the ability to adjust my working hours so that I can combine different aspects of my life. Flexibility at work counts.







I lead projects that involve developers, engineers, and designers to create solutions that change the face of drug and food manufacturing using new advances in biotechnology and based on data collected and analyzed. I'm Product Owner & Project Manager.

I am at a point in my life where I have found that work does not define me as a person. I'm proud of my friends, family and what we create together, which translates directly to small and large successes at work. I take care of my surroundings and myself so that we can realize our ideas together.

I openly ask for help when I encounter difficulties. I often find that several people in my immediate circle have already been in a similar difficult situation and have experience that they are willing to share.



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# Monika Gościński

## Senior Product Manager



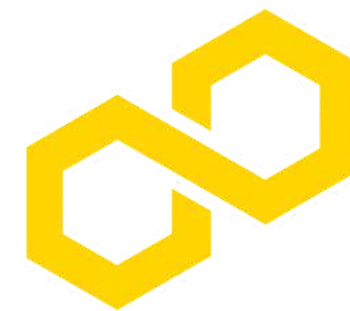




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# Magda Walczyk

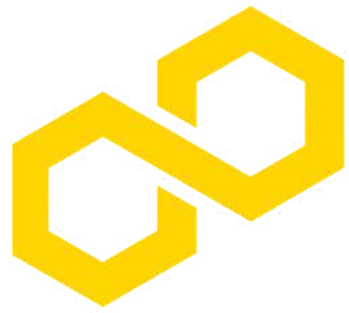
Senior Specialist  
Recruitment & Culture



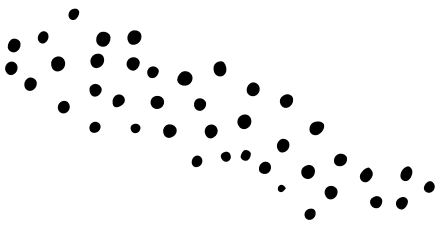
I am part of the People & Culture team and I am responsible for recruitment, employer branding and organizational culture. I define professional career development programs and help others to grow.

I made a thoughtful and courageous decision to change jobs and enter an industry that was completely new to me. This decision serves me well and every day it helps me create a more fulfilling career.

Shifting focus towards developing my individual strengths and unique talents after years of optimizing the growth of others and fulfilling corporate goals.



I care about the company's design, and visual communication, both internal and external. I love designing elements which correspond with users needs.



I changed of job last year. I worked as a designer supporting musicians. It was the end of a certain life stage and big internal changes too. I joined A4BEE and since day one I've been surrounded by IoT engineers and IT specialists. It was big change for me, even my domain didn't change.

Combining multiple disciplines at once is a huge challenge for me currently.

Making the rights priorities and finding time for college, work, hobbies - these are my priorities for this year.



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# Zuzanna Milewska

## Designer



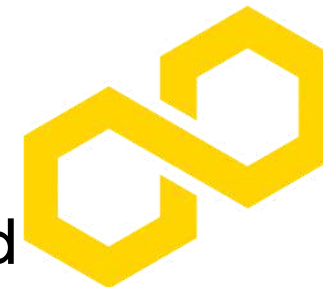




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# Weronika Jackiewicz

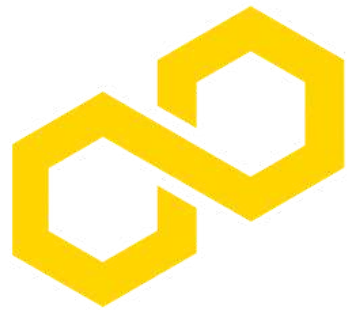
Office Manager & Executive Assistant



My current role at A4BEE is defined as Office Manager & Board Assistant. I am responsible for the broadly defined service from procurement, payments, logistics, facilities management. I make sure that processes I'm responsible for are executed smoothly, and on time.

First of all, I'm proud of my openness and attitude for change. I've been stepping out of my comfort zone frequently. It resulted in discovering my hidden talents and new opportunities. I pass two important exams that give me the ability to work as an HR and Payroll Specialist. I will work in the area that has always interested me the most (new position starting from April 2022)

Being a beginner again is not easy for perfectionist. I would like to become an independent HR professional, which is challenging taking into account fast changing regulations in labor law, and our business covering EU i USA market.



I am an accountant. I take care of the company's financials: taxes, payments, money flow, cash flow, financial reports. It is huge responsibility.

YES- I did it. after 9 years of working in the same company, I started my own business - an accounting firm. It was a big move for me.

Joining A4BEE was another big move. I'm proud of myself that I had courage to make such changes.

I like to have more responsibility. It equals my own development. But it is challenging at the begging. Sometimes, I'm lost with too many things which needs to be done.



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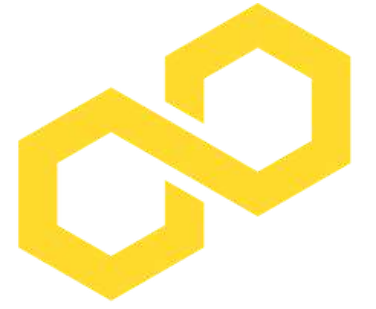
# Agata Warkocz

## Chief Accountant





## LET HER KNOW!



# A4BEE

**Here is my ask to you:**

1. Acknowledge your achievements, how you deal with difficulties. Share it with others, proudly. The form below could help you with that exercise.
2. Daily, we can find women around us, who will inspire and motivate us. Think about the women you value; from whom you had and have the opportunity to learn. This is a good time to thank them for it.

**Together, let's break down stereotypes and recognize what we do value in others.**

*Magdalena Walczyk*



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**A4BEE**

<your name>

Challenges at work - how do you deal with them?

What allows you to grow professionally?

Which advice would you give to woman starting her professional career?



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**A4BEE**

Dear .....

I would like to tell you what  
I appreciate in our relationship

Let me share with you why  
it is important for me

WOMEN  
\*  
WOMEN

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