

Entrepreneurial knowledge sharing across EU ecosystems workshops

Deliverable D4

***ExcellEnt: Excellency in Entrepreneurship: Expanding European
entrepreneurship by boosting youth (self) employability and promoting a
sharing resources culture***

Horizon Europe Programme, Project number 101100515

Prepared by: iED

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Abbreviations

CEO	Chief Executive Officer
CTO	Chief Technology Officer
EC	European Commission
EIT Digital	European Institute of Innovation and Technology Digital
ESCP Business School	École Supérieure de Commerce de Paris Business School (in French)
HEI	Higher Education Institution
LU.MA	Website for community events
MVP	Minimum Viable Product
NCP	National Contact Point
R&D	Research and Development
SMEs	Small and Medium-sized Enterprises
TTO	Technology Transfer Office
VC	Venture Capital

Executive Summary

The *Entrepreneurial Knowledge Sharing across EU Ecosystems* workshops served as an essential platform for dialogue and exchange among stakeholders from various entrepreneurial ecosystems across Europe. Conducted in Bulgaria, France, Greece, Ireland, Turkey, Ukraine, and at a Pan-European level, these workshops drew participants from a wide spectrum of the entrepreneurial landscape including entrepreneurs, investors, representatives from higher education institutions, incubators, and startups. The main goal was to address current challenges, share best practices, and foster cooperation across different ecosystems to enhance entrepreneurial activities in the EU.

The workshops effectively identified common challenges such as the need for more accessible early-stage funding, streamlined regulatory processes, and enhanced entrepreneurial education. Solutions proposed included innovation vouchers, better alignment of education with market needs, and the development of supportive infrastructures like incubators and accelerators. The discussions underscored the necessity of fostering a robust entrepreneurial culture through success stories and mentorship programs.

These workshops not only facilitated a rich exchange of ideas and best practices but also highlighted the importance of collaborative efforts to overcome barriers to entrepreneurial success across Europe. The insights gathered are pivotal for shaping future strategies that will further strengthen the EU's entrepreneurial ecosystems, making them more innovative and inclusive. The outcomes from these discussions are expected to guide policy-making and program development, ensuring a thriving, dynamic entrepreneurial landscape across Europe.

Workshops Overview

The ‘Entrepreneurial Knowledge Sharing across EU ecosystems’ workshops aimed to facilitate interactive discussions among ecosystem stakeholders, utilizing the results of previously conducted interviews to highlight current situations, needs, challenges, best practices, and potential pitfalls in entrepreneurial practices across the EU.

Table 1: Overview of Workshop and Attendance

Country	Date / Time	Place	Number of Participants
Bulgaria	Tuesday, May 28 th , 2024 09.30 – 13.00 EET	GATE Institute building, Sofia Online Through Zoom	46
France	Tuesday, May 14 th , 2024 of May 09.00 – 11.30 CET.	Pôle Léonard de Vinci, Paris	66
Greece	Friday, May 17 th , 2024 15.00 – 16.30 EET	Online through MS Teams	68
Ireland	Tuesday, May 28 th , 2024 14.00 – 16.00 CET	Online through MS Teams	59
Türkiye	Friday, May 10 th , 2024 13.30 – 15.30 EET	Online through Zoom	34
Ukraine	Wednesday, May 15 th , 2024 15.00 – 17.00 EET	Kyiv, and online through Zoom	59
Pan-EU	Friday, May 31 st , 2024 14.00 – 16.00 CET	Online through MS Teams	130



Methodology

Session formats

The workshops, both regional and Pan-European, were structured to maximize interaction and learning, providing insights into the entrepreneurial ecosystem. Each workshop followed a structured yet interactive format. The regional workshops, lasting between 1.5 to 2 hours, began with opening remarks to set objectives and agenda, followed by a presentation on the ExcellEnt Project, highlighting its goals and achievements. This was succeeded by keynote speeches by notable speakers discussing entrepreneurial competencies and ecosystem challenges, then a panel discussion featuring a diverse group of entrepreneurs and experts sharing their experiences and insights. The session concluded with a 10-minute closing session summarizing the key points and a call to action for ongoing engagement. Optionally, networking sessions were included for face-to-face interaction.

Similarly, the Pan-European workshop, also spanning 1.5 to 2 hours, started with an opening remark that outlined the workshop's goals and provided an agenda overview. This led into a presentation on the ExcellEnt Project. This was followed by plenary sessions discussing EU-wide trends and policies, and an expert panel that delved into scalable solutions and best practices. The workshop wrapped up with a closing session that summarized discussions and outlined follow-up actions, enhancing participants' engagement with the ExcellEnt project. This format ensured each session was informative and conducive to fostering deeper understanding and collaboration among participants.

Participants invitations

Participants were carefully selected to ensure a diverse and representative mix of professionals from the entrepreneurial and innovation ecosystem in EU. The selection criteria included individuals' roles within startups, higher education institutions, incubators, and relevant organizations. Invitations were extended to those with significant experience and expertise in entrepreneurship, innovation, and business development. The following means of communication were utilized to reach potential participants:

- A registration link was shared for each workshop.
- LinkedIn events were created for the workshops.

- Social media campaigns were launched to announce the event through partners communication channels and the ExcellEnt project communication channels.
- "Meet the Speakers" campaigns were conducted on social media to generate interest and engagement (see Figure 2).
- Email invitations were sent to targeted individuals.
- Confirmation emails were sent to all registrants.
- In several cases, event reminders were sent to registered attendees 2 days before and 2 hours before the event.

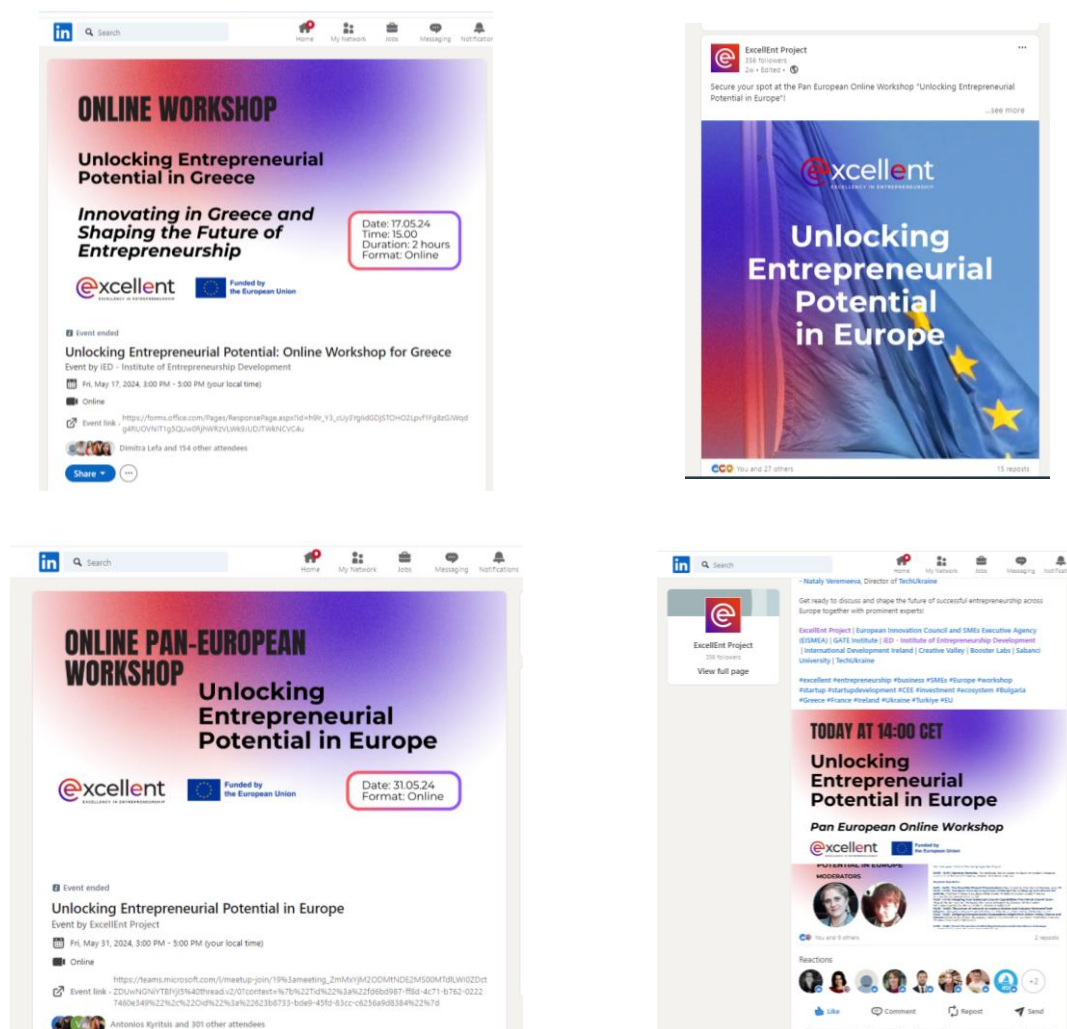


Figure 1: Social Media campaigns for the Unlocking Entrepreneurial potential in Europe workshops

UNLOCKING ENTREPRENEURIAL POTENTIAL IN EUROPE

Date: 31.05
Time: 14:00 CET
Format: Online

**MICHAEL
DRITSAS**

Executive of the
Greek Ministry of
Economy and
Finance



May 31 / 14:00 CET

UNLOCKING ENTREPRENEURIAL POTENTIAL IN EUROPE



ANCA IORDANESCU



GABRIELA FILIP

**CO-FOUNDERS
WOMEN IN TECH ALLIANCE**



ONLINE WORKSHOP



**Petros
Soukoulis**
Co-founder, SEEMS & Mentor



**Theocharis
Vlachopanagiotis**
CEO & Co-founder, Rhoé

Unlocking Entrepreneurial Potential in Greece

Date: 17.05.24 | Time: 15.00 - 17.00 EET

ONLINE WORKSHOP

Date: 28.05.24
Time: 14:00 CET
Format: Online

Unlocking Entrepreneurial Potential of Ireland



**Gerry
O'Brien**
International
Development
Ireland



**Adamantios
Koumpis**
Senior
Researcher at
ExcellEnt Project



**Tunde
Kallai**
Independent
Consultant at
Creative Valley,
France



ONLINE WORKSHOP



Unlocking Entrepreneurial Potential in Türkiye



Prof. Deniz Tunçalp



Evren Değerlier



Ataberk Taçar



Sena Tarım
Yalçinkaya



Erhan Yelekcı

Date: 10.05.2024
Time: 13:30-15:30

UNLOCKING ENTREPRENEURIAL POTENTIAL IN EUROPE

Date: 31.05
Time: 14:00 CET
Format: Online

**DOMINIQUE
PIOTET**

Managing Partner
and Co-Founder at
Ukraine Phoenix
Tech Fund /
La French Tech
Kyiv



Funded by
the European Union

ExcellEnt: Excellency in Entrepreneurship: Expanding European entrepreneurship by boosting youth (self) employability and promoting a sharing resources culture



Figure 2: 'Meet the Speakers' campaign

Data collection

For all workshops, data collection was conducted through a registration form, which gathered initial participant information. Each partner shared the same registration form in their country, adapting it to their workshop specific details and collecting the same information. The same registration form structure was shared for the Pan-Eu workshop. A participant information sheet (see [link](#)) was shared with all participants via the registration form and confirmation emails. Consents for workshop participation, audio and video recording, and personal data processing were also included in the registration form. Additionally, participants had the option to provide consent for follow-up communications.

Quality Assurance and Workshop Evaluation

During and after the event, participants provided quantitative ratings and qualitative feedback on various aspects of the workshop, including the effectiveness of the speakers, the organization of the schedule, technology performance, content relevance, and overall satisfaction. This feedback helped in assessing the success of the event and identifying areas for improvement.

Workshops Information

Entrepreneurial Knowledge Sharing across EU Ecosystems National Workshops

Bulgaria: 'Unlocking Entrepreneurial Potential in Bulgaria' Workshop



Date and Location: 28.05.2024, in a hybrid format. Physical location: GATE Institute building, bul. James Bourchier 5, 1164 Sofia; Online via Zoom platform ([link](#)).



Figure 3: Photos from the Entrepreneurial Knowledge Sharing Workshop, held in Bulgaria

Number of Participants: In-person 46 people attended the workshop and signed the attendance sheet. On LinkedIn 124 attendees expressed their desire to participate in the workshop, out of which 83 people registered electronically.

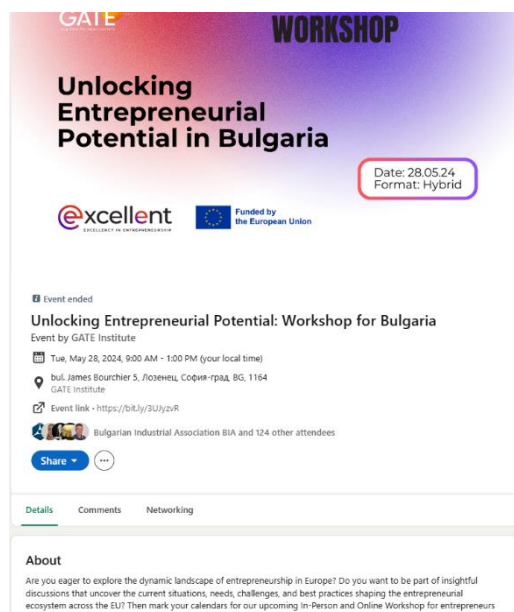


Figure 4: Announcement for the Bulgarian Workshop on LinkedIn

Profile of Participants: The majority of the participants, 95.1%, were from Bulgaria, indicating a strong local representation. Participants hold diverse roles within their ecosystems, which include entrepreneurs, startup members, incubator representatives, HEI representatives, investors, and others. Specifically, 22% of the participants identified as entrepreneurs, 18.3% are from startups, 7.3% work in incubators, 6.1% are HEI representatives, 3.7% are investors, and 45.1% fall into the "Other" category. This distribution suggests a rich mix of roles that contribute to a dynamic and multifaceted ecosystem.

Delving into specific professional roles, the breakdown shows a wide range of expertise among the participants. There were academics, business development professionals, heads of departments, IT company SMEs, marketing experts, project managers, research group leads, representatives from the Sofia Investment Agency, TTO experts, and individuals who are part of the Sofia ecosystem. Each of

these roles was represented by at least one participant, with research group leads being the most represented specific role, comprising 9.7% of the participants.

Overall, the participant group is predominantly Bulgarian as the workshop referred to the Bulgarian ecosystem and was held in Bulgarian. The participants represented a broad spectrum of roles, from entrepreneurs and startup members to incubators, HEI representatives, and investors. Within these broader categories, they hold various specific positions, indicating a diverse and multifaceted professional background. This diversity suggests that the workshop benefits from a rich mix of local expertise and international perspectives, enhancing the discussions, networking opportunities, and collaborative potential within the entrepreneurial and innovation ecosystem.

Agenda: The workshop was divided in two parts: the first part was related to our activities under Task 1.4 Revealing the Diversity of the EU Entrepreneurial Practices and the second part was related to our activities under Task 2.2 Commonalities identification workshops for cross fertilization within EU ecosystems, therefore the agenda below reflects only the first part of the workshop.



Програма

9:30 – Встъпителни думи | проф. Силвия Илиева Директор на институт GATE

9:30 – 11:05 Част 1. Ключ към успеха

Презентация на проекта Excellent | Деница Стоилова (GATE)

Вдъхновяващ пример от водещ предприемач | Новости в предприемаческата екосистема в България | Георги Къдрев (Kelvin Health), Лора Йосифова (MIP).

Панелна дискусия: "Иновации в различни сектори на индустрията: стратегии и истории от опита на технологичните предприемачи" | Модератор: Иван Драганов
Панелисти : Радослав Ризов (MIP), Стоян Недин (Vitosha Venture Partners), Предприемач, Проф. Тодор Ялъмов (Софийски университет), Горан Върбанов (Quendoo)

11:20 – 12:30| Част 2. Техники за развитие на предприемачески умения | Европейски възможности за развитие

Развиване на дизайн мислене и генериране на идеи. | Лектор: Ива Кръстева (GATE)

Подготовка на пичинг: процес, регистрация, правила, подкрепа | Лектор: Ивайло Иванов (Founder Institute).

Европейската академия по предприемачество: представяне на портала и услугите | Презентатор: Деница Стоилова

12.30-13:00| Нетуъркинг и неформални дискусии

Figure 5: Agenda for the Workshop in Bulgaria

Part 1: Key to Success (9:30 AM – 11:05 AM), which took longer than expected and actually ended a little after 12:00h.

The first part began with opening remarks and the presentation of the ExcellEnt project. The session kicks off with introductory words from Professor Silvia Ilieva, Director of the GATE Institute. She discussed the ambition of the GATE Institute to enhance Bulgaria's entrepreneurial ecosystem by attracting leading scientists, motivating young talent to achieve high scientific performance, providing open innovation infrastructure, generating intellectual property, patents, and creating spin-offs. This segment was followed by Denitsa Stoilova, the project manager, presenting the ExcellEnt project, outlining its goals, achievements, and expected impact.

Following this, inspirational messages and updates on the entrepreneurial ecosystem in Bulgaria were delivered by two prominent speakers: Lora Yosifova from Ministry of Innovation and Growth and Georgi Kadrev from Kelvin Health. Lora Yosifova presented regional trends, regulatory updates, and funding opportunities within the regional ecosystem. Georgi Kadrev shared valuable advice on success factors such as entrepreneurial and leadership skills, market interaction, and ecosystem development strategies.

The highlight of Part 1 was a panel discussion titled "Innovations in Various Industry Sectors: Strategies and Stories from the Experience of Technological Entrepreneurs," moderated by Ivan Draganov from GATE Institute. The panel includes four distinguished panelists: Radoslav Rizov (Ministry of Innovation and Growth), Stoyan Nedin (Vitosha Venture Partners), Associate Professor Todor Yalamov (Vice Dean of the Faculty of Economics, Sofia University), and Gorian Varbanov (co-founder of Quendoo). The panel aimed to encourage the exchange of ideas, address common challenges, and share strategies for a successful entrepreneurial career. They discussed specific aspects of DeepTech, such as identifying problems and exploring solutions, product development, market fit, and overcoming entrepreneurial challenges. The discussion concluded with a 20-minute Q&A segment, providing participants the opportunity to engage directly with the panelists.

Keynote Speakers:



Georgi Kadrev: Managing Director of Imagga Technologies and CEO of Kelvin Health. Co-founded Imagga, a leader in AI image recognition, and Kelvin Health, focusing on thermal image analysis for health. Forbes Bulgaria's "30 under 30" in 2013.

Lora Yosifova: Head at the Ministry of Innovation and Growth of Bulgaria. Specialist in research and innovation policies with extensive experience in European programs and strategic development.

Panelists:

Radoslav Rizov: Director General for "European Funds for Competitiveness" at the Ministry of Innovation and Growth. Manages EU funding for SME competitiveness and innovation.

Stoyan Nedin: Managing Partner at Vitosha Venture Partners. Experienced in mergers, acquisitions, and venture investing. Supports innovative businesses in Bulgaria.

Associate Professor Todor Yalamov: Vice Dean of the Faculty of Economics at Sofia University. Specializes in corporate governance and European integration.

Gorian Varbanov: Co-Founder of Quendoo, providing cloud-based solutions for hotel and vacation property owners to enhance online presence and revenue.

France: 'ExcellEnt: the secrets of entrepreneurial excellence – how to succeed in Europe?' workshop



Date and Location: 14th of May, from 9.00 till 11.30 am. Location: Pôle Léonard de Vinci. 12 avenue Léonard de Vinci, 92400 Courbevoie, Paris.



Figure 6: Photos from the Entrepreneurial Knowledge Sharing Workshop Across the EU, held in France

Number of Participants: 82 registered people on LU.MA, 66 attendees (28 physically, 38 online).

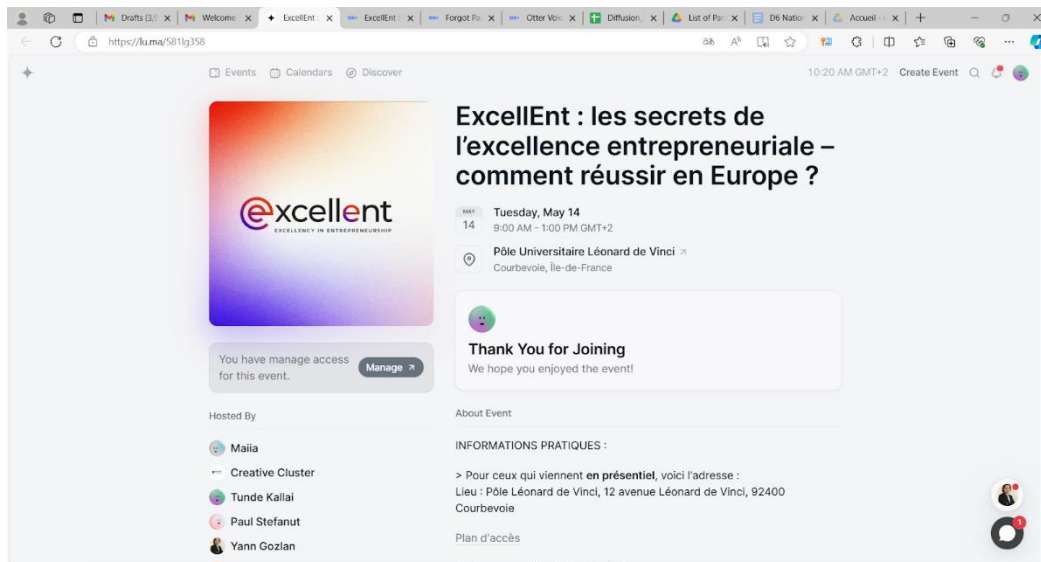


Figure 7: Launching the workshop in France and coordinating participant registration through the LU-MA online platform

Profile of Participants: The Creative Cluster team has invited the leaders as active contributors to the workshop and the typical actors as audience in the French Innovation Ecosystem. Through a detailed List of invitees: these people represented public and private institutions, or international organizations (like EIT Digital), research institutions (universities from Paris), business support organizations (accelerators, incubators, chamber of commerce in France-Germany), civil society organizations, self-entrepreneurs (women-led business leaders), and start-up companies, and of course the co-founders or CEOs of various private tech companies, driven primarily by profit considerations, private investors (business angels, representatives from VC funds) .

The composition of the participants more precisely : SME (NFTUniverzum, EXOMIND), social platform (Bloomers), Incubator (De Vinci, Blue Factory of ESCP, Creative Cluster), self-entrepreneur , Embassy (Austria), large enterprise (Leadership Growth Holding), Private Investor (Soverency Group), Business School (ESCP, EMLV), Business consulting firm (JF NAUD), research institute (IFT), VET training (MATRICE). The male-female ratio of the participants: female (based on the List of attendees) is around 48% while the male representation has been around 52%.

Agenda: The workshop in France began with a welcome session for participants from 09:00 to 09:30. Following this, Yann Gozlan from Creative Cluster and Marc Teyssier from IFT provided introductory remarks. Tunde Kallai, also from Creative Cluster, presented the mission of ExcellEnt from 09:40 to 09:50. The session continued with brief talks by Dorina Stamou of EIT Digital and Jean-Nöel de Galzain of Wallix, focusing on entrepreneurial excellence. A key feature of the agenda was a round table discussion titled "The Secrets of French Nuggets" scheduled from 10:00 to 10:30, moderated by Yann Gozlan, with insights from Jean-Nöel de Galzain, Marc Teyssier, Maeva Tordo, and Fadwa Sube. The workshop concluded with a networking coffee session from 10:30 to 10:45, providing an opportunity for participants to engage and exchange ideas.

ExcellEnt : les secrets de l'excellence entrepreneuriale - comment réussir en Europe ?

09h00 – 09h30 : Accueil des participants
 09h30 – 09h35 : Mots d'introduction (Yann Gozlan, Creative Cluster & Marc Teyssier, IFT)
 09h35 – 09h45 : Présentation de la mission d'ExcellEnt (Tunde Kallai, Creative Cluster)
 09h45 – 10h00 : Dorina Stamou, EIT Digital ; Jean-Nöel de Galzain, Wallix

Les secrets de l'excellence entrepreneuriale
 10h00 – 10h30 : Table ronde: "Les secrets des pépites françaises"
 • Yann Gozlan – Directeur Général, Creative Cluster
 • Jean-Nöel de Galzain – CEO, Wallix
 • Marc Teyssier – Pôle Léonard de Vinci
 • Maeva Tordo – Directrice, Blue factory
 • Fadwa Sube – Présidente, Sovereignty Paris-Saclay
 10h30 – 10h45 : "Café networking"

Construire un écosystème connecté pour la réussite des startups
 10h45 – 11h00 : Facteurs clés de succès dans l'entrepreneuriat – France vs EU (Paul Stefanut, Booster Labs)
 11h00 – 11h30 : Présentation de l'European Entrepreneurship Academy et EU Startups League (Tunde Kallai, Creative Cluster)
 11h30 – 12h00 : Echange avec les participants – besoins et défis des startups

Conclusions et prochaines étapes
 12h00 – 12h20 : Christophe Arend, Conseiller spécial relations franco-allemandes
 12h20 – 12h30 : Prochains pas avec ExcellEnt (Yann Gozlan & Paul Stefanut)

Figure 8: Agenda for the Workshop in France

Speakers:

Yann Gozlan - is the co-founder and CEO of Creative Valley (2011) - one of the main players in innovation, thanks to its network of centers based in the Paris region. Its Creative Cluster has developed partnerships in higher education. Passionate about the pedagogical approach, he is involved in the development of bridges between education and industrial needs, He is a graduate of the University of Paris Sorbonne, Paris Dauphine and the Fudan Daxue University (Shanghai).

Tunde Kallai - EU senior expert. She got her MA in social sciences at ELTE/Budapest, postgraduate studies at Corvinus University/Budapest and Certificate as EU Advisor of Startups from University of Wolverhampton (UK). She has been EU project evaluator/writer and coordinator since 2003. She has been the founding member of ENOLL, and 20 living labs with diff profiles in 8 countries (2005-2023). She is project partner with Creative Cluster.

Dorina Stamou - (Operations Lead at EIT Digital) possesses over twenty years of professional experience in the management consultancy sector and has worked in the implementation of many projects. They have been engaged as a Project Manager, as well as capacity building and professional development expert in EU funded projects. Their experience lies within the design and implementation of training programmes on entrepreneurship, innovation and business methodologies for a broad range of target groups, through the integration of digital tools.

Jean-Noel de Galzain - Entrepreneur. He founded WALLIX in 2003. Under his leadership, the company became the first French cybersecurity company to be listed on the Paris Stock Exchange in 2015 and is also recognized as a European leader in the world of identity security and accesses. WALLIX's journey over the last 20 years demonstrates its ambition to transform this Parisian start-up specializing in cybersecurity into a medium-sized European industrial company. Committed to digital ecosystems, Jean-Noël is also vice-president of the "Security Industry" Sector Strategic Committee, which is part of the National Cybersecurity Strategy.

Marc Teyssier -Principal Investigator & Creative Technologist at Pôle Léonard de Vinci. Interaction Designer and Researcher. He develops creative hardware and software experiences that bring technology closer to human nature and he leads the Resilient Futures research group at Pôle Universitaire Léonard de Vinci, dedicated to create simple sustainable technologies. Head of Creative Technology Master degree from ESILV.

Maeva Tordo - directs the Blue factory, ESCP Europe's entrepreneurship incubator. She is also the co-founder of NOISE (New Observatory of Social and Environmental Innovation), a student association which defines itself as "a passionate community which is keen to make heard the innovations which have a positive impact on our societies, and to encourage their anchoring in our ways of learning. Driven by the subjects of ESS and societal innovation, Maëva wishes to put the individual at the heart of society and questions the education system.

Fadwa Sube - Phd in Physics, Paris Saclay/Ecole Polytechnique PMI Laboratory. 20 years' experience in "Venture Capital" and "Financing of Innovation" including experience as investment banker at NetsCapital and Optiva Capital. Co-founder of Optiva Capital since 2003 and President of Optiva Darna since 2013. Outstanding network within the French entrepreneurs, industrial and Private Equity communities. Long practice of equity management, venture, direct early-stage investments, advisor to private equity investors and cross-border transactions with China. Vice President International & Territories of Systematic Paris Region which is a deep tech incubator.



Greece: 'Unlocking Entrepreneurial Potential in Greece' Workshop



Date and Location: Friday, May 17th, 2024,
Online through [MS Teams](#).

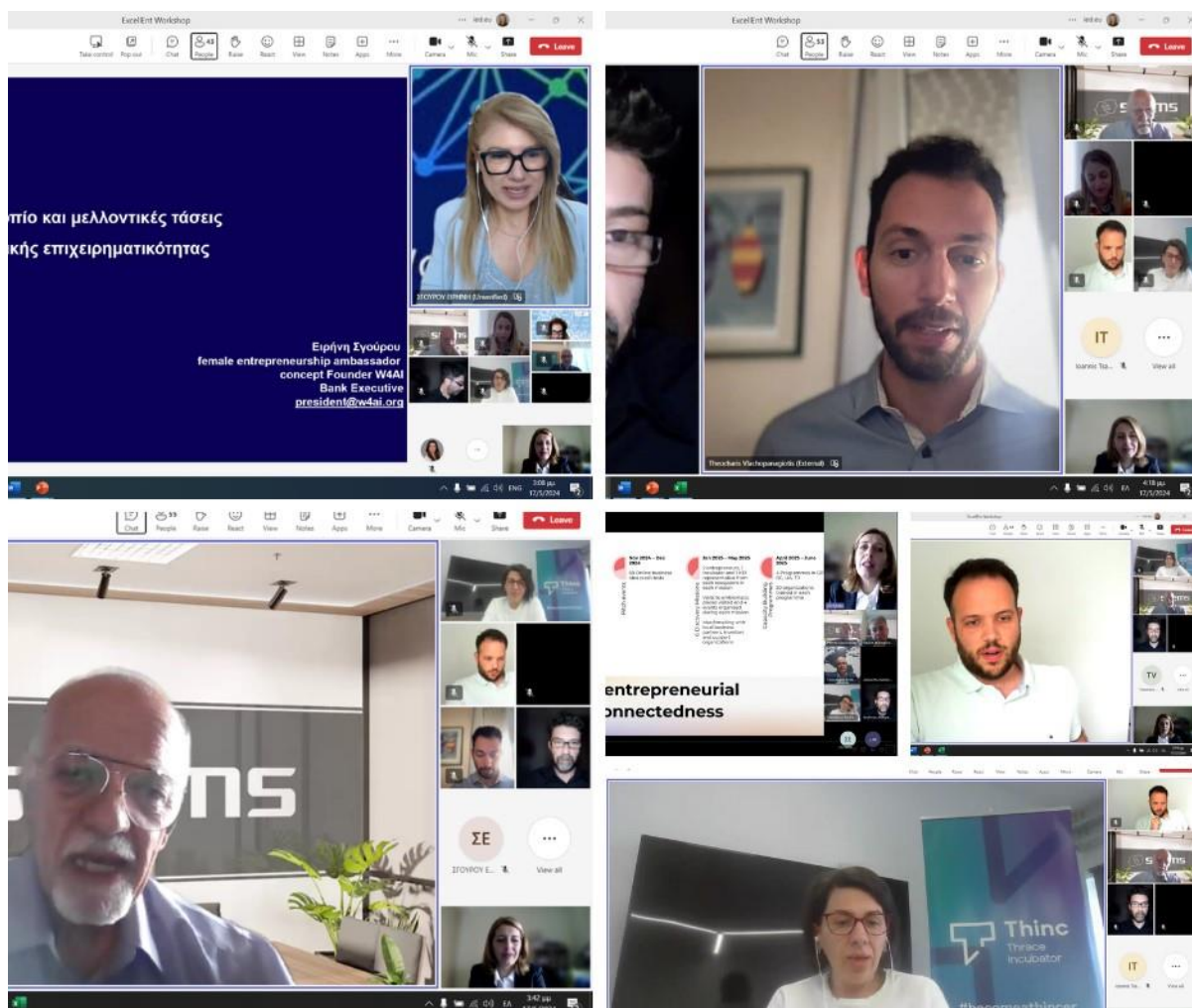


Figure 9: Screenshots from the Entrepreneurial Knowledge Sharing Workshop, held in Greece

Number of Participants: 68. Out of 69 total participants, 68 attended the first session titled *Cultivating Entrepreneurial Excellence in Greece*. The second session, *Bridging Greek Innovation: Connecting Local Entrepreneurs to Global Opportunities*, was attended by 55 participants, with 54 attendees participating in both sessions.

A registration link for the event was shared and received 49 responses. Additionally, a LinkedIn event was created where 155 people indicated their intention to attend.



Figure 10: LinkedIn event for the workshop in Greece

Profile of Participants: All participants were from Greece, as the workshop was conducted in the Greek language. The participants hailed from a broad spectrum of professional backgrounds, reflecting the dynamic nature of the entrepreneurial and innovation ecosystem in Greece.

The composition of participants at the event showcased a diverse range of roles within the entrepreneurial ecosystem. Entrepreneurs made up a significant portion, constituting 33.33% of attendees. Startups also had a strong presence, accounting for 22.22%. Representatives from Higher Education Institutions (HEIs) and incubators each represented 7.41% of the total. A variety of other roles comprised 29.63% of the participants, including Project Managers and Researchers, National Contact Points (NCPs), Technology Transfer Consultants, professionals from the Financial and Investment Industry, and Aspiring Entrepreneurs.

Agenda: The Greek workshop was structured around two main sessions, coinciding with the Commonalities Identification Workshops of WP2.

The first session, titled *Cultivating Entrepreneurial Excellence in Greece*, was dedicated to WP1 content and began with opening remarks from Andreas Almpanis, who served as the moderator and is affiliated with the Institute of Entrepreneurship Development. Following this, Irene Sgourou, recognized as a Female Entrepreneurship Ambassador and the Concept Founder of W4AI-Hellas, delivered the opening keynote speech. She discussed the current landscape and future trends of Greek entrepreneurship, setting the tone for the discussions to follow. Zoi Moza, Project Manager at the Institute of Entrepreneurship Development, then presented the ExcellEnt Project, which was relevant to both WP1 and WP2, highlighting its role in enhancing entrepreneurial skills and networks.

The session continued with a panel discussion featuring stories and strategies from notable Greek entrepreneurs such as Theocharis Vlachopanagiotis, CEO of Rhoe; Petros Soukoulis, Co-Founder of Seems; Konstantinos Akrivos, Co-Founder & CTO of Oliveex; Ioannis Tsakmakis, Co-founder & CEO of ENVRIO; and Theodora Tsokanari, Executive Manager of Thinc Thrace. This panel provided insights into the practical aspects of entrepreneurship in Greece.

The second part of the workshop, *Bridging Greek Innovation: Connecting Local Entrepreneurs to Global Opportunities*, focused on WP2 content. The workshop concluded with a closing keynote by Theologos Prokopiou, CEO of i4G SA, who spoke about advancing towards mature innovation ecosystems in Europe, followed by final remarks from Andreas Almpanis.

The Agenda

15:00 - 15:10 | Opening Remarks | Moderator: Andreas Almpanis, Projects & Proposals Manager, Institute of Entrepreneurship Development

Cultivating Entrepreneurial Excellence in Greece

15:10 - 15:20 | Opening Keynote Speech: Current Landscape and Future Trends of Greek Entrepreneurship | Speaker: Irene Sgourou, Female Entrepreneurship Ambassador, Concept Founder W4AI-Hellas

15:20 - 15:30 | The ExcellEnt Project Presentation | Speaker: Zoi Moza, Project Manager, Institute of Entrepreneurship Development

15:30 - 16:20 | Panel Discussion: Entrepreneurial Stories and Strategies

Speakers:

Theocharis Vlachopanagiotis, Co-founder & CEO of Rhoe

Petros Soukoulis, Co-founder of Seems

Konstantinos Akrivos, Co-founder & CTO of Oliveex

Ioannis Tsakmakis, Co-founder & CEO of ENVRIO

Theodora Tsokanari, Executive Manager of Thinc Thrace Incubator

16:20 - 16:30 | Q&A Session

Bridging Greek Innovation: Connecting Local Entrepreneurs to Global Opportunities

16:30 - 16:40 | Cascade Funding Explained | Speaker: Veronika Filippou, Innovation Community & Networking Manager, JOIST Innovation Park

16:40 - 16:50 | From Design Thinking to Pitching Investors | Speaker: Thomas Chalatsis, Project Manager, Institute of Entrepreneurship Development

16:50 - 17:00 | Closing Keynote Speech: Moving towards mature innovation ecosystems in Europe | Speaker: Theologos Prokopiou, CEO i4G SA

17:00 - 17:10 | Final Remarks and Workshop Closure | Moderator: Andreas Almpanis, Projects & Proposals Manager, Institute of Entrepreneurship Development

Figure 11: The Greek Workshop Agenda

Speakers:

Keynote Speaker:

Irene Sgourou has over 25 years of experience in the banking sector at the National Bank of Greece, the largest bank in Greece by assets. She has played a pivotal role in the NBG Business Seeds program and organized the Innovation & Technology Competition from 2021 to 2023. Her efforts have significantly impacted female entrepreneurship, leading to her being awarded by the European Commission for initiating an innovative youth information center in Dafni Municipality, a pioneering program at the time for Greece and Cyprus. Currently, she mentors women and young individuals, inspiring them to establish their businesses and has developed the Women4AI-Hellas initiative to promote women's inclusion in artificial intelligence.

Panelists:

Petros P. Soukoulis holds an MSc in Computer Science from the University of Essex, England. His experience spans over 21 years as General Manager at Prisma Electronics, with significant collaborations including CERN and ESA. A former president of the Regional Council for Innovation and Entrepreneurship (RCIE) in Eastern Macedonia and Thrace and a former member of the National Council for Research and Innovation (NCRI), he has been involved in over 60 national and European research projects. Since 2017, he has co-founded [SEEMS PC](#), focusing on digital transformation in manufacturing.

Theodora Tsokanari serves as the Executive Manager of [Thinc Thrace](#) Incubator at Democritus University of Thrace. The incubator supports the incubation and advancement of business ideas and fosters new entrepreneurship through high-level services in collaboration with trained and successful professionals.

Theocharis Vlachopanagiotis is the CEO of [Rhoe](#) and recognized as a Forbes 30 under 30 honoree. He leads his company in developing innovative e-mobility solutions for land and sea transportation in Greece, focusing on sustainable transportation infrastructure.

Giannis Tsakmakis, Co-founder and CEO of ENVRIO, is an Environmental Engineer with a decade of experience in water resource management, precision irrigation, and modeling plant development under water stress conditions. He has successfully completed over ten research projects funded by European, national, and private sources.

Konstantinos Akrivos is the Co-Founder & CTO of [Oliveex](#). He is a software engineer dedicated to driving innovation across various industries using advanced digital twin technologies, fostering a culture of continuous improvement and a new mindset.

Zoi Moza is a Project Manager at the Institute of Entrepreneurship Development (iED). She has actively been working on the ExcellEnt project since its beginning. She holds a degree in Production and Management Engineering from the Technical University of Crete, along with two Master's degrees: one in Engineering Management from the Technical University of Crete and another in Production Management and Industrial Administration from the University of Thessaly. She has extensive

experience in managing EU-funded projects, which has honed her project management and proposal writing skills.

Andreas Almpanis is the Projects & Proposals Manager at the Institute of Entrepreneurship Development (iED) and served as the **moderator** of the workshop. He holds a Master's degree in Social Exclusion and Minorities and a PhD in Cultural Sociology, focusing on Criminology and Youth Deviant Behaviour. Andreas has been involved in managing and submitting European and national projects since 2008, working with various non-profit organizations in Greece in fields such as culture, social inclusion, youth support, and non-formal education. Since 2015, he has been the Scientific Director of the Workshop of Life at the Centre for the Prevention of Addictions and Promotion of Psychosocial Health in Larissa, an initiative awarded the Pompidou Award in 2018.

Ireland: 'Unlocking Entrepreneurial Potential of Ireland' Workshop



Date and Location: Tuesday, May 28th, 2024 – Online (MS Teams)

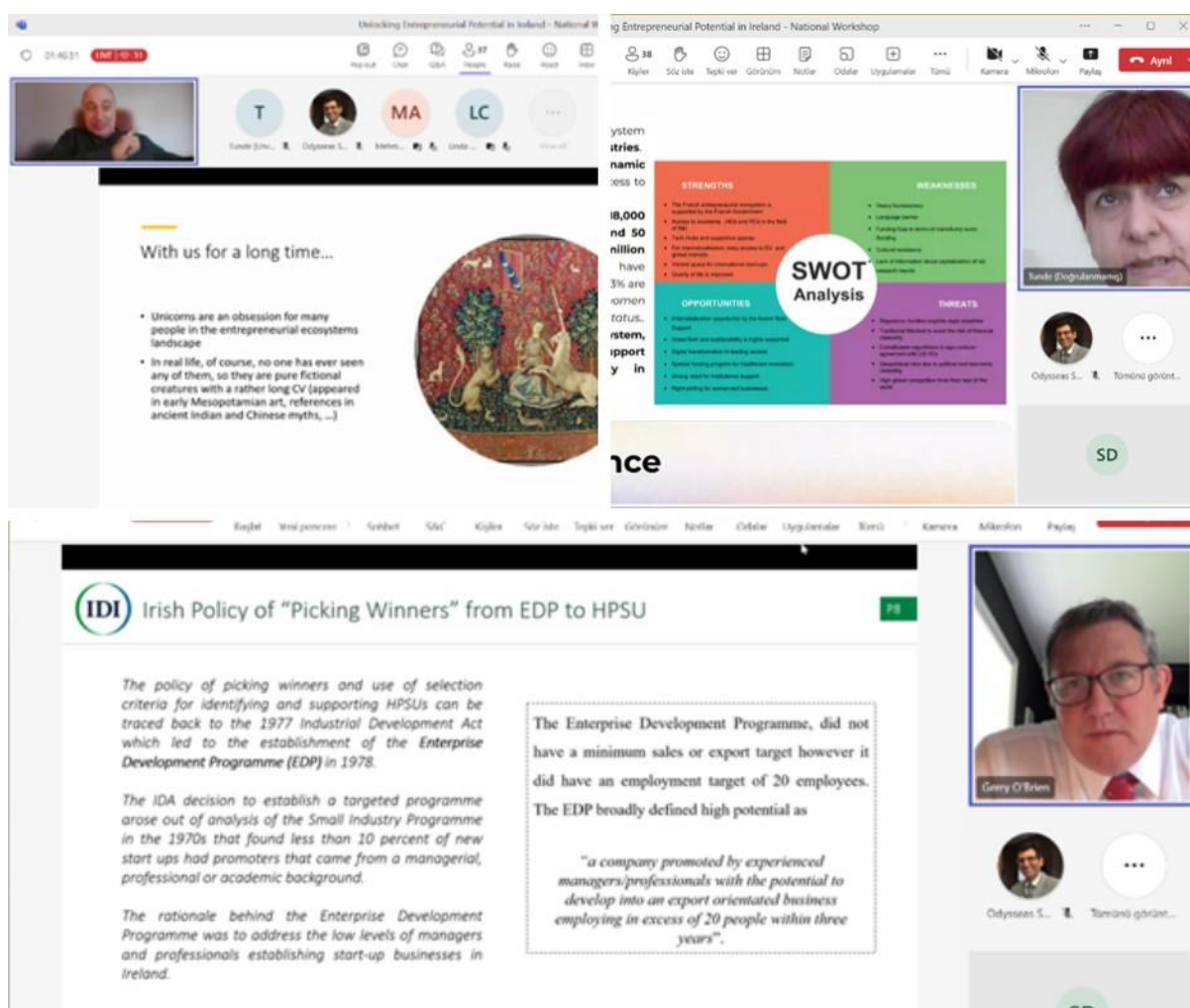


Figure 12: Screenshots from the Entrepreneurial Knowledge Sharing Workshop, held in Ireland

Number of Participants: 59

Profile of Participants: The workshop attracted a diverse mix of participants, reflecting its broad appeal and relevance across various sectors of the entrepreneurial ecosystem. Entrepreneurs made up 18.67% of the attendees, indicating the workshop's significant appeal to individuals actively involved in launching and running new businesses. Startups and representatives from higher education institutions each constituted 13.33% of the audience, highlighting the event's draw for early-stage companies and academic entities looking to bridge the gap between research and practical application. Incubators accounted for 8% of the attendees, emphasizing the workshop's alignment with organizations that nurture startup growth. The largest segment, making up 44%, included a variety of roles such as consultants, economic development advisors, research fellows, postgraduate students, and technology transfer professionals, among others. This diverse group brought a wide range of expertise and perspectives, enriching the discussions and networking opportunities at the workshop.

Agenda: The Unlocking Entrepreneurial Potential in Ireland - National Workshop, which took place on May 28, 2024 by posing a unique webinar that connect Irish Entrepreneurial ecosystem with the project. The webinar connected stakeholders to explore opportunities, challenges, and best practices in Ireland's entrepreneurial ecosystem.

The workshop commenced with a registration session at 13:55, followed by a comprehensive SWOT analysis of six European entrepreneurial ecosystems presented by Ms. Tunde Kalai, an ExcellEnt Partner from CREA. This was followed by Dr. Adamantios Koumpis, a Senior Researcher at the ExcellEnt Project, who provided an in-depth look into the Irish entrepreneurial ecosystem, highlighting its unique characteristics and current state.

Mr. Gerry O'Brien, Director at International Development Ireland, then traced the evolution of the Irish entrepreneurial ecosystem over time and discussed future development prospects, providing a historical context and forward-looking perspective. This was complemented by Dr. Adamantios Koumpis's session on Horizon Europe Pillar III (EIE, I3) and the opportunities it presents for financial intermediaries, which opened up discussions on funding and support mechanisms available to entrepreneurs.

The event concluded with a Q&A session, offering participants an opportunity to engage directly with the speakers, ask questions, and share their perspectives. This interactive format ensured that the

workshop not only disseminated valuable information but also fostered a collaborative environment where participants could connect and exchange ideas.

Time CET	Session	Speaker	Moderator
13:55-14:00	Registration	All	Odysseas Spyroglou, Senior Researcher and R&I Lead International Development Ireland
14:00-14:30	A SWOT analysis on the 6 European entrepreneurial ecosystems	Tunde Kalai, Excellent Partner CREA	
14:30-15:00	A deeper look into the Irish entrepreneurial ecosystem	Adamantios Koumpis, Senior Researcher at ExcellEnt Project	
15:00-15:30	The evolution of the Irish ecosystem over time and future development	Gerry O'Brien, Director, International Development Ireland	
15:30-16:00	Horizon Europe Pillar III (EIE, I3) and opportunities for Innovation Intermediaries	Adamantios Koumpis, Senior Researcher at ExcellEnt Project	
16:00-16:30	Q&A	All participants	

Figure 13: The Agenda of the workshop in Ireland

Speakers:

Tunde Kallai is a researcher, project evaluator, and senior expert in smart cities, villages, industries, and communities through open innovation ecosystems. She holds a Master's in Social Sciences from Budapest and a European Advisor of Startups certificate from the University of Wolverhampton. An

entrepreneur since 2008, she has evaluated projects for the European Commission since 2003 and is a founding member of the European Network of Living Labs. She has developed 20 living labs and participated in over 100 EU-funded projects. Her publications are on Researchgate and Academia.edu. She is an independent consultant at Creative Cluster in Paris since October 2023.

Gerry O'Brien, an economist with degrees from the University of Limerick and Trinity College Dublin, worked for Enterprise Ireland for over 13 years, designing startup supports and working with the HPSU team. Now, he is the Director of Capability Building and Knowledge Transfer at International Development Ireland, strengthening entrepreneurship, SME, and innovation ecosystems for international clients. Today, he will share insights on the Excel Ent initiative and trends in the Irish ecosystem.

Dr. Adamantios Koumpis co-designed the ExcellEnt project and has collaborated with IDI on technology transfer and capacity-building projects. His research focuses on innovation ecosystems, particularly in medtech and healthtech. He has taught entrepreneurship in various settings and is a Research and Teaching Officer at University Hospital Cologne. He participated in stakeholder interviews and SWOT analysis for Ireland in the ExcellEnt project.

Türkiye: 'Unlocking Entrepreneurial Potential in Turkey' workshop



Date and Location: 10th of May, from 13.30 till 15.30 pm. Online through Zoom.

Number of Participants: 34

Profile of Participants: Inline with the aims of the workshop, the participants came from diverse roles both in the center and periphery of the Turkish entrepreneurship ecosystem, who could both contribute with their knowledge, connections, and synergetic opportunities as well as themselves benefiting for their roles and compassions. Representatives from higher education institutions (HEIs) constituted the largest group at 9.26%. Entrepreneurs and startups each made up 4.12% of the attendees, reflecting the workshop's appeal to those actively engaged in new ventures and early-stage companies. Incubators were represented by 3.9% of the participants, showcasing the workshop's relevance to entities supporting startup growth. The category labeled "Other" included students at 7.20%, intrapreneurs at 1.3%, corporate professionals at 3.9%, and other roles also making up 3.9%, highlighting a broad interest across different professional backgrounds.

Agenda: The workshop in Turkey spanned a total duration of two hours, commencing with opening remarks from Assoc. Prof. Berna Beyhan of Sabancı University at 13:35. This introduction set the stage by outlining the workshop's objectives and agenda. Following the opening, Dr. Türcan Yosun, also from Sabancı University, presented the ExcellEnt project from 13:45 to 14:00. Her presentation detailed the project's goals, achievements, and its impact on the entrepreneurial ecosystem. From 14:00 to 14:30, the workshop featured keynote speeches from Prof. Dr. Deniz Tunçalp and Evren Değerlier, who discussed essential entrepreneurial competencies, ecosystem challenges, and opportunities, followed by a Q&A session, allowing participants to engage directly with the speakers. The agenda then shifted to a panel discussion from 14:30 to 15:15, with local entrepreneurs and experts like Ataberk Taçar, Sena Tarım Yalçinkaya, and Erhan Yelekçi sharing their experiences, success stories, and common challenges. This session was interactive, designed to provide attendees with real-

world insights and practical lessons. It also included a dedicated Q&A segment to facilitate further discussion and allow for deeper inquiries into specific topics.

The workshop concluded with closing remarks from 15:15 to 15:30, summarizing the discussions, highlighting key points, and actionable insights. The closing aimed to motivate participants to apply the knowledge gained and maintain engagement with the ExcellEnt community, emphasizing the next steps in the project.

Speakers:

Prof. Dr. Deniz Tunçalp holds a BS in industrial engineering, an MS in information systems, an MS in systems management from Middle East Technical University, an MA in Law from Istanbul Bilgi University, and a PhD in management from Sabancı University. In the past, he has worked for consultancy and IT companies in managerial positions, and also started his own ventures. In addition to his faculty membership at Istanbul Technical University, Prof Tunçalp has also led incubation programs and the technology transfer office of the university, as well as serving as the CEO of ITU ARI technopark for 5 years. He still serves as a board member of ITU Ginova Entrepreneurship and Innovation Applied Research Center and ITU SIM Social Innovation Applied Research Center.

Evren Değerlier holds a BS in chemistry from Yıldız Technical University and an MA in social work from Marmara University. He served in several managerial roles in private companies, universities, and incubation centers. He is currently both an entrepreneur with his ventures in health and education technologies, and is also the entrepreneurship and business development manager of Sabancı University Inovent as well as the SuCool incubation Center.

Ataberk Taçar holds a BA in International Trade from Boğaziçi University. He started his entrepreneurship journey during his undergraduate studies. He is the co-founder of Size&Me, a high-tech company that provides different artificial intelligence solutions for textile/ fashion companies to decrease their return problems from online sales.

Sena Tarım Yalçınkaya holds a BS and MS in chemistry from Middle East Technical University. She is a young and assertive entrepreneur who offers a new generation food storage technology through her venture named Biopols. By utilizing food wastes and extraction of fungal chitosan, Biopols develops

all natural, antibacterial, and antioxidant food coating and packaging that helps extend shelf life of products and replace plastic packaging.

Erhan Yelekçi holds a BS and MS in biology from Çukurova University, and a PhD on Biotechnology from Omer Halisdemir University. After working both in private companies and at a university in the field of biotechnology, he recently cofounded a venture named Ossify. Ossify blends biotechnology research with AI and machine learning to enable analyzing the results of specially developed genetic tests with bioinformatics algorithms, for diagnosing individuals' bone loss issues.

Assoc Prof. Berna Beyhan holds a BA in Management from Boğaziçi University, an MA in Science, Technology, and Society from Istanbul Technical University, and a PhD in Science and Technology Policy Studies from Middle East Technical University. She is currently the Vice Dean of Sabancı Business School and a board member of Sabancı University Innovent A.Ş., where she also supports entrepreneurship and technology transfer policies and projects in addition to her academic studies. She is the director of the ExcellEnt project at the Turkish partner of the project, Sabancı University.

Dr. Türkan Yosun holds a BA in Management from Bilkent University and a PhD in Management from Sabancı University. She worked in the banking and auto industries before her PhD studies and later focused mainly on the theory and practice of entrepreneurship. She taught courses on Social Innovation and Entrepreneurship, Entrepreneurship, and Technology Management at Sabancı University, engaging in several entrepreneurship programs. She works as a senior project researcher for the ExcellEnt project and is also an agri-tourism entrepreneur running an ecological vineyard.

Ukraine: 'Unlocking Entrepreneurial Potential in Ukraine' workshop



Date and Location: May 15th, 2024, Kyiv, Ukraine. Online through Zoom

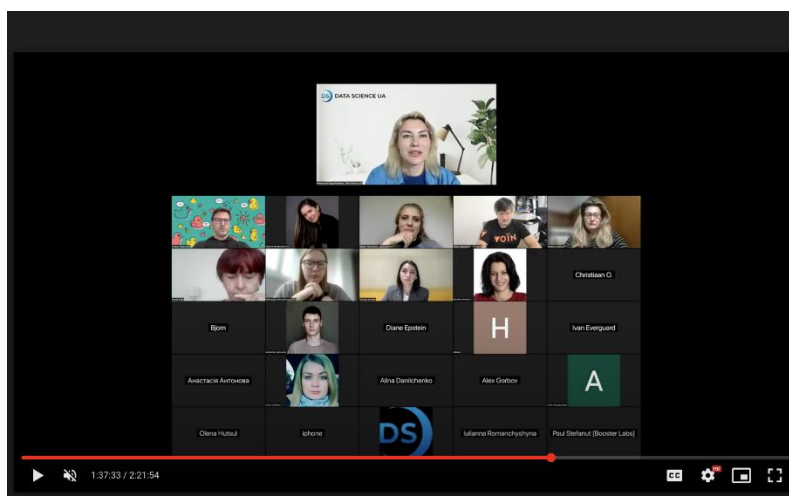


Figure 14: Screenshot from the workshop in Ukraine

Number of Participants: 59

Profile of Participants: The workshop gathered Ukrainian and foreign entrepreneurs, business leaders, startup founders, policymakers, academics, and interested community members. 67% of participants were from Ukraine, 28% from France, others represented Greece, Ireland, Turkey and other countries. Almost 40% of the participants were entrepreneurs, 27% – startup founders, 6% were investors.

Agenda: The workshop began with opening remarks and an introduction by the organizer, Nataly Veremeeva, who outlined the workshop's objectives and agenda. This was followed by a concise

presentation on the ExcellEnt project by Paul Stefanut, detailing the project's goals, achievements, and impact.

Keynote speeches were then delivered by notable speakers in entrepreneurship. These speeches discussed essential entrepreneurial competences, the unique challenges of each ecosystem, regional trends, regulatory impacts, and funding opportunities, aiming to provide expert insights and stimulate critical thinking on key issues.

An interactive poll on entrepreneurial competencies was conducted to engage the audience directly.

The event also featured a panel discussion with successful Ukrainian entrepreneurs and experts who shared their practical experiences, success stories, and highlighted common pitfalls. This discussion was designed to be highly interactive, providing real-world insights and valuable lessons learned directly from those deeply engaged in entrepreneurial activities. Topics discussed included the role of higher education in fostering a new generation of Ukrainian entrepreneurs, the role of SMEs in rebuilding Ukraine, and the impact of female tech entrepreneurship on the country's rebuilding efforts.

The workshop concluded with a Q&A session, allowing attendees to pose questions and gain further insights from the speakers.



ONLINE WORKSHOP **Unlocking Entrepreneurial Potential in Ukraine**

May 15, 2024 - Agenda:

15:00-15:10 – Opening Remarks and brief introduction by the workshop organizer, outlining the workshop's objectives and agenda. Moderator: **Nataly Veremeeva, Director at TechUkraine, Kyiv, Ukraine**

15:10-15:30 – ExcellEnt Project Presentation. A concise presentation on the ExcellEnt project, detailing its goals, achievements, and impact. Speaker: **Paul Stefanut, CEO and Founder at Booster Labs, Paris, France**

15:30-16:00 – Keynote Speeches. This session is led by notable speakers in entrepreneurship who discuss essential entrepreneurial competences, the unique challenges of each ecosystem, regional trends, regulatory impacts, and funding opportunities. This segment aims to provide expert insights and stimulate thinking on critical issues. Speakers: **Tunde Kallai, Independent Consultant at Creative Valley, Paris, France; Denitsa Stoilova, Senior Business Development Manager at GATE Institute, Sofia, Bulgaria.**

16:00-16:05 – An interactive poll for an audience on entrepreneurial competencies.

16:05-16:50 – Panel Discussion with Ukrainian Business Stakeholders. **Mariharya Chernyshova, Lead of Entrepreneurial University at YEP.** Topic: The Use of EntreComp Framework for Entrepreneurship Development in Ukraine; **Victoria Stokran, Marketing Director at SET University.** Topic: The role of high education in fostering a new generation of Ukrainian entrepreneurs; **Valerii Yakovenko, CEO, Founder at FarmFleet/DroneUA.** The role of SMEs in rebuilding Ukraine; **Aleksandra Boguslavskaya, CEO&Founder at Data Science UA.** Female Tech Entrepreneurship in rebuilding Ukraine, and Competencies that shape a successful business.

16:50-17:00 – Q&A and Closing Session.

Figure 15: The 'Unlocking Entrepreneurial Potential in Ukraine' workshop agenda

Speakers:

Natalia Veremeeva, Director of TechUkraine. Experienced community builder, with 13 years of experience in Ukrainian tech on sales and top management positions, C-level clubs with 3 cities and 300+ members in total. She has successfully launched the Kyiv IT Cluster, and an Export strategy of ICT Sector that united 110+ industry leaders and influencers. Nataly is passionate about building large scale solutions with the effect for the whole ecosystem and uniting community around ambitious goals.

Paul Stefanut, CEO and Founder at Booster Labs, France. After his PhD in the field of micro and nanotechnologies, Paul worked during 5 years as a technical team leader in a consulting company helping start-ups, SMEs and large groups get public funding for innovation and R&D. Paul had joined Opticsvalley – the Paris area cluster in photonics and DeepTech – where he became the Business & Innovation team leader. Since 2019 Paul started working as an independent expert, designing EU funded projects, preparing collaborative and individual funding applications, and contributing to the implementation of some of the successful projects.

Tunde Kallai, Independent Consultant at Creative Valley, France. Tunde Kallai is a Senior EU Expert with 20 years of experience in EU development projects. Tunde was one of the founders of the European Network of Living Labs (2015) and she established 14 living labs in 6 countries, in Europe, Africa and Middle East.

Denitsa Stoilova, Senior Business Development Manager at GATE Institute, Bulgaria. Denitsa is a Business Development expert at GATE Institute. She supports the development of the institute's activities by creating partnerships and finding funding opportunities. Denitsa has strong experience in European and national project financing, throughout the whole project management cycle, including conceptualization and partnership creation, with thematic areas mainly in energy efficiency, environment, and ICT.

Aleksandra Boguslavskaya, CEO and Founder of Data Science UA, building an ecosystem around the community of 8000+ professionals in data science and AI, which allows to provide high-quality recruitment, consulting, and education services. Aleksandra has got 2 diplomas: one in tech and one in economics. Also, she holds a position of Chief People Officer at TechValley.

Margarita Chernysheva, Head of Communications and Partnerships at YEP, Incubation and acceleration program, mentoring and grants for early-stage startups. Since 2016, YEP incubated 500+

startups. Margarita is responsible for partner relations, and community development. She is leading the “Entrepreneurial University” initiative that develops startup education in over 90 Ukrainian universities.

Victoria Stokan, Marketing Director at SET University, a new-generation high education institution offering transformative approaches in education, fostering entrepreneurship development, and bringing together the brightest minds in tech and science. Victoria is a marketing strategist with a unique approach helping startups with positioning and marketing strategy, setting them on a path to skyrocket growth.

Valeriy Yakovenko, CEO and Founder of FarmFleet, DroneUA. With 16 years of experience in marketing and sales, expert in robotics and marketing of innovations in agriculture. Co-founder and managing partner of the largest Ukrainian drones and robotics technologies integrator in Ukraine.

Entrepreneurial Knowledge Sharing across EU Ecosystems Pan-EU Workshop



Date and Location: Friday, May 31st, 2024, 14.00 – 16.00 CET.

Online through [MS Teams](#).

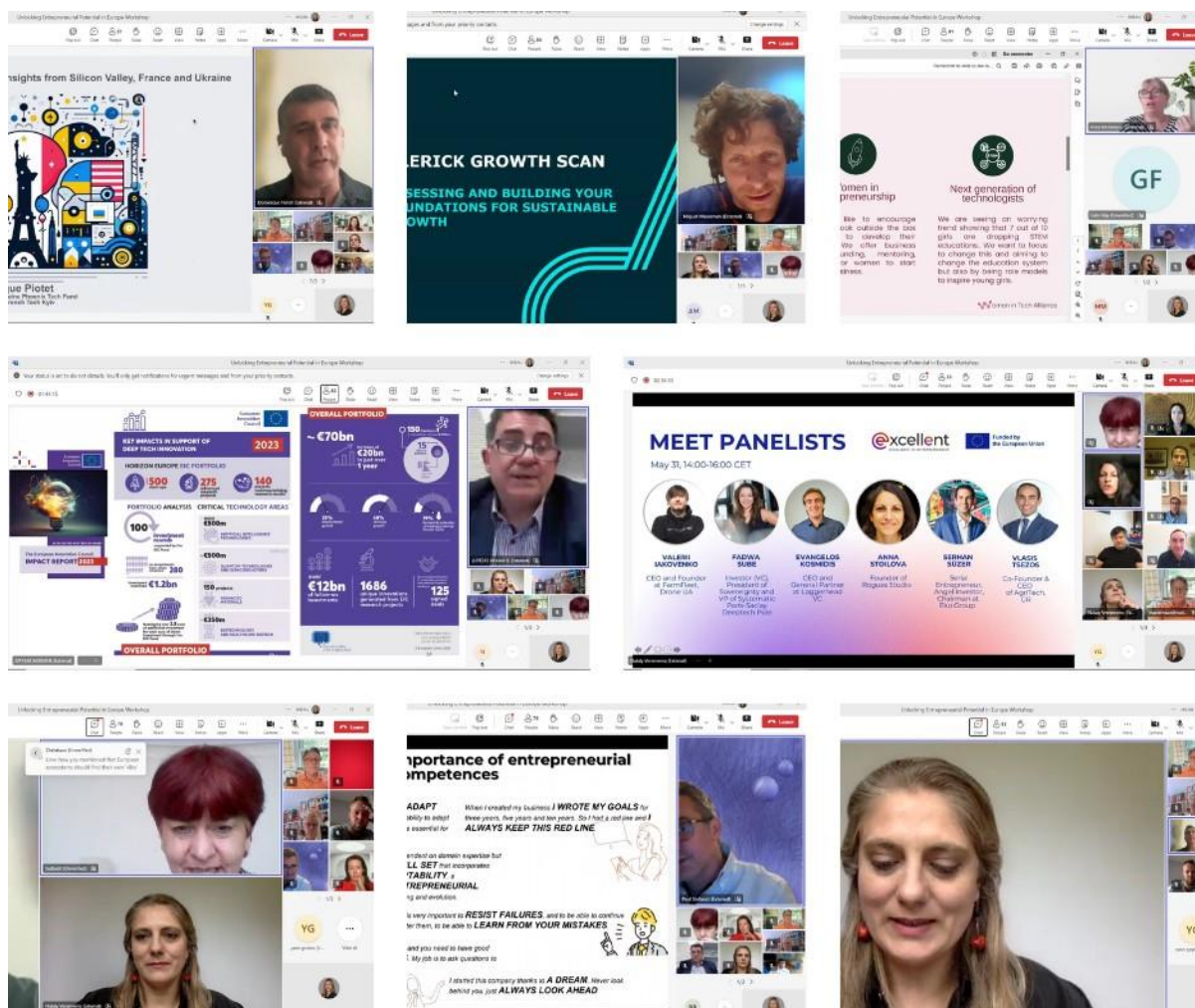


Figure 16: Screenshots from the 'Unlocking Entrepreneurial potential in Europe' workshop

Investors from nations such as Greece, France, and Italy were present, underscoring the event's relevance to those interested in funding new ventures and exploring emerging markets.

HEI representatives from Turkey, Ireland, Bulgaria, and countries like Poland, Norway, and Ukraine were in attendance, showcasing the academic community's interest in linking theoretical research with practical entrepreneurial applications. Incubators were well-represented with participants from France, Greece, Belgium, Germany, the USA, among other locations, highlighting their essential role in supporting early-stage companies.

Other attendees included project managers, consultants, and technical experts from various fields and countries, adding to the depth of the gathering. Additionally, roles such as ecosystem developers, business support organizations, NGO representatives, and policy makers were present.

In summary, this assembly of attendees from across the globe demonstrated the international appeal of the event and the interconnected nature of the global entrepreneurial ecosystem, despite their roles as observers rather than active contributors to the workshop discussions.

Agenda: The workshop agenda was structured to provide a comprehensive overview of entrepreneurial strategies and insights within the European context, beginning with opening remarks by Tunde Kallai, a Senior Expert in Open Innovation from Creative Cluster, France, and Nataly Vereemeva, Director of TechUkraine.

This was followed by a presentation on the ExcellEnt Project by Paul Stefanut, Founder of Booster Labs, France. The discussion then moved to exploring the challenges for scaling up European startup ecosystems and relevant EU policies, presented by Michael Dritsas, Executive of the Greek Ministry of Economy and Finance and former CEO of Elevate Greece.

Miguel Meuleman from Vlerick Business School presented next on mapping growth capabilities for scale-ups with the Vlerick Growth Scan. The session continued with Anca Iordanescu and Gabriela Filip, Co-Founders of Women in Tech Alliance, discussing the impact of networking in creating a diverse tech industry.

Dominique Piotet then shared insights on bridging entrepreneurial ecosystems, drawing experiences from Silicon Valley, France, and Ukraine. This led into a robust panel discussion focused on cultivating entrepreneurial excellence in Europe, featuring diverse voices such as Valerii Yakovenko from

FarmFleet, Ukraine; Anna Stoilova from Rogues Studio, Bulgaria; Serhan Suzer, a serial entrepreneur and angel investor from Turkey; Kosmidis Evangelos from Loggerhead VC; Fadwa Sube, an investor and Vice President of Systematic Paris-Saclay DeepTech Pole, France; and Vlas Tsezos, Co-founder and CEO of AgriTrack, Greece.

The workshop concluded with a Q&A session, providing attendees the opportunity to engage directly with the speakers, followed by final remarks and the official closure of the workshop by Tunde Kallai and Nataly Vereemeva.

**Funded by
the European Union**

Unlocking Entrepreneurial Potential in Europe

Pan European Online Workshop Agenda / May 31

14:00 - 14:10 | Opening Remarks | Tunde Kallai, Senior Expert in Open Innovation, Creative Cluster, FR / Nataly Vereemeva, Director of TechUkraine, UA

Keynote Speakers:

14:10 - 14:20 | The ExcellEnt Project Presentation | Paul, Stefanut, Founder of Booster Labs, FR
14:20 - 14:30 | European start-up ecosystems: challenges for scaling up and relevant EU policies | Michael Dritsas, Executive of the Greek Ministry of Economy and Finance, former CEO of Elevate Greece, GR
14:30 - 14:40 | Mapping Your Scale-Up's Growth Capabilities: The Vlerick Growth Scan | Miguel Meuleman, Full Professor, Partner and Academic Director of the Vlerick Entrepreneurship Academy at Vlerick Business School, B
14:40 - 14:50 | Women Entrepreneurs in the EU: Challenges and Triumphs | Anca Iordanescu & Gabriela Filip, Co-Founders of Women in Tech Alliance, SE
14:50 - 15:00 | Bridging Entrepreneurial Ecosystems: Insight from Silicon Valley, France and Ukraine | Dominique Piotet, Managing Partner / Co-Founder of La French Tech Kyiv / Ukraine Phoenix Tech Fund, FR/UA/USA

15:00 - 15:50 | Panel Discussion: Cultivating Entrepreneurial Excellence in Europe

- Elli Diakanastasi, Venture building consultant, entrepreneur in residence, Senior Researcher in Eltrun, AUEB, GR
- Valerii Yakovenko, Founder of FarmFleet, UA
- Anna Stoilova, Founder of Rogues Studio, BG
- Serhan Suzer, Serial Entrepreneur, angel investor, TR
- Kosmidis Evangelos, CEO and General Partner of Loggerhead VC, GR
- Fadwa Sube, Investor (VC), President of Sovereignty and VP of Systematic Paris-Saclay DeepTech Pole, FR

15:50 - 16:00 | Q&A Session

16:00 - 16:15 | Final Remarks and Workshop Closure

Figure 18: The Pan-EU Workshop Agenda

Speakers:

Keynote Speakers:

Michael Dritsas is a seasoned C-level executive with over 30 years of experience in management roles in both the private and public sectors, currently serving the **Greek Ministry of Economy and Finance**. He was the first CEO of Elevate Greece, aimed at fostering the growth of the local startup ecosystem, and has held significant roles in developing tech transfer offices and legislative changes to support innovation.

Anca Iordanescu and **Gabriela Filip** are the co-founders of **Women in Tech Alliance**, dedicated to empowering women in the tech industry. Anca, with a PhD in Computer Science and extensive leadership experience in engineering, is celebrated for her role in mentorship and diversity initiatives. Gabriela, a seasoned IT manager and entrepreneur, focuses on uniting women's organizations to support female entrepreneurs in the tech sector.

Miguel Meuleman is a Full Professor and Academic Director at **Vlerick Business School**, specializing in entrepreneurial finance, buyouts, and new ventures. With a robust academic and practical background, he is passionate about entrepreneurship education and has developed numerous programs to assist entrepreneurs in launching and financing businesses.

Dominique Pietet is a digital transformation expert and Managing Partner at **Ukraine Phoenix Tech Fund**, focusing on early-stage startups in Ukraine. He has a strong track record in digital strategy and has led significant tech initiatives, including managing UNIT City, Ukraine's first innovation park.

Panelists:

Valerii Yakovenko is the founder of **DroneUA** and a recognized expert in AgTech and innovations. With a background in medicine and business, he has established himself as a leader in integrating robotics technologies in Ukraine's industrial sectors.

Anna Stoilova is the founder of **Rogues Studio**, where she combines her passion for digital products with a mission to create unique social games that offer digital ownership to players.

Serhan Suzer is a serial entrepreneur and angel investor with a rich history of developing sustainable and technological solutions in Turkey. He has founded several ventures, including EkoRE, focusing on renewable energy projects.

Kosmidis Evangelos is the CEO and General Partner of **Loggerhead VC**, known for his expertise in environmental services and innovation. He has played a pivotal role in shaping environmental policies and business strategies in Greece and beyond.

Fadwa Sube has 20 years of experience in venture capital and innovation financing. She is the President of the **Systematic Paris-Saclay DeepTech Pole** and has been instrumental in fostering cross-border transactions and supporting French tech companies in the Chinese market.

Vlasis Tsezos is the CEO of **AgriTrack**, specializing in IoT and ledger technologies to enhance food safety and traceability. His work focuses on delivering tech-driven solutions to optimize the food value chain.

Project Team:

Paul Stefanut is the founder of **Booster Labs** and an expert in obtaining public funding for innovation. His work includes designing EU-funded projects and helping various organizations from startups to large groups in securing R&D funding.

Moderators:

Tunde Kallai is a Senior EU Expert and an independent consultant with extensive experience in open innovation and EU development projects. She has played a foundational role in establishing living labs across Europe, Africa, and the Middle East.

Nataly Vereemeva is the Director of **TechUkraine**, known for her community-building skills and leadership in enhancing Ukraine's tech sector through significant initiatives like the Kyiv IT Cluster.

Findings

Entrepreneurial Knowledge Sharing across EU Ecosystems National Workshops

The series of workshops conducted across Bulgaria, France, Greece, Ireland, Turkey, and Ukraine revealed rich insights into the diverse entrepreneurial ecosystems of these countries. Despite distinct local challenges, several common themes emerged that are indicative of broader trends in European entrepreneurship.

Common Challenges Across Regions

All regions highlighted the difficulty in securing adequate funding, especially for startups at early stages, with Bulgaria, Ukraine, and Ireland particularly emphasizing the need for enhanced funding mechanisms. Another universal challenge was the complexity of regulatory frameworks, which participants across all workshops noted as a significant hindrance to entrepreneurial activities. There was also a unanimous call for the improvement of educational programs aimed at developing entrepreneurial skills, aligning closely with market needs and technological advancements.

The importance of networking and building collaborative networks, including mentorship programs and innovation hubs, was another recurring theme. Such structures are seen as crucial support for entrepreneurs, facilitating connections that can lead to sustainable business growth and innovation.

Distinct Local Challenges and Solutions

Each country presented unique challenges based on its specific socio-economic and cultural contexts:

In Bulgaria, the aging population and a decline in engineering graduates are seen as threats to sustaining a skilled workforce. The country looks towards successful models like Ireland's strategy of attracting its diaspora to mitigate brain drain.

Turkey highlighted the impact of media portrayals of entrepreneurship and the need for jargon-free communication to make the entrepreneurial ecosystem more inclusive. The discussions also touched

on the cultural nuances affecting entrepreneurial traits, emphasizing the need for building social capital early, particularly starting from university days.

Ukraine's participants noted their unique competency in coping with uncertainty, a skill sharpened by ongoing economic and political challenges. This trait was discussed as a strategic advantage in fostering resilient entrepreneurial practices.

Country-Specific Focus and Strategies

France's discussions were centered around the importance of dual address capitalism and a comprehensive approach to entrepreneurship. This reflects a broader vision of integrating various entrepreneurial facets to enhance ecosystem cohesion and efficiency.

Greece focused heavily on bridging the gap between academic research and industry needs, fostering a collaborative environment that can drive innovation directly from university labs to market.

Ireland leveraged discussions on its strategic location and business-friendly environment post-Brexit, positioning itself as an attractive hub for startups and SMEs within the EU.

In summary, while shared challenges like funding, regulation, and education form a common thread among the European countries discussed, specific strategies and focus areas vary significantly based on local contexts. These workshops not only highlighted the universal needs of entrepreneurs across Europe but also underscored the importance of tailored approaches that consider both global best practices and the unique characteristics of each local ecosystem.

Entrepreneurial Knowledge Sharing across EU Ecosystems Pan-EU Workshop

The Pan-European workshop brought together various stakeholders from across the European Union to discuss ways to enhance the entrepreneurial ecosystem. The dialogue focused on key themes including the integration of startup ecosystems, fostering collaborations, and addressing regulatory and financial challenges faced by entrepreneurs.

Participants stressed the importance of developing stronger connections among different European entrepreneurial ecosystems. There was a consensus that Europe's diverse cultural and intellectual capital should be leveraged more effectively to promote innovation. This could be achieved through platforms designed to facilitate knowledge exchange, enhance skills development, and provide greater access to a wide network of resources and financial opportunities. The role of European Digital Innovation Hubs was particularly emphasized as critical in providing support services to startups such as real-time experimentation, access to finance, networking opportunities, and training.

The discussions also highlighted significant challenges, notably the regulatory environment that startups face at the beginning of their journey. The need for more entrepreneur-friendly regulations was underscored, along with the necessity for initiatives that could ease the financial burdens on new ventures. Startups often struggle to gain trust and social credit from established business players which is crucial for their survival and growth in the early years. This challenge is exacerbated by a cautious European approach to new businesses and technologies, contrasting with more aggressive investment strategies seen in the U.S. or Asia.

The workshop concluded with a strong call to action for fostering a culture that embraces innovation and risk-taking. Participants agreed on the need for policies that facilitate easier collaboration between startups and large corporations, thereby enabling mutual benefits and innovation. It was suggested that such collaborative efforts could be a game-changer, providing startups with the much-needed early market traction and credibility. By addressing these strategic areas—enhancing cross-border collaborations, simplifying the regulatory landscape, and cultivating a proactive and innovative culture—Europe can significantly boost its global competitiveness in entrepreneurship and innovation.

Workshop Evaluation

Bulgaria: 'Unlocking Entrepreneurial Potential in Bulgaria' Workshop

The workshop received generally positive feedback from the six participants who completed the evaluation forms. The overall satisfaction was high, with most participants rating the workshop at 5 out of 5 points, indicating strong agreement with the positive aspects of the event.

Key Highlights:

- **Speakers and Content:** Participants appreciated the interesting speakers, the diversity of viewpoints presented, and the informal and spontaneous nature of the sessions.
- **Panel Discussion:** The panel discussion was highlighted as particularly enjoyable, with Georgi Kadrev's presentation noted as extremely motivating.

Areas of Concern:

- **Technical Issues:** There were some minor technical problems, specifically with microphones. This led to slightly lower scores in the technical aspects, with three participants giving a score of 4 and one giving a score of 2.
- **Event Notification:** One participant registered on the spot but received notice only 1-2 days before the event, thus did not rate the "Before the event" section.

Suggestions for Improvement:

- **Balance Between Theory and Practical Application:** One participant suggested improving the balance between theoretical content and practical application, giving a score of 4 instead of the highest score.
- **Participant Engagement:** Another participant suggested increasing active participation and engagement, also scoring this aspect a 4 out of 5.

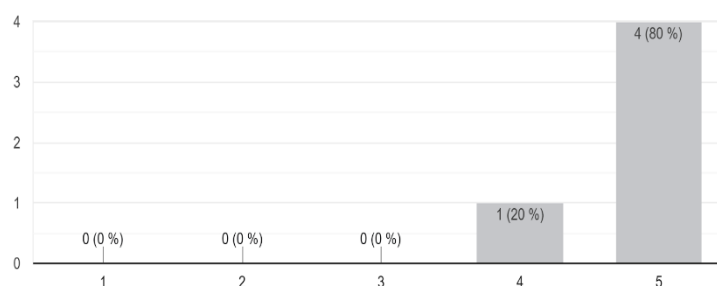
The workshop was well-received overall, with high satisfaction regarding content and speaker quality. However, addressing technical issues, improving the balance between theoretical and practical content, and enhancing participant engagement could further improve future workshops.

France: 'ExcellEnt: the secrets of entrepreneurial excellence – how to succeed in Europe?' workshop

The responses came back by the online survey on LU.MA.

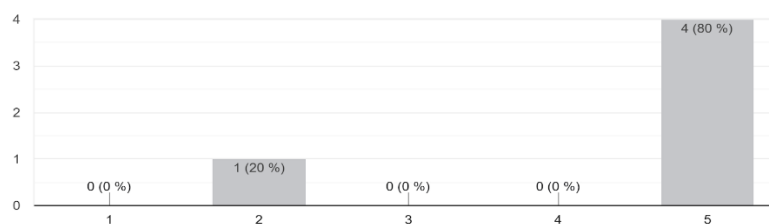
Question 1: How would you assess your satisfaction with the event?

Comment évalueriez-vous votre satisfaction vis-à-vis de l'événement ?
5 réponses



Question 2. To what extent did you find the content of the relevant and useful workshop for your goals?

Dans quelle mesure avez-vous trouvé le contenu de l'atelier pertinent et utile pour vos objectifs ?
5 réponses



Question 3. What are the main lessons or insights that you have withdrawn from this workshop?

A: Keep an open mind, continue to undertake to make things happen

A: Cooperation and collaboration between SSO of different countries

Question 4. How do you assess the logistics management of the event for each of the following aspects:

Communication, Activities, Place, Questions&Answers, Follow-up, Distance

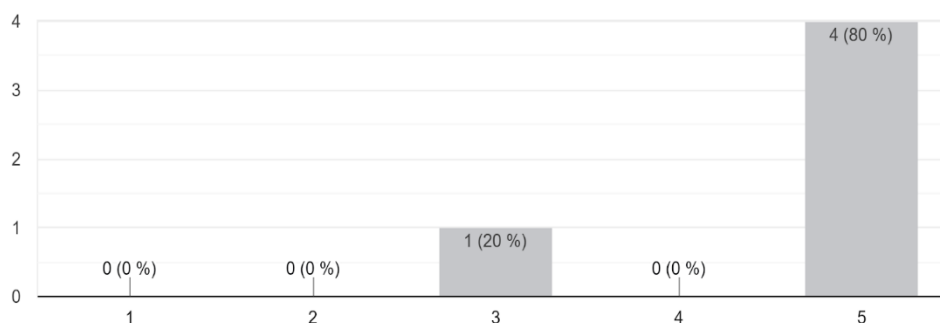
Question 5. To what extent did you find the relevant sessions for your professional needs?

Introduction, Workshop 2 (introduction of ExcellEnt project, European Entrepreneurship Academy, Closing words)

Question 6. To what extent are you satisfied with the content of the sessions?

Dans quelle mesure êtes-vous satisfait du contenu des sessions ?

5 réponses



Question 7. What are your comments on sessions or Agenda?

A: I think it would be appropriate to integrate North Africa - possibly in your exchanges and experiences.

Greece: 'Unlocking Entrepreneurial Potential in Greece' Workshop

The workshop was very successful, receiving positive feedback from the participants, who praised its importance and impact on the business ecosystem in Greece. Participants felt that the content was both informative and engaging, with a strong emphasis on practical applications. The event facilitated valuable networking opportunities and fostered a collaborative environment. The overall organization and execution were commended, with the workshop exceeding expectations and highly recommended to colleagues.

Prior to the Event: Prior to the event, participants appreciated the effective advertising and clear communication. The registration process was straightforward, and the event agenda was made available in advance, allowing attendees to prepare adequately. Instructions for accessing the virtual event platform and required technology were clear and easy to follow. Pre-event networking opportunities were also well-received, helping attendees to connect with each other before the workshop began.

Table 2 and Figure 19 summarize the average scores given by participants regarding various aspects of the event's preparation and communication before the workshop started. The high scores indicate effective advertising, a straightforward registration process, clear communication, and helpful pre-event instructions, contributing to a positive initial experience for attendees.

Table 2: Pre-Event Evaluation Scores (Greece)

Statement	Average Score
The event was advertised effectively prior to the start date.	4,67
The registration process was straightforward and easy to complete.	4,87
The event agenda was clearly outlined and available in advance.	4,80
The event communication prior to the event was adequate.	4,80
The instructions for accessing the virtual event platform were clear and easy to follow.	4,87

Statement	Average Score
The pre-event instructions provided for any required technology were clear and easy to follow.	4,80
The pre-event networking opportunities provided were helpful in connecting with other attendees.	4,73

On a scale of 1 to 5, where 1 stands for strongly disagree and 5 for strongly agree, please select how much you agree or disagree with the following statements:

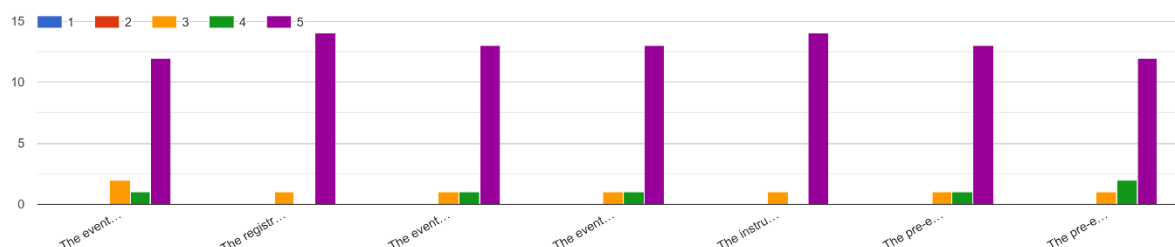


Figure 19: Pre-Event Evaluation Scores (Greece)

During the event: During the event, participants felt that the speakers were knowledgeable and engaging, contributing to a well-organised and smoothly run programme. The technology worked seamlessly, ensuring a hassle-free experience. The content was relevant and provided a good balance between theory and practical application, allowing for active participation and engagement. The workshop was described as one of the best online events on business opportunities, with excellent speakers and a variety of topics covered. The positive atmosphere and insightful discussions left a lasting impression on the participants.

Table 3 and Figure 20 present the average scores given by participants on various aspects of the workshop during the event. The high scores reflect the participants' satisfaction with the engaging and knowledgeable speakers, the well-organized schedule, the smooth functioning of event technology, and the relevance and informativeness of the content. Additionally, the balance of theory and practical application, opportunities for active participation, and overall expectations were highly rated, with participants recommending the event to their colleagues.

Table 3: During-Event Evaluation Scores (Greece)

Statement	Average Score
The speakers/presenters were engaging and knowledgeable.	4,87
The event schedule was well-organized and easy to follow.	4,87
The event technology (e.g. audiovisual equipment, internet connection) worked smoothly.	4,87
The event content was relevant and informative.	4,87
The event offered a good balance of theory and practical application.	4,60
The event allowed for active participation and engagement.	4,67
The event exceeded my expectations.	4,80
I would recommend this event to my colleagues.	4,80

On a scale of 1 to 5, where 1 stands for strongly disagree and 5 for strongly agree, please select how much you agree or disagree with the following statements:

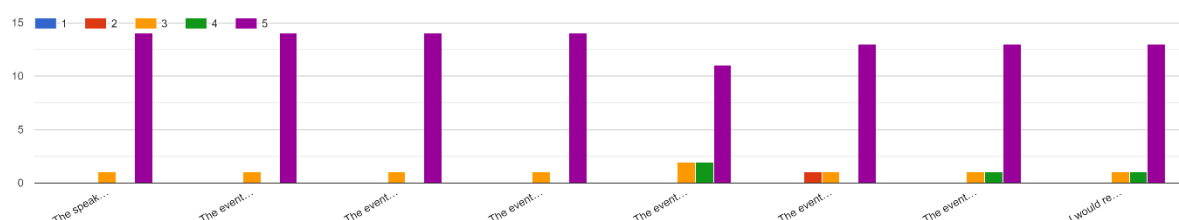


Figure 20: During-Event Evaluation Scores (Greece)

Comments Received: Participants provided detailed feedback on various aspects of the event, reflecting their overall satisfaction and highlighting specific elements they appreciated. Comments highlighted the importance and impact of the project, the quality of the speakers and facilitators, and the smooth running of the event. Participants expressed their appreciation for the diverse backgrounds of the professionals involved, the wide range of topics covered and the interesting

discussions. While most feedback was positive, some participants suggested minor improvements, such as extending the duration of the event and addressing delays. In summary, the comments highlighted the success of the event in promoting knowledge exchange and networking in the Greek business ecosystem.

Comments on the evaluation statements during the event (if any):

The work being done on this project is important. It appears to be of great source of knowledge to everyone involved with entrepreneurship in the Greek ecosystem. Also, future plans look amazing with massive impact.

Excellent speakers and facilitator

It was one of the best events I have attended online on the topic of business opportunities in Greece and abroad

Comments on 'What did you like the most about the event?'

The speakers

το ότι υπήρχαν έμπειροι επαγγελματίες και ομιλητές από διαφορετικά πόστα (*the fact that there were experienced professionals and speakers from different backgrounds*)

The fact that it rolled out so smoothly impressed me a lot. I became aware of the European Entrepreneurship Academy.

Speaker views and discussions covered an extended range of topics, providing answers and supporting arguments!

The moderator and speakers had great insights to share

The variety of topics

The warm and friendly atmosphere that developed between the speakers

The mix of speakers was stellar!

Comments on 'What did you like the least about the event?'

Everything was great

nothing

There is nothing to comment in this section. I enjoyed the event.

Limited time.

n/a

It could have been longer because there was a lot of interest in what was presented. But it was not a particular problem, I am just mentioning it because I was asked to make a negative comment.

There were significant delays

Comments on 'Is there any feedback you would like to share about specific speakers or sessions?'

Η διαχείριση των πανελ από τον Ανδρέα ήταν πολύ καλή (*The panel handling by Andreas was very good*)

It was a great experience overall and all speakers had something meaningful to add regarding the topic.

Thank you all!

Ireland: 'Unlocking Entrepreneurial Potential of Ireland' Workshop

Prior to the event

The responses indicate a high level of satisfaction with the pre-event activities and preparations. The feedback on the workshop highlighted several key aspects of event organization that contributed to a positive participant experience. A significant 93.33% of participants strongly agreed that the event was effectively advertised, indicating that the marketing and outreach efforts were successful in engaging the target audience. Similarly, the same percentage found the registration process straightforward and easy, suggesting a user-friendly and well-designed system that facilitated a positive initial interaction with the event.

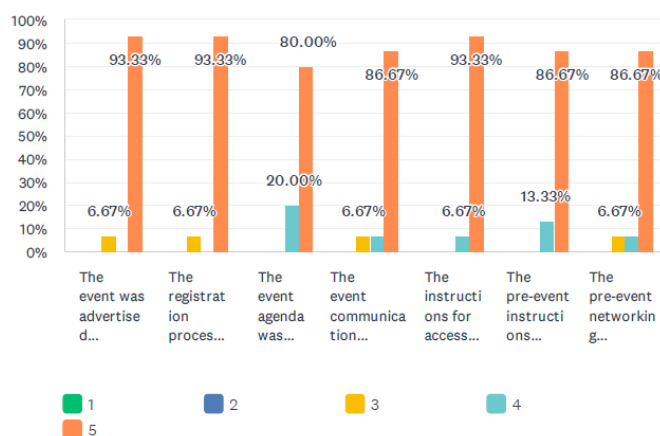
The event's agenda and communication were also well-received, with 80% of participants strongly agreeing that the agenda was clear and readily available, and 86.67% appreciating the adequacy of pre-event communication. These figures reflect effective planning and communication strategies that adequately prepared attendees for the event. Additionally, instructions for accessing the virtual platform and understanding pre-event technology requirements were clear, as evidenced by 93.33% and 86.67% strong agreement, respectively, highlighting the importance of clear and understandable guidelines for ensuring smooth participation in virtual events.

Furthermore, pre-event networking was found to be helpful by 86.67% of participants. This aspect of the event allowed attendees to establish connections early on, setting the stage for more productive interactions during the event itself. Overall, the feedback underscores the effectiveness of the event's organization and the positive impact of thorough logistical planning on participant experience.



Q1 Prior to the event - On a scale of 1 to 5, where 1 stands for strongly disagree and 5 for strongly agree, please select how much you agree or disagree with the following statements:

Answered: 15 Skipped: 0



	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
The event was advertised effectively prior to the start date.	0.00% 0	0.00% 0	6.67% 1	0.00% 0	93.33% 14	15	4.87
The registration process was straightforward and easy to complete.	0.00% 0	0.00% 0	6.67% 1	0.00% 0	93.33% 14	15	4.87
The event agenda was clearly outlined and available in advance.	0.00% 0	0.00% 0	0.00% 0	20.00% 3	80.00% 12	15	4.80
The event communication prior to the event was adequate.	0.00% 0	0.00% 0	6.67% 1	6.67% 1	86.67% 13	15	4.80
The instructions for accessing the virtual event platform were clear and easy to follow.	0.00% 0	0.00% 0	0.00% 0	6.67% 1	93.33% 14	15	4.93

Figure 21: Pre-Event Evaluation (Ireland)

During the event: During the event, participants provided overwhelmingly positive feedback, reflecting a well-executed and engaging experience. A notable 80% of participants strongly agreed that the speakers were engaging and demonstrated deep knowledge, indicating the high quality of content and expertise presented. The organization of the event schedule and the operation of event technology also received high praise, with 93.33% of participants strongly agreeing on their effectiveness. Such efficient scheduling and reliable technology are crucial for maintaining the flow and effectiveness of virtual events.

Furthermore, 73.33% of participants strongly agreed that the content was relevant and informative, with 66.67% appreciating the good balance between theory and practical application. This balance is essential for keeping the audience engaged and ensuring the material's applicability to their needs. Active participation and engagement were also highly valued, with 86.67% of participants strongly

agreeing, underscoring the importance of interactive elements and opportunities for attendee involvement in the success of the event.

In summary, satisfaction was high, with 80% of participants strongly agreeing that the event exceeded their expectations, and 86.67% indicating they would recommend it to colleagues. These high satisfaction rates suggest that the event not only met but also surpassed participants' expectations, cementing its success.

Q2 During the event - On a scale of 1 to 5, where 1 stands for strongly disagree and 5 for strongly agree, please select how much you agree or disagree with the following statements:



Figure 22: During-Event Evaluation (Ireland)

Open-Ended Feedback

The open-ended responses provided additional qualitative insights as well.

Positive aspects: Networking opportunities, effective organization, focus on a single country, and well-structured content were highlighted as the most liked aspects.

Q3 What did you like the most about the event?

Answered: 6 Skipped: 9

#	RESPONSES	DATE
1	Networking	6/5/2024 7:30 PM
2	I liked how succinct and effective it was.	6/5/2024 5:09 PM
3	whole organization was great!	6/5/2024 4:48 PM
4	country focus and not trying to cover too many countries on one event	6/5/2024 4:44 PM
5	The networking opportunities were really beneficial.	6/5/2024 4:41 PM
6	It was well structured and focused	6/5/2024 4:36 PM

Areas for Improvement: Some participants noted issues with the event timing, preferring a different day of the week to better accommodate their schedules. Considering participant availability and scheduling events on more convenient days could enhance attendance and satisfaction.

Q4 What did you like the least about the event?

Answered: 2 Skipped: 13

#	RESPONSES	DATE
1	Time schedule.	6/5/2024 7:30 PM
2	The timing was in the middle of the work week. I would have preferred Thursday or Friday as the day because of some deadlines. .):	6/5/2024 5:09 PM

Speaker and Session Feedback: There were no specific negative comments about the speakers or sessions, indicating general satisfaction with the presentations.

Q5 Is there any feedback you would like to share about specific speakers or sessions?

Answered: 3 Skipped: 12

#	RESPONSES	DATE
1	No	6/5/2024 7:30 PM
2	N/A	6/5/2024 5:09 PM
3	no.	6/5/2024 4:36 PM

Overall, this survey results demonstrate a successful event with high participant satisfaction across various aspects, from pre-event communication and preparation to the quality of content and engagement during the event. The feedback highlights the importance of effective advertisement, clear instructions, engaging speakers, and well-balanced content. Addressing the minor concerns regarding event timing could further improve future events. Overall, the positive responses affirm the event's effectiveness in unlocking entrepreneurial potential and providing valuable insights and networking opportunities for participants.

Ukraine: 'Unlocking Entrepreneurial Potential in Ukraine' workshop

The workshop on the entrepreneurial ecosystem in Ukraine and Europe was notable for its rich insights and effective facilitation of networking, crucial for fostering collaboration and idea exchange among participants. The ability to connect with like-minded individuals was highly valued, and attendees expressed appreciation for the inspiring discussions. However, there was negative feedback concerning one session where participants were required to answer questions that seemed irrelevant to practical applications. The feedback suggested that distributing these questions and outcomes in advance for discussion during the workshop might be more productive, particularly if guided by an entrepreneurship expert.

In terms of workshop effectiveness, the format was praised for creating networking opportunities and providing a platform for interaction among participants with similar interests. Nonetheless, some sessions fell short of expectations due to their format and lack of practical relevance, highlighting a need for better alignment with real-world applications. The content was generally strong, especially when it effectively delivered valuable information on entrepreneurship and best practices. However,

there were issues with some sessions lacking practical relevance and not meeting participant expectations.

Delivery-wise, while facilitators were generally effective in promoting networking and interaction, some sessions suffered from poor engagement and usefulness, suggesting a need for improved facilitation and content delivery. Participants showed a preference for expert-led discussions over self-directed activities that lacked sufficient context. In summary, while the workshop had several strengths, there is room for improvement in session relevance and facilitation to better meet participant needs and enhance the overall value of the event.

Entrepreneurial Knowledge Sharing across EU Ecosystems Pan-EU Workshop

The workshop was very successful, receiving positive feedback from the participants, who praised its importance and impact on the business ecosystem in Greece. Participants felt that the content was both informative and engaging, with a strong emphasis on practical applications. The event facilitated valuable networking opportunities and fostered a collaborative environment. The overall organization and execution were commended, with the workshop exceeding expectations and highly recommended to colleagues.

Prior to the Event: The pre-event evaluation for the Pan-EU Workshop indicated strong approval across various organizational aspects. The advertising efforts were effectively received, and participants noted particular satisfaction with the straightforward and easy registration process. The event agenda was well-outlined and readily accessible, ensuring clarity and ease of understanding for attendees. Communications leading up to the event were deemed adequate, providing timely and informative details. Instructions for accessing the virtual platform and for the required technology were both clear and easy to follow, which facilitated a smooth transition into the event environment. Additionally, the networking opportunities provided prior to the event were helpful, allowing attendees to connect effectively with one another. Overall, these positive evaluations reflect the organizers' thorough and attentive preparations, setting a solid groundwork for a successful workshop.

Table 4 and Figure 23 provide a summary of pre-event evaluation scores for the workshop, reflecting high participant satisfaction across several logistical aspects. Advertising effectiveness received positive feedback, suggesting strong promotional efforts. The registration process was highly rated,

indicating its straightforward and user-friendly nature. The event agenda was clearly outlined and available in advance, ensuring attendees were well-prepared. Communications prior to the event were deemed adequate, with clear and easy-to-follow instructions for accessing the virtual platform and for any required technology, facilitating a seamless participant experience. Additionally, the pre-event networking opportunities were appreciated for helping establish connections among attendees. The high scores across all categories highlight the effectiveness of the event's organization and communication strategies.

Table 4: Pre-Event Evaluation Scores (Pan-EU Workshop)

Statement	Average Score
The event was advertised effectively prior to the start date.	4,69
The registration process was straightforward and easy to complete.	4,94
The event agenda was clearly outlined and available in advance.	4,88
The event communication prior to the event was adequate.	4,81
The instructions for accessing the virtual event platform were clear and easy to follow.	4,88
The pre-event instructions provided for any required technology were clear and easy to follow.	4,75
The pre-event networking opportunities provided were helpful in connecting with other attendees.	4,63

On a scale of 1 to 5, where 1 stands for strongly disagree and 5 for strongly agree, please select how much you agree or disagree with the following statements:

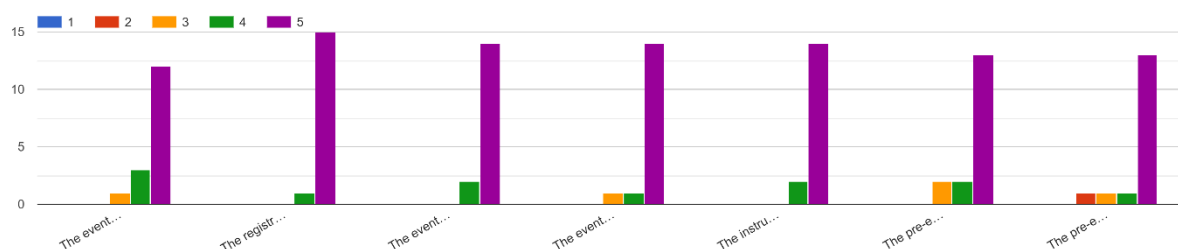


Figure 23: Pre-Event Evaluation Scores (Pan-EU Workshop)

During the event: The event excelled in various key areas, earning high praise from participants. Speakers and presenters were lauded for their engaging and knowledgeable delivery, effectively resonating with the audience. The event schedule was noted for its well-organized and clear structure, facilitating a smooth experience for attendees. Technical operations, including audiovisual equipment and internet connectivity, performed flawlessly, contributing positively to the overall event quality. The content was both relevant and informative, offering a balanced mix of theoretical insights and practical applications, which enhanced learning and applicability. Active participation and engagement were effectively encouraged, adding to the dynamic and interactive nature of the event. The event not only met but exceeded attendees' expectations, with many expressing a high likelihood of recommending it to colleagues. These outcomes highlight the event's success in achieving its educational and networking objectives.

Table 5 and Figure 24 summarize participant feedback on various aspects of the event.

Table 5: During-Event Evaluation Scores (Pan-EU Workshop)

Statement	Average Score
The speakers/presenters were engaging and knowledgeable.	4,94
The event schedule was well-organized and easy to follow.	4,88

Statement	Average Score
The event technology (e.g. audiovisual equipment, internet connection) worked smoothly.	4,88
The event content was relevant and informative.	4,94
The event offered a good balance of theory and practical application.	4,69
The event allowed for active participation and engagement.	4,88
The event exceeded my expectations.	4,75
I would recommend this event to my colleagues.	4,94

On a scale of 1 to 5, where 1 stands for strongly disagree and 5 for strongly agree, please select how much you agree or disagree with the following statements:

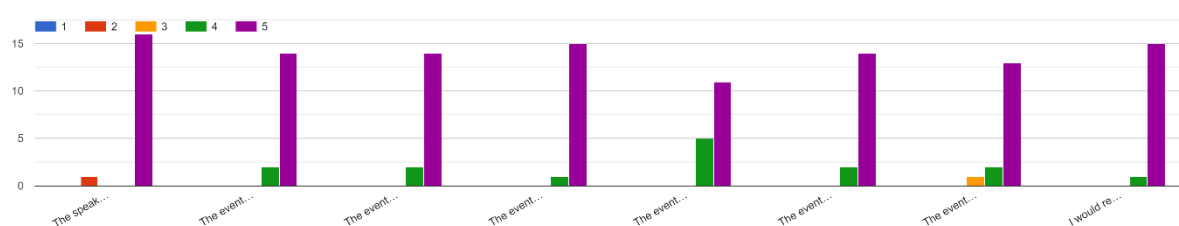


Figure 24: During-Event Evaluation Scores (Pan-EU Workshop)

Comments Received: The comments received were overwhelmingly positive, with attendees particularly impressed by the quality and contributions of the panelists. The expertise and insights shared by the speakers were highly valued, with several attendees noting the valuable discussions and stories from role models that resonated well. There was a specific appreciation for the concise and relevant presentations, which attendees felt effectively shaped the entrepreneurial ecosystems discussed.

A recurrent theme in the feedback was a desire for enhanced networking opportunities. Participants expressed interest in having contact details of the speakers shared during the event to facilitate future connections, with some attendees already following speakers on LinkedIn to maintain engagement. The event was described as excellent, with no negative comments reported and attendees looking

forward to future collaborations. The lack of criticism underscores the event's success in not only meeting but exceeding participant expectations, providing both valuable content and an engaging experience.

Comments on the evaluation statements during the event (if any):

Awesome Panelist and knowledgeable

Comments on 'What did you like the most about the event?'

The panelists and their knowledge and contribution

Presentations and how the business initiatives are positively shaping the entrepreneurship ecosystems

speakers' sharing valuable insights

The panelists and the round table moment

role models stories

General Discussions

Short presentations with relevant points.

Further feedback on specific speakers or sessions

Maybe share their contact details in the chat so we can connect with them if needed

Looking forward to collaboration

I have started to follow some of the speakers on LinkedIn

Great event!

Recommendations

National level

Across the workshops in Bulgaria, France, Greece, Ireland, and Ukraine, common themes and unique challenges emerged, providing a diverse array of strategic recommendations for enhancing the entrepreneurial ecosystem. A universal recommendation applicable to all countries is the enhancement of funding mechanisms. All regions would benefit from expanded access to early-stage funding, including grants, microloans, and seed funding, along with supporting crowdfunding and alternative financing methods through clear legal frameworks. This underscores a shared need across various European entrepreneurial landscapes for **improved financial support systems**.

Another common recommendation is the **streamlining of regulatory processes and the enhancement of infrastructure**, which includes the development of innovation hubs, incubators, and accelerators. These elements are crucial for reducing bureaucratic hurdles and providing essential resources to startups, a sentiment echoed in each country's feedback. Additionally, fostering talent development and retention through **education aligned with market needs**, lifelong learning initiatives, and incentives to retain local talent are universally recognized needs.

However, specific recommendations tailored to individual countries also emerged. For instance, in Ukraine, Greece and Turkey, there is a particular emphasis on enhancing collaboration among government agencies, educational institutions, and the private sector to create a cohesive support system for entrepreneurs. This includes promoting entrepreneurship education embedded in the curriculum at all educational levels, a recommendation more emphasized in Ukraine.

In France, the focus extends to promoting access to capital specifically for women entrepreneurs and supporting diverse forms of self-entrepreneurship, including digital nomads, which highlights a unique cultural and social entrepreneurial environment. Ireland, meanwhile, stresses the importance of adapting to post-Brexit developments and advocating for a stable regulatory environment to mitigate uncertainties that may affect business planning and growth.

In summary, while there are shared challenges across the entrepreneurial ecosystems of these countries, the specific socio-economic and regulatory contexts lead to tailored recommendations that address particular national needs. These insights underline the importance of both a unified approach



in areas like funding and regulation and a customized strategy that considers the unique aspects of each entrepreneurial ecosystem.

European level

The Pan-European workshop provided a wealth of insights that can inform strategic directions for stakeholders and policymakers aiming to enhance the European entrepreneurial ecosystem. Based on the discussions and feedback from participants, several actionable recommendations emerged.

Enhance Connectivity and Collaboration: European policymakers should prioritize the development of platforms and initiatives that facilitate better connectivity between different entrepreneurial ecosystems across Europe. This could include expanding the network and capabilities of European Digital Innovation Hubs to ensure they serve not just as access points for technology and innovation but also as bridges connecting various regional ecosystems. Collaborative projects, especially those involving cross-border partnerships, should be encouraged and financially supported to leverage diverse strengths and innovations.

Streamline Regulations: There is a clear need for regulatory reforms that simplify the startup process and reduce the bureaucratic burden on new businesses. Policymakers should aim to create a more uniform regulatory environment that can make it easier for startups to scale across borders within the EU. This includes harmonizing laws related to venture creation, taxation, and intellectual property rights across member states to reduce the complexity that currently hampers startup mobility and scalability.

Foster a Risk-Taking Culture: Encouraging a culture of innovation and risk-taking is crucial. Educational initiatives that promote entrepreneurial skills and innovation should be integrated from the early stages of education through to higher education and continuous professional development. Additionally, public awareness campaigns that highlight successful European startups and innovation can help shift cultural perceptions, making entrepreneurship a more attractive and viable career path.

Increase Access to Finance: Addressing the financial challenges that startups face requires concerted efforts to increase access to capital. This could involve enhancing existing funding programs and exploring new funding mechanisms such as innovation grants, venture funds, and angel investor networks specifically targeted at early-stage startups. Moreover, creating incentives for private

investment in startups, such as tax breaks or co-investment schemes, can attract more private capital into the European startup ecosystem.

Create Corporate-Startup Engagement Programs: Develop programs that facilitate engagement between established corporations and startups. This could involve setting up innovation labs, startup accelerators, and mentorship programs that are sponsored by larger corporations but designed specifically for nurturing new enterprises. These programs can help startups gain their first crucial customers and pilot projects, providing them with the market validation needed to attract further investment and support.

Implementing these recommendations can significantly strengthen the European entrepreneurial landscape, making it more competitive on a global scale and fostering an environment where innovation thrives and contributes to economic growth.