

What was the defining moment - to be or not to be in terms of the business?

Defining moment	Frequency
Meeting people sharing similar interests/vision	3
Getting money to start	2
Decision to apply for grant with 2 day deadline	1
Investment of all own money	1
Calculation in the business plan showed that the idea is profitable	1
Writing business plan	1
Decision to start the production	1
First "business meeting"	1
First month at work	1
First bigger order	1
First failure – not winning the final of entrepreneurship competition	1
Start cooperating with a client on a regular basis	1
Getting legal permission	1
Start paying full social security	1
Start paying taxes	1
Decision to meet with kindergarten children in the field	1
Dead season for my activity	1
rough/big change	1
To come back (the Greek department) after being deleted for 5 years by the government from the rest of organisation	1
Focus on working on my PhD, not to get distracted by other things	1
Undertaking therapy for AcoA (Adult children of Alcoholics)	1

MEETING PEOPLE SHARING SIMILAR INTERESTS/VISION

On the group, the spark was that I have met the right people who want to create something in the similar direction which is multicultural interaction towards art and cultural projects which is bringing something or at least. To question things, not to take everything like it has to be like that but things can be changed. What do I really want to change, how can I try to change.

Due to fashion production that has fled Europe, I wanted to reborn my family's industry but with production in Greece. Also learning about the fashion revolution movement and the environmental

and social impact that fashion industry has. Furthermore when I met with a group of like-minded talented professionals who are gathered under the common vision to "break the chain" in the fashion industry. All these led to the creation of a social cooperative of fashion designers and professionals establishing a holistic model that would provide value to all stakeholders involved.

GETTING MONEY TO START

I had to find the money to start. My boyfriend helped me and I had savings that I could pay out once a year. I intended to save it for studies (I haven't gone to the university yet) - I decided to withdraw some part as I believe that my entrepreneurial initiative may succeed.

OTHER DEFINING MOMENTS

It was the moment when I made the business plan and after all calculations it turned out that the idea is profitable.

The first one I remember is our first failure. About a year ago, we were finalist in an entrepreneurship competition and we didn't win. I remembered that everyone was surprised because they believed we had the best idea. It was the first time that we failed in our organisation and it was difficult for me to handle it. In Greece even from school we learn that failure is a bad thing. But regarding entrepreneurship failure can only make you better, because learning from mistakes in the past you can take wiser decisions for the future. The only reason I didn't give up then, was because I remembered the reasons that prompted me to create unique minds. And these reasons are the reasons we still maintain our organization.

At the very beginning. This funding was a significant budget but the money I contributed myself was everything I had. To such extent that while starting the first day of work - I remember, it was Wednesday (my mother told me that I should open the business on Wednesday or Saturday, because it brings good luck) - I probably had 10 PLN in my wallet. And I thought: "to be or not to be - or I will succeed and I will earn money to develop further, or nothing will come out of it and I will drown in debt". Fortunately, it worked. It was probably the worst moment: I knew that I hadn't got any more money because I had invested everything. That is "to be or not to be".

To run out of my own money

I have learned that there was only 2 days to apply for the grant and I decided to meet the deadline

When I started to pay taxes! But the "to be" part won.

I'm a believer and an optimist. But to make it clear: if you're you can't do much on your own but you can inspire others to do it. When I met Majka and she brought up the idea, nothing happened at first.

Every time I saw her I reminded her of it and she started to think about it. Eventually she came up with a plan for a marketing agency. She brought in her friend, Sylwester, who's our graphic designer now, and we had a brainstorming session to outline our future business. That was our first proper business meeting. I knew we had it and we would do it because there were three of us and we'd already got involved.

When parents of our kindergarten children suggested that if we don't have the land/base we can meet in the field. The initiative came from them. And there are generally such examples from abroad that children meet in the field, without a base and build it every day. We had such a Quechua tent which you can put up in 2 seconds and it protects from rain. And these parents they went through all this, they were simply with us in this situation.

I think that the turning point was during the undergraduate studies when I decided to go for Adult Children of Alcoholics therapy to the regional addiction treatment center. And this actually resulted in a number of positive changes that allowed to break out of the family environment and not repeat this pattern. And the further consequence of it was my decision to study in another city outside of my hometown.

Do you maintain your entrepreneurial initiative?

Do you maintain your initiative?	Frequency
YES	27
NO	2
SUSPENDED	2
OTHER	3

YES

The point of my business is to educate people, while making profits. So regarding that I keep a blog on which I post daily updates about the trends in the industry of agronomy.

We kept our initiative by adopting alternative ways (brokerage) of trading dried herbs

I keep the main philosophy of my jewellery same throughout the years. I try to stay updated concerning fashion and to be more creative on every new collection.

To begin with, after organizing 7 events, and manage to inform more than 2.900 students from live events and more than 15.000 from our platform and youtube channel, we have enough experience to decide and implement this year's strategic plan. We create a new SWOT analysis and we improved our business plan. Due to the huge number of volunteers we manage to motivate (almost 250), we ensure that we will have a team which help us organize our events this year. And of course having organized successful events make it easier to find sponsorships from companies and institutions.

Yes. People's trust and belief in our purpose really helps me a lot. It is a joint effort.

Yes, I am continuing my initiative. 1.5 year ago, I told my friend: I cannot survive with this organisation, I just have not enough money it is making me crazy to start a project. If until 31 of December I something happen that helps me surviving, I quit it. 31 December arrived, for sure nothing happened but in January I got an email with the best contract I've had in my life. I didn't have to quit. So I think I will continue like this and when I get another crisis I set a date again, call the same friend. I think I will always continue on side.

We're still looking for an efficient organizational model for our vision, which is "Better life for people with paralysis". We have been thinking of a social franchising-that each region would have one fully-fit manager who would manage five to ten employees with disabilities. Now we moved to the idea to support other employers in employing people with disabilities. We believe that instead of employing 100 people it is better to inspire and support 100 employers so that each of them hires at least 1 person. In this way we will have greater impact on systemic change.

As I have too much work to handle by myself I cooperate with one girl. I took one hairdresser who rents one workplace and takes over some of the clients. Besides as I would like to train someone who will learn my style and techniques of work, I have just taken a trainee from OHP (Voluntary Work Corps) from Grodzisk. In this way I can teach a student in a same way as someone taught me once.

So I hope that soon I will have here a hairdresser like me:-)

All the time I'm developing my initiative. I have even an idea for the new branch of my enterprise but I need to earn some money first

The company is growing all the time and this is just the beginning

Having a regular customer that makes my business stable.

Continuously investing, developing the company by expanding the business

We are developing all the time.

YES - I carry out more and more of orders. I manage my time, I'm not a prisoner of full-time job.

The entrepreneurial initiative is being developed all the time. It is hard to say what helps me, certainly the growth of the market itself as well as awareness and knowledge among companies and customers. The fact that everything is moving forward - knowledge is more easily available and there

are more and more meetings for companies as well as fairs that are organized where you can meet people from the same sector. It helps a lot.

First of all, we develop our enterprise. So far - because the assumption is that we are to provide legal assistance to entities from all over Poland - we are currently providing legal assistance to entities from the Kujawsko-Pomorskie Province. We are slowly using new media with all the means of marketing that they offer. We reach clients from outside our voivodeship. We are increasingly active in the courts and administrative authorities what didn't happen before, because at the very beginning the only job we actually did was to do paperwork and to provide training.

NO

The lower social security rate for the first two years let me maintain my initiative. Unfortunately when I had to start to pay full rate forced me to work with two full-time jobs. In my field (connected with psychological counselling) it is hard to make as it needs physical and psychological effort. So I had to suspend my entrepreneurial activity after almost three years of work. It resulted more from the fact that I already felt tired physically and mentally.

Unfortunately I stopped my initiative due to other duties. However, I have it in my mind all the time to move forward.

OTHER

Actually in a way I do and in the other way I do not, not in the way I used to because I study. I do not know what would happen if I do not have full time study. But I also find it necessary in order to

continue. Then how I do it for example I still keep the name of my production house and somehow whenever I would produce the event I would always put the name of it.

Organisation still exists, but I've quit.