

Meet our winners



# Top Women of Web3 in 2023

Powered by Polish Blockchain Association



**Agata  
Wolska**



**Zoe  
Faircloth**



**Małgorzata  
Ignaczewska**



**Zuzanna  
Henshaw**



**Anil  
Altas Brug**



**Monika  
Godek**



**Surabhi  
Gawde**



**Bogumiła  
Cebelińska-Woźniak**



**Kinga  
Piłat**



**Dorota  
Zabłocka**

## Final Raport

Let's celebrate the visionary female leaders  
& innovators in CEE who are shaping the future!



**POLISH BLOCKCHAIN ASSOCIATION**

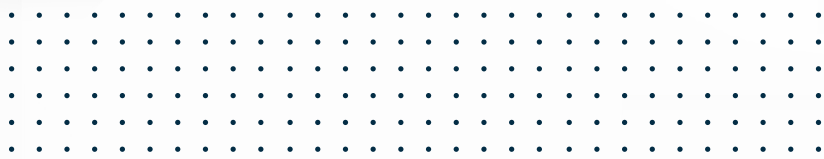


**By working together,  
we can always achieve more!**

# Polish Blockchain Association

The Polish Blockchain Association is a team of experts and passionate individuals working towards promoting and developing blockchain technology in Poland.

Our association is a platform for knowledge exchange and a meeting place for representatives of business, science, public administration, developers, and enthusiasts of new technologies.



## What we do?



The association organizes various events such as industry conferences, meetups and webinars to enable its Members, Business Partners and those interested in blockchain to not only participate in discussions and exchange experiences, but also to learn and grow professionally.

We help to realise the full potential of the technology.

**Let's Connect!**



[www.blockchain-polska.org](http://www.blockchain-polska.org)



[kontakt@blockchain-polska.org](mailto:kontakt@blockchain-polska.org)



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Let's grow together!**

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# About the initiative

**We support women's careers**

## Top Women of Web3 | Central & Eastern Europe

We're excited to share the outcomes of the Polish Blockchain Association's initiative: Top Women of Web3, Central and Eastern Europe edition!

Our goal was to highlight the incredible women shaping Web3 in Poland and across the region. Thanks to your nominations, we've identified remarkable individuals who've made a big impact in the world of Web3 and blockchain over the past year.

Despite more women entering these fields, they're still not getting enough visibility, especially in events. We wanted to change that, particularly for women in Central and Eastern Europe.

After careful review, we've chosen 10 exceptional women from various sectors like business, law, startups, finance, and more.

As a token of appreciation for their remarkable work, the winners will receive complimentary tickets / discounts to attend this year's Tech of Tomorrow Conference, organized by the Polish Blockchain Association (19-20 Sep 24').

By celebrating the achievements of these inspiring women, we aim to inspire the next generation of leaders and foster a more diverse and inclusive environment within our industry.

**Meet our winners**

**Thank you for being part of this empowering initiative!**

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# Agata Wolska

Founder  
ALLGROW

**Nationality:**  Polish **Area:** Startup corporation

## About

Throughout my career, I have played a key role in leading digital transformation initiatives and achieving remarkable results through innovative strategies and cutting-edge technologies. My expertise in web3, banking, technology, payments, and strong business acumen have led to significant employer growth. I have a proven track record of effectively managing complex projects and initiatives, building high-performance teams, and spearheading digital transformation across various industries. In my free time, I am dedicated to continuous learning. I complete postgraduate studies every year. I hold an MBA in Digital Transformation and am in the second year of my Ph.D. program.

## Q&A

**1** Why did you choose the web3 industry and what surprised you the most when you started working in this area?

I chose the web3 industry because of its potential to revolutionize how we interact with the internet and digital assets. The decentralized nature of web3 technologies, such as blockchain and smart contracts, offers new opportunities for innovation, transparency, and security.

What surprised me the most when I started working in this area was the speed at which new projects and ideas are being developed and implemented. The level of collaboration and experimentation in the web3 space is truly inspiring, and I am excited to be part of such a dynamic and rapidly evolving industry.

**2** If you could give one piece of advice to women entering careers in web3, what would it be?

One advice I would offer to women entering careers in web3 is to network and connect with other women in the industry. Building a support system and mentorship network can be invaluable in navigating the challenges and opportunities in the rapidly evolving field of web3. By sharing experiences, insights, and resources with fellow women professionals, you can empower each other and contribute to the growth and diversity of the industry.

**3** Explain your understanding of the potential impact of blockchain technology on industries. What, in your opinion, are the trends and developments that are and will be disrupting this space?

Blockchain technology has the potential to revolutionize industries by introducing greater transparency, security, and efficiency in various processes. Its decentralized and immutable nature can streamline operations, reduce costs, and enhance stakeholder trust.

In understanding the potential impact of blockchain technology on industries, it is crucial to recognize its ability to enhance transparency, security, and efficiency across various sectors. Blockchain's decentralized nature can streamline operations, reduce costs, and foster stakeholder trust.

In the rapidly evolving blockchain space, trends like DeFi (Decentralized Finance), NFTs interoperability projects, sustainability efforts, and the exploration of Central Bank Digital Currencies (CBDCs) are disrupting the industry. These trends reshape traditional practices and pave the way for innovative solutions to revolutionize how businesses operate and interact within the digital landscape.

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**4** How do you promote diversity and inclusion, especially in a male-dominated field like web3, and what approach do you think organizations should take to boost more diversity?

When promoting diversity and inclusion in a male-dominated field like web3, I suggest proactively raising awareness within the organization. Conduct training sessions and workshops on diversity and inclusion to educate employees on the importance of fostering a diverse workplace. Additionally, it ensures equal opportunities for professional growth for all team members, regardless of gender or background. Focus on unbiased recruitment and selection processes to provide fair chances to all candidates. Implement mentorship programs to support women and minority groups to advance their skills and careers within the web3 industry. Lastly, strive to create an inclusive work environment where everyone feels valued and respected. Following these steps, organizations can cultivate a more diverse and innovative atmosphere in the web3 sector.

**5** Given the rapidly changing landscape of Web3 technologies, how do you ensure your skills remain up to date? Can you share your approach to continuous learning?

I recommend prioritizing continuous learning and staying updated on industry trends to keep skills current in the rapidly changing world of Web3 technologies. Engaging in constant learning and staying updated on industry trends is crucial to ensuring your skills remain current in the rapidly evolving landscape of Web3 technologies. This can be achieved through regular research to track the latest developments, participating in online courses and workshops to enhance knowledge, and actively involving yourself in industry events to network and stay informed about emerging trends and innovations in the Web3 sector.

**6** Describe your involvement in the Web3 community. How do you contribute to and engage with the broader ecosystem beyond your immediate work?

In my involvement in the Web3 community, I actively contribute and engage with the broader ecosystem beyond my immediate work. I participate in industry events like conferences, meetups, and webinars to share insights, network with professionals, and stay updated on the latest trends. Additionally, I contribute to open-source projects, mentor aspiring professionals, and collaborate on initiatives that drive innovation and growth within the Web3 ecosystem. My commitment to contributing and engaging beyond my core responsibilities reflects my dedication to advancing the Web3 community.

**7** What do you consider your greatest professional achievement?



My most outstanding professional achievement is successfully promoting blockchain adoption. This accomplishment is significant to me because it involved advocating for a transformative technology that has the potential to revolutionize industries and enhance transparency and security in various processes. By promoting blockchain adoption, I have contributed to driving innovation and paving the way for a more decentralized and efficient future. This achievement fuels my passion for advancing cutting-edge technologies and positively impacting the digital landscape.



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**Congratulations Agata**

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# Zoe Faircloth

Founder  
Crypto Girls Club

**Nationality:** British **Type:** Startup & Community

## About

Zoe is a pioneering web3 marketer and co-founder of crypto girls club & CGC Talents. Through founding crypto girls club in 2021, Zoe is a prominent figure in Germany's vibrant Web3 scene. Her mission is to help women propel their careers in Web3 by hosting 50 plus educational events, hackathons and networking to over 3000+ women. From this, Zoe recently led and launched the crypto girls club NFT membership collection on Polygon, which unlocks real-life perks such as co-working spaces, mentorship and conferences. With seven years working in the crypto industry, Zoe is CMO at Solana software development agency Builderz and previously fronted communications at SMART VALOR, a Swiss-based digital asset exchange. Zoe was also in charge of marketing strategy at German crypto bank Nuri (formerly Bitwala) and Fidor Bank, one of the first fintechs in Europe to offer bitcoin onramp. She is currently building CGC.xyz, a recruitment platform to encourage diversity and access to top talents in Web3, Zoe has spoken at conferences across the world (NFT NYC, Zebu London, DMEXCO) on the topic of NFTs, community and diversity in the web3 space.

## Q&A

### 1 Why did you choose the web3 industry and what surprised you the most when you started working in this area?

I discovered web3 (by accident) back in 2018 while I was starting my career in fintech. The company I worked for at the time was the first German bank to offer a bitcoin onramp through banking services.

Witnessing the sheer disruptive power of blockchain technology 7 years ago, I realized its capacity to revolutionize the way people use the internet as we know it. I then embraced my first full-time role at the world's first crypto bank here in Berlin as one of their first employees and started diving into the web3 universe from there - and never quite stopped.

What truly surprised me entering web3 was how fast-paced the industry was. Innovation and new ways to bring decentralisation to the user are born overnight and the sheer motivation of the builders in the space is unlike anything I've witnessed before.

### 2 If you could give one piece of advice to women entering careers in web3, what would it be?

Don't hesitate to step into a new industry, even if you lack prior experience. Everything you've accomplished so far opens up fresh opportunities. In the web3 space, it's fascinating to witness individuals from diverse backgrounds, like former musicians, artists, and entrepreneurs, diving in. Embracing web3 can truly enrich your professional journey, so seize the chance and just go for it.

How can you embrace web3 and contribute to your own career?

- Attend hackathons - either remote or in person to gain that first-hand experience.
- Provide feedback - offer an ear to others building in the space and provide feedback. Not only will you receive the alpha but have a chance to contribute to early products on the market.
- Join and engage with communities - communities like CGC offer a great launchpad for your career and offer opportunities as a collective.
- Share your learnings

Build in public!

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**3 Explain your understanding of the potential impact of blockchain technology on industries. What, in your opinion, are the trends and developments that are and will be disrupting this space?**

Developments such as scalability solutions, interoperability protocols, and regulatory frameworks will shape the future of blockchain. Additionally, innovations in areas like decentralized identity, tokenization of assets, and Web3 technologies will further expand the potential applications of blockchain across industries.

I have recently become fascinated by DeFi, and I believe the trend is disrupting traditional banking and payment systems by offering faster, cheaper, and more inclusive financial services - there are a lot of cool projects this year and I am eagerly following them!

Aside from Web3, we cannot ignore the huge player that has entered the space recently which is Artificial Intelligence. LLMs are creating 'superhumans' out of us and our productivity can skyrocket but I still believe the future of AI will need a 'currency' to run on, which will be powered by Web3.

**4 How do you promote diversity and inclusion, especially in a male-dominated field like web3, and what approach do you think organizations should take to boost more diversity?**

At crypto girls club, we promote diversity and inclusion to over 3000 women by creating safe spaces for women to learn together, thrive and work together. While the industry is slowly opening up and realizing that it cannot continue the trajectory of being an exclusive boys club for the 'early and wealthy' there is still a great need for women to feel comfortable in the environment they build in.

We've facilitated female-led hackathons, initiated a successful mentorship program with some really diverse and smart people in the space to encourage openness and a feeling of welcoming to people who feel like blockchain 'Isn't for them' - Web3 is for everyone- people, especially women just haven't had the chance to interact with people with similar mindsets to them in web3.

**5 Given the rapidly changing landscape of Web3 technologies, how do you ensure your skills remain up to date? Can you share your approach to continuous learning?**

Being part of communities in web3 - similar to crypto girls club or others will keep you continuously updated in the world of blockchain. I always say to choose your interest and subject matter and follow that community closely, get involved, offer up your expertise - there is so much to do in Web3 that there is always an opportunity to share skills and knowledge. That's what makes it so great. Even if you're just getting started you can turn up and get started - that is really the best way to experience Web3 by hands-on learning and getting stuck in.

**6 Describe your involvement in the Web3 community. How do you contribute to and engage with the broader ecosystem beyond your immediate work?**



By building CGC Talents, we believe diverse teams lead to successful companies. We actively recruit women in Web3 and consider ourselves leaders in growing inclusive workplaces with our experience in fostering welcoming communities.

**7 What do you consider your greatest professional achievement?**

Personally, launching the first women's mini hackathon series last year was a real professional highlight. We witnessed first time builders of all levels hack their way to the first prize. People who had never met before formed strong teams. We continued the series and have been hosting beginner-friendly hackathons ever since. It was a real eye opener for me to see first hand how crypto girls club is making such a positive impact.



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# Małgorzata Ignaczewska

Program Manager  
KIR

**Nationality:**  Polish **Type:** Corporation

## About

Certified program & project manager with many years of professional experience gained in companies such as Asseco Poland, Orange Polska and Cap Gemini Ernst & Young. Małgorzata has unique experience in both IT projects as well as streamlining and reorganizing business processes or building new services "from scratch". She has been working at KIR since 2019 as a Program Manager responsible for providing innovative services based on blockchain technology, i.e. Durable Medium 2.0 (awarded, among others, by Digital Excellence Awards 2021) or a System for reporting savings transactions in treasury bonds based on blockchain technology used by PKO BP and MF. Currently responsible for the development of the Polish Blockchain Network (Krajowa Sieć Blockchain) and related value-added services, including tokenization and integration with AI. A graduate of the Faculty of International Management at the University of Economics in Krakow. Enthusiast of breakthrough technologies such as blockchain, AI and IoT.

## Q&A

### 1 Why did you choose the web3 industry and what surprised you the most when you started working in this area?

I was looking for new technological challenges that would provide completely new development opportunities. Blockchain technology fits perfectly into this, destroying the existing order, creating new opportunities and new business models. Enabling the creation of completely new, innovative services and products.

What surprised me the most was that despite all the breakthroughs in blockchain technology, the most difficult part is the business part - that is, creating a business case that brings added value to the client, and this is what companies have the biggest problem with. How to use this technology to address specific problems. The problem is not the lack of technological competences, but the lack of creativity and openness to changes in thinking and business models, especially in traditional businesses. The level of understanding of the inevitability of change is also something that continues to surprise me.

### 2 If you could give one piece of advice to women entering careers in web3, what would it be?

Whatever you do in this space, always keep the practical aspect in mind - what value you can bring. Contrary to appearances, it is not only technological competence but innovation and business creativity that is important in web3 adaptation as well. Men are more convinced of their value, hence they "took over" this area. But I hope that women will still show what they are capable of. When entering web3, I advise women to believe in their possibilities and look for the area that interests them the most, passionate, even if it seems the hardest. Web3 space is a very diverse area and there is a lot of space for everyone yet. Contrary to popular opinion, not only hard technical competencies are needed, but there are many opportunities to use other competencies, such as creativity, artistic skills, communication skills and others, but you definitely need to understand the basics.

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Explain your understanding of the potential impact of blockchain technology on industries. What, in your opinion, are the trends and developments that are and will be disrupting this space?

Blockchain, due to the fact that it guarantees the immutability, transparency and security of transactions, works great wherever there is cooperation between many partners who have limited trust in each other or in business cases when we need to guarantee the immutability of a given transaction. The breakthrough nature of this technology lies in the fact that the above features are guaranteed "by design" by technology itself - we do not need intermediaries to meet it anymore. We can therefore completely simplify processes, automate them (using smart contracts) and optimize costs. There are also many other advantages, such as the global scope of blockchain, no time limitation and the fact that we become real owners of digital resources. We can have full control and decide who will use them and under what financial conditions.

So I believe many industries from healthcare, supply chain to higher education will benefit from the advantages of blockchain technology. For example providing product traceability from field to shelf we improve ability to identify contaminated food in its stores. Currently, it can take the company days to determine which supplier and batch are contaminated and making people sick. Using the blockchain technology we can create a digital audit trail for a product and in this way, every store can identify suspect food and remove it from its shelves very quickly. In Healthcare doctors will have better access to health records without location being a barrier. In retail and manufacturing companies can track provenance of products, responding to consumer demand for greater transparency. In Oil and gas industry the clear proof of origin eliminates concerns related to black market and other dubious sources.

I think the most important trend disrupting that space will be tokenization of real world assets as tokens are one of the biggest innovations of Web3 (both fungible and non-fungible) and give the ability to program them with smart contracts to track them. Broadly understood tokenization will have a significant impact in many areas as a carrier of "real" value. Starting from the area of payments, where the use of cryptocurrency, stablecoins or CBDC will significantly change the payment landscape or tokenization of securities in the future. Another area is the tokenization of real estate, which offers enormous potential thanks to fractionalization, or the tokenization of energy. The synergy of both blockchain and AI technologies and the use of blockchain technology in the ESG area will also be a very important trend. Growth of decentralized finance will be continued. One of the trends will also be the regulation of web 3.0 (AML, KYC).

4

How do you promote diversity and inclusion, especially in a male-dominated field like web3, and what approach do you think organizations should take to boost more diversity?



I believe that diversity and inclusion especially in web3 space is very important. As we need innovation we should build diverse teams that bring different perspectives. Global reach of web3 space needs diversity as well. But the most important is ethical responsibility that should support inclusion. As Web3 pioneers, we should strive to create a fair and just digital world.

We should promote appropriate attitudes within our organizations and externally, as well as push for appropriate internal regulations like diverse hiring or inclusive policies that support diversity and inclusion (including equal pay, parent leave and opportunities for professional development). Companies should invest time and resources to ensure a diverse and inclusive environment for women in the Web3 space.

Mentorship from women and men is especially important in opening doors for aspiring female entering in web3 space.

5

Given the rapidly changing landscape of Web3 technologies, how do you ensure your skills remain up to date? Can you share your approach to continuous learning?

Even though my role does not require deep technical knowledge of specific technologies or programming languages, when I started my adventure with blockchain, I started with quite thorough technical training in selected areas. I also believe that everyone in Web3.0 space should acquire general knowledge in the basic areas.

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Currently, I try to follow trends and changes in the web3 market as well as take part in dedicated training in a selected area on average once a year. Since the web 3.0 area is changing very dynamically, it is very helpful to follow dedicated information websites or discussion groups, e.g. in social media, and use specialized technology reports.

6

**Describe your involvement in the Web3 community. How do you contribute to and engage with the broader ecosystem beyond your immediate work?**

I try to support the popularization and adoption of blockchain technology in Poland mainly by participating in various types of conferences (sharing experiences in the blockchain area as a panelist) or non-commercial ventures such as Sanbox Blockchain (free Sandbox for startups) or Blockchain Academy (educational campaign about blockchain) as well as networking activities and exchange of experiences with others from the web 3.0 area.

7

**What do you consider your greatest professional achievement?**

In last time for sure my greatest professional achievement was building tokenization service for our customers. You could say that this is my "technological baby" (from idea to implementation and commercialization). This entire process of design, development and production launch of the tokenization service was completed with a limited staff in a very short time (1 year). Commercial production launch took place with participation of corporate customers from various sectors of the economy (including bank, real estate developer, consulting company and law firm). An important part of the project was also the use of generative AI to generate images that were then tokenized. The tokenization service received very positive customer reviews.



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# Zuzanna Henshaw

Web3 Headhunter  
talanoa ltd & MetaMixer

**Nationality:**  Polish **Type:** HR services

## About

I am a seasoned Web3 headhunter. I excel in sourcing top talent for blockchain ventures worldwide. With a deep understanding of decentralized technologies and their impact, I connect skilled professionals, spanning from technical experts to non-technical roles like CFOs, legal advisors, business development managers, and marketers. Leveraging my extensive network and industry insights, I ensure that I put together core teams that can turn an idea into a market success.

## Q&A

**1** Why did you choose the web3 industry and what surprised you the most when you started working in this area?

Throughout my career, my passion has always been startups and innovation, and they are the areas where I excel. Naturally, delving into the latest tech trends like Blockchain and Web3 was a logical step for me. What particularly drew me was the potential of blockchain to reshape the world order, and I was eager to contribute to that transformation in any way I could.

However, I was surprised how insular the blockchain industry felt. Despite its promise of hyper democratization, concepts like blockchain, cryptocurrencies, and DAOs seemed confined to a selected few. Some of the PFP NFT projects, in my view, epitomize this exclusivity, contradicting the principles of democratization and equal opportunity that blockchain concept initially claimed to uphold.

**2** If you could give one piece of advice to women entering careers in web3, what would it be?

Don't let intimidation hold you back, and this advice applies to everyone, regardless of gender. Even if you feel like a novice, persevere and continue exploring.

The blockchain space is still in its infancy, with even the most accomplished individuals and companies only beginning to grasp its potential. There are still plenty of opportunities for growth and innovation, with the best solutions yet to emerge.

Keep pushing forward, bit by bit, as there's still much to uncover and accomplish in this evolving landscape.

**3** Explain your understanding of the potential impact of blockchain technology on industries. What, in your opinion, are the trends and developments that are and will be disrupting this space?

Blockchain technology holds immense potential to disrupt various industries by reshaping traditional processes through decentralization, transparency, and security. It has already begun transforming finance by enabling decentralized finance (DeFi) and tokenization of assets, while also making strides in supply chain management through improved traceability and transparency.

As blockchain continues to evolve, I envision its potential to reshape nearly every sector. As consumers become accustomed to transparency and faster transaction speeds, these features will likely become industry standards.

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In my very futuristic view, I foresee blockchain triggering a profound transformation in governance and national structures. We may witness the emergence of online jurisdictions catering to nomadic / cosmopolitan citizens, ushering in a new era of digital governance.

**4** How do you promote diversity and inclusion, especially in a male-dominated field like web3, and what approach do you think organizations should take to boost more diversity?

I make sure in my recruitment services I make a selection and introductions based purely on skills and merit. This means often using 'blind' CVs to eliminate biases.

Also, based on Kaspersky's study on Women in Tech: 'Over a third (38%) of women working in the IT and tech industry claim that a lack of females in the sector made them wary of entering the profession'. Thus, companies may want to look into showcasing successful women in their business as role models. By highlighting their achievements and contributions, they can inspire more women to pursue careers in tech and bridge the gender gap in the field.

**5** Given the rapidly changing landscape of Web3 technologies, how do you ensure your skills remain up to date? Can you share your approach to continuous learning?

I'm committed to staying informed about industry trends and innovations. I regularly review industry reports and attend events to discover new tools and the latest advancements. Being an early adopter of technology both professionally and personally gives me a competitive edge and allows me to optimize my time effectively.

I also actively seek opportunities to automate tasks within my workflow and am currently developing my own tool to streamline processes further. This continuous pursuit of innovation hopefully will help me stay ahead in my field.

That being said, I'm completely aware that my profession becomes largely automated and may one day be replaced by a mixture of tools that are currently in their infancy.

**6** Describe your involvement in the Web3 community. How do you contribute to and engage with the broader ecosystem beyond your immediate work?

In addition to my primary work, I co-organize a series of Web3 events across Poland known as MetaMixer. Together with Magda Judejko, we recognized a gap in the accessibility of Web3 knowledge to newcomers, who often find it intimidating to ask questions and navigate safely through the abundance of information and potential scams online.

To address this, we established MetaMixer, offering both in-person and streamed online meetups designed to demystify the fundamental concepts of Web3 and provide a secure environment for traditional entrepreneurs, artists, and IT professionals to learn and engage in this space.



**7** What do you consider your greatest professional achievement?

Throughout my career, I've been involved in building startup teams and helping choose which ones to invest in. I've seen firsthand how crucial a resilient and experienced team can be for a startup's success, especially when things get tough. The example that stands out is a team I recommended for investment back in 2013. They started with 100k in funding and by 2019, they were worth a whopping PLN 50 million. The core team is still in charge. It goes to show the power of putting together the right team.



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# Anil Altas Brug

Co-founder  
Turboslow Web3 Agency

**Nationality:** 🇹🇷 Turkish **Type:** Startup

## About

She is the Co-founder of Turboslow Web3 Agency & Crypto Female Germany, a wellness tech expert, and a digital artist. Her focus on the emerging field of web3 technologies, AR, VR, AI, NFTs and digital art allows her to help businesses, brands, creators, and artists leverage the power of these technologies to create unique and innovative digital experiences. She is someone who loves to combine the data story and the human story. Her artworks have been exhibited at selected Exhibitions in Brussels, Barcelona, Cannes Lions, Paris, London, Amsterdam, and Istanbul. She continues her journey to be a mentor, advisor, trainer as well as a builder in the web3 space.

## Q&A

**1** Why did you choose the web3 industry and what surprised you the most when you started working in this area?

There was a potential shift from the current centralized model where a handful of corporations preside over Web2, and we wanted to work with bold and innovative companies to challenge the Web3's momentum. Rapid industry growth, web3 community power, endless possibilities, entrepreneurship opportunities, and the importance of breaking down access barriers. Those values are directly reflected in our projects, as we seek to onboarding brands into Web3!

**2** If you could give one piece of advice to women entering careers in web3, what would it be?

Web3 is a dynamic space with immense potential. So, whatever your background or your education is, there is always something new to discover and experience in web3 space. By staying informed and educating yourself about blockchain, cryptocurrencies, DLT, NFTs, AI and many more. Always remember that by fostering resilience/mindfulness, you'll be ready to dive deep in this exciting field! Seek out women communities and women leaders who are already making waves in Web3. Connect with them, learn from their experiences, and build a supportive network. These connections can provide insights, mentorship, and many unexpected opportunities in your career.

**3** Explain your understanding of the potential impact of blockchain technology on industries. What, in your opinion, are the trends and developments that are and will be disrupting this space?

Artificial intelligence (AI) and machine learning (ML) are expected to see significant advancements in short term trends, thanks to their integration with Web3 technologies. As blockchain networks continue to gain traction, economic models built on cryptocurrencies will incentivize users to participate and contribute to the network's growth. We will see the emergence of many fast-growing cybersecurity companies as the Web3 industry prioritizes security to stay ahead of potential threats. NFT technology will still be a solid element and we will see more event organizers minting NFT tickets onto a chosen blockchain, programming them to set a sale or resale price, or even running auctions where fans can bid for tickets. In the following years, NFTs could significantly influence a wide range of digital in different businesses and platforms industries, from gaming to identity and digital real estate.

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**4** How do you promote diversity and inclusion, especially in a male-dominated field like web3, and what approach do you think organizations should take to boost more diversity?

I feel that promoting gender diversity and inclusivity in the Web3 space is needed to create a more vibrant, innovative, flourishing and heartfelt industry. By taking intentional steps to address the unique challenges facing women in the industry, the ecosystem can help ensure that Web3 is a space that is welcoming and accessible to all. That's why I am a founding member of Crypto Female Germany. Through this community, we aim to create a voice for gender equality.

**5** Given the rapidly changing landscape of Web3 technologies, how do you ensure your skills remain up to date? Can you share your approach to continuous learning?

The blockchain landscape is dynamic, and continuous learning is essential to stay ahead in this transformative space! Not just talking, but, walking is necessary. I keep creating interdisciplinary web3 art projects such as AI exhibition and AI Meditation Performance which is a phygital Brain-hack in the middle or at the end of an online or offline event to increase courage productivity, inspiration, creativity and personal growth with using web3 tools as AI, AR, XR technologies and Digital Art. It is inspired by Human, Nature, and Artificial Intelligence, supported by video art, NFTs, metaverse, mindful technology and creative confidence. Plus, I have just started to write a book about web3 marketing with a tech journalist from New York.

**6** Describe your involvement in the Web3 community. How do you contribute to and engage with the broader ecosystem beyond your immediate work?

Via Crypto Female community, we have been organising free blockchain courses and summer camps to make women onboarding into web3 with ease and safe. Giving voluntary trainings for Girl Chain Camp-young women's tech camp in South Africa, supporting the future generations, organising web3 for kids and families workshops are the activities that makes me satisfied mostly to engage with the broader ecosystem. I also create Digital Art projects to increase the awareness of women in web3 globally to show that 'We are stronger together.'

Calmila AI, my digital mindfulness twin is my latest project. It is a micro-AI meditation guide designed to help users find moments of peace and clarity throughout the day. Through a combination of calming visuals, guided meditation sessions and personalized interactions, Calmila aims to reduce stress, improve focus and enable a deeper connection with one's self. She looks like me, she speaks with my voice. She speaks English, French, German, Polish and Portuguese. Calmila was a keynote speaker at the web3 women summit in Lisbon on March 8th, International Women's Day. The idea for the Calmila AI Mindfulness Project came from my desire to make mindfulness more accessible and personalized for individuals worldwide. While traditional meditation practices are incredibly valuable, however, not everyone has the time or resources to attend in-person sessions consistently.

**7** What do you consider your greatest professional achievement?



It would be unfair to name only one achievement! However, developing and working in web3 space mindfully and heartfully via using resilient tools are my superpowers in any success story that I have created in my career journey.



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**Congratulations Anil**

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# Monika Godek

Chief Revenue Officer & Board Member /  
Global Commercial & Business Development Director  
[CookieForm](#) / [Lukka Global](#) & [Coinfirm](#)

## About

**Nationality:**  Polish **Type:** Blockchain Analytics & Transaction Monitoring

I am a born hunter, always looking for new business opportunities. Being a blockchain and Digital Assets professional covering AML/KYC/KYB/KYT and GDPR regulations, I am extremely passionate about accelerating its global adoption. Beyond that, I've been a driving force in AI and machine learning projects, shaping the IT industry's future. As a Blockchain Association Member and WEB3 Ambassador, I actively contribute to the evolving blockchain and crypto space. Engaged in the EU Sandbox project, I strive to foster technology development and refine legal frameworks for the continuous growth of these ecosystems. I am a born salesperson, always on the lookout for new business opportunities and dedicated to making a dynamic impact in today's rapidly evolving landscape.

## Q&A

**1** Why did you choose the web3 industry and what surprised you the most when you started working in this area?

The fascination with decentralization, security, and transparency offered by blockchain led me to engage in this rapidly evolving sector. I chose the web3 industry for its revolutionary potential in decentralizing systems, security and transparency. What surprised me most was the passionate community engagement, the rapid pace of technological advancements, and the global collaboration. The constant flow of innovative projects and the profound impact on social structures were unexpected and inspiring elements of my fintech journey. Can't wait for more.

**2** If you could give one piece of advice to women entering careers in web3, what would it be?

As an experienced blockchain professional, my advice to women entering this field is to embrace curiosity, resilience, and collaboration. Stay curious about blockchain technology, be resilient in the face of challenges, actively seek collaboration, and contribute to building an inclusive and innovative environment. Networking, mentorship, and advocating for diversity are key to success in the dynamic landscape.

**3** Explain your understanding of the potential impact of blockchain technology on industries. What, in your opinion, are the trends and developments that are and will be disrupting this space?

Blockchain's potential impact is transformative, ensuring transparent, secure, and decentralized processes across industries. Trends like decentralized finance (DeFi), non-fungible tokens (NFTs), and blockchain interoperability are disrupting finance, art, and data management. Continued growth in smart contracts, sustainability-focused blockchain solutions, and increased enterprise adoption are key developments shaping the industry's future.

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**4** How do you promote diversity and inclusion, especially in a male-dominated field like web3, and what approach do you think organizations should take to boost more diversity?

I actively promote diversity and inclusion by championing equal opportunities, supporting mentorship programs, and participating in initiatives that amplify underrepresented voices. Organizations should prioritize inclusive hiring practices, offer diverse leadership opportunities, and foster a culture that values different perspectives. Establishing mentorship networks and providing educational resources can empower individuals from diverse backgrounds, creating a more inclusive and innovative web3 community.

**5** Given the rapidly changing landscape of Web3 technologies, how do you ensure your skills remain up to date? Can you share your approach to continuous learning?

In the fast-paced Web3 space, staying up-to-date is absolutely vital. I pursue continuous learning through regular participation in industry forums, attending conferences, and engaging in webinars and online courses. Collaboration with diverse professionals and hands-on experimentation with emerging technologies keeps my skill set agile and adaptable to the evolving demands of the Web3 space.

**6** Describe your involvement in the Web3 community. How do you contribute to and engage with the broader ecosystem beyond your immediate work?

As an experienced Web3 professional actively participating in the EU Sandbox project, serving as a WEB3 ambassador and Sales Angel, I contribute by fostering collaboration and knowledge-sharing. Through workshops, speaking engagements, and community events, I share insights, support newcomers, and advocate for Web3 adoption. Engaging with diverse stakeholders, I aim to amplify the positive impact of blockchain and digital assets technologies, and foster a collaborative and inclusive ecosystem.

**7** What do you consider your greatest professional achievement?

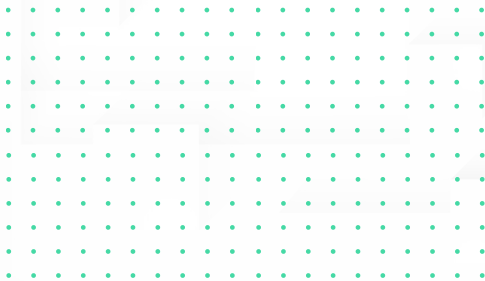
My greatest professional achievement was building an expert position in the Web3 and blockchain space, contributing significantly to revenue growth, brand awareness, and successful sales and marketing strategies. I actively support fundraising rounds and am a sought-after expert in discussion panels, roundtables, webinars, and podcasts. Establishing win-win relationships with Big Four and other consulting companies, and impressive network of satisfied B2B clients globally is a source of pride. Moreover, collaborating closely with regulators and governments is not only an achievement but also an opportunity for continuous self-development and valuable experience.



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**Congratulations Monika**

**Top Women of Web3 in 2023**



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# Surabhi Gawde

Associate Director  
Capgemini Invent

**Nationality:**  Indian **Type:** Consulting corporation

## About

I lead Web3 topics in Germany, contribute to various open source projects and collaborate with various global Web3, blockchain communities, experts and startups. My focus areas are advisory and PoC, product GTM, digital assets, business architecture for Web2 and Web3 hybrid solutions, dePIN, loyalty and partnerships.

## Q&A

**1** Why did you choose the web3 industry and what surprised you the most when you started working in this area?

Web3 brings in new capabilities with its principles and as a computer engineer it was not difficult to understand. In 1990s, we heard things like 'information superhighway', no one could define exactly what it meant, the same applies to Web3. I am not surprised because technology and society are cyclic. A new idea appears, pioneers give ideas, builders shape it, and it becomes mainstream leading to uneven wealth layout, bad actors etc. So, it's always a good time for the next idea.

**2** If you could give one piece of advice to women entering careers in web3, what would it be?

Technology may seem like a man's world, but it is world of ideas and excellence. Earliest programmers, writers, idea generators were women and that is bound to continue. Web3, blockchain, new tech is way easier to learn than what facilities were available to learn a few decades ago. Keep learning and doing the right thing. Even if you don't get the right support, stay self-motivated and look for solutions and contacts.

**3** Explain your understanding of the potential impact of blockchain technology on industries. What, in your opinion, are the trends and developments that are and will be disrupting this space?

The ability to have verified information is the crux of this infrastructure component. In traditional world, audits, checks, and balances are done later, blockchain enables near real time and simultaneous capabilities. Blockchain is a young technology application wise as compared to AI. Yet it is evolving rapidly. We are already seeing a combination with AI as decentralised AI, autonomous agents with verified economic capabilities, etc. Blockchains and Web3 will mature further and have wide scope in banking, asset management, insurance, energy, telecom, retail, and manufacturing sectors.

**4** How do you promote diversity and inclusion, especially in a male-dominated field like web3, and what approach do you think organizations should take to boost more diversity?

We need to realign on meaning of inclusion and diversity. Spotighting and sponsoring candidates, evaluating with various tasks irrespective of designation or reporting, mentoring on how to achieve one's goals within timeframes are key approaches, Web3 or otherwise.

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Once, I had a male manager who said people get promoted in 3 years, you have to get it in 2. Men must be part of the solution. Men should promote women and vis versa, or preferred identities, to boost genuine belongingness. That is all of humanity we have.

5

Given the rapidly changing landscape of Web3 technologies, how do you ensure your skills remain up to date? Can you share your approach to continuous learning?

Read a lot. You have to be genuinely curious. There are constant developments and at times it can be overwhelming. Build or join a team or community to get curated information. Empathise with those who ignore or hate Web3. It gives new insights to pause and find midway communication. There is always some new dApp, protocol, startup. Not everyone will be as excited or ambitious as you are. Moderate your messaging to suit the audience while you learn deeply.

6

Describe your involvement in the Web3 community. How do you contribute to and engage with the broader ecosystem beyond your immediate work?

I interact with various startups and professionals working in Web3 in other organisations, cities, via online and physical events. Meeting external communities and individuals regularly keeps one in check with reality. I also speak to startups or advise some or offer to help some groups on personal level. Often, I encourage people of varied backgrounds or students to start learning. Web3 allows taking up roles in DAOs if one wishes too.

7

What do you consider your greatest professional achievement?

Getting the opportunity to work with multiple CTIOs and partners has given me deeper understanding. Yet to achieve, yet to read and learn a lot... The best is yet to come.



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**Congratulations Surabhi**

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# Bogumiła Cebelińska-Woźniak

TDM Product Director  
Billon Group

**Nationality:**  Polish **Type:** Startup

## About

Experienced manager with over 25 years background in formulating and applying business development strategies and operational processes across financial, retail and e-commerce sectors both at the level of startups and in developed organizations. Transitioned to blockchain technology at Billon, focusing on innovative data management solutions and Web 3.0 applications. Holds degrees from the University of Gdansk and Leon Kozminski University, along with an MBA from the University of Illinois.

## Q&A

**1** Why did you choose the web3 industry and what surprised you the most when you started working in this area?

I did not choose it, but Web 3.0 chose me. Billon was looking for someone with my experience. They appreciated I had overview of different business sectors, and I was successful in achieving business goals. What was the most surprising to me, how much I do not know, how much I had to learn (again) and how big is the potential of this technology to influence businesses.

**2** If you could give one piece of advice to women entering careers in web3, what would it be?

Be brave, do not be afraid of embracing continuous learning. So, keep your mind open to different solutions. Women are very well organized, ambitious and can learn whatever they set their mind on. Do not dare technology, cause when you get to the bottom of it, all you need is common sense to dominate it.

**3** Explain your understanding of the potential impact of blockchain technology on industries. What, in your opinion, are the trends and developments that are and will be disrupting this space?

Fortunately, blockchain is no longer associated only with cryptocurrencies, and business understand its potential for enhancing transparency, data protection, privacy, and cybersecurity. The first trend is the regulation of crypto markets, and the second is the development of non-crypto blockchain platforms focused on utilizing blockchain characteristics in areas like supply chain traceability, data protection and privacy, and decentralized app. While emerging trend involves blockchain + AI.

**4** How do you promote diversity and inclusion, especially in a male-dominated field like web3, and what approach do you think organizations should take to boost more diversity?

I promote my female colleagues to take more responsibility, bigger projects, and positions. I believe that being a mature leader, I can show by example that entering Web 3.0 technology in any stage of life is possible.

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To boost diversity, we need to bring more women at entry levels. We need to understand what barriers of entry they have and actively eliminate them. This way we will create a pipeline of female leaders' talent and balance our organizations better to ensure all perspectives are at play.

5

Given the rapidly changing landscape of Web3 technologies, how do you ensure your skills remain up to date? Can you share your approach to continuous learning?

Every day at Billon, I learn something new, thanks to an amazing creative team that makes it impossible not to soak up new knowledge ! Diving into emerging trends through top-tier conferences and industry summits, where I exchange ideas with peers and innovators, is another key strategy. Additionally, I keep an eye on developments among blockchain industry competitors. Monitoring the market, analyzing various solutions, and staying updated on regulatory changes are essential for staying ahead.

6

Describe your involvement in the Web3 community. How do you contribute to and engage with the broader ecosystem beyond your immediate work?

Today I focus on the challenges and projects we run in my company. So, my involvement focuses mostly on our partner's and customer's education. How they can use our solutions to improve their businesses and lives. That includes hours of workshops, speaking at industry events and conferences and consults promoting the use of blockchain for business and social benefit.

7

What do you consider your greatest professional achievement?

I managed to gain knowledge and experience in different sectors as I was never afraid of change and was always curious to learn new areas. As a result, I do have very broad spectrum of knowledge. Today it allows me to enhance Web 3.0 and other technologies with very different perspectives. At the same time while working in banking I often encouraged women to move to new organizations or positions to ensure, they will not stay in one place all their career and keep developing constantly.



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**Congratulations Bogumiła**

**Top Women of Web3 in 2023**

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# Kinga Piłat

Head of Partnerships  
Women in Web3 Switzerland

**Nationality:**  Polish **Type:** Blockchain Services

## About

An accomplished business and management consultant, with expertise in Financial Services and Tech, worked in multiple European countries and Japan. Actively engaged in the Web3 industry since 2022 - Partnerships Lead at Women in Web3 Switzerland and Head of Fintech Ecosystem Growth at Swiss Fintech Association.

## Q&A

**1** Why did you choose the web3 industry and what surprised you the most when you started working in this area?

I see Web3 as the catalyst for disrupting traditional sectors. Being on the forefront of this transformative movement is exciting area to be involved in.

Transitioning from traditional finance to Web3 can be surprising due to the shift from hierarchical structures to decentralized autonomy and the emphasis on community-driven initiatives.

It's inspiring to see community members eagerly sharing insights into industry trends

**2** If you could give one piece of advice to women entering careers in web3, what would it be?

For women entering Web3, I suggest being curious and open to learn: attend events, chat with people involved in the industry, listen to podcasts, read crypto news. Joining a female community in Web3 is very helpful as well. The blockchain education offering is broad, I personally recommend SheFi or DLT Talents.

**3** Explain your understanding of the potential impact of blockchain technology on industries. What, in your opinion, are the trends and developments that are and will be disrupting this space?

Blockchain technology has a large impact on various industries. It improves transparency, security, and efficiency in areas like finance, supply chain, and healthcare, among others.

We observed a rise in tokenization of real-world assets such as real estate, art, and commodities. This shift is motivated by a push for increased liquidity and accessibility to assets traditionally considered less liquid.

DeFi-based supply chain finance can streamline processes such as invoice factoring, inventory financing, and trade finance by automating them through smart contracts, reducing costs and increasing transparency.

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4

How do you promote diversity and inclusion, especially in a male-dominated field like web3, and what approach do you think organizations should take to boost more diversity?

I joined WiW3CH to actively contribute to fostering diversity and inclusion in the industry. I am responsible for creating partnerships with organizations that prioritize diversity and support underrepresented voices. This enables us to bring more women as attendees and speakers to their events.

At WiW3 Switzerland, our commitment extends to establishing a secure environment, fostering a robust community for women, and dedicating resources to Web3 education.

5

Given the rapidly changing landscape of Web3 technologies, how do you ensure your skills remain up to date? Can you share your approach to continuous learning?

The ever-changing nature of Web3 keeps the learning journey exciting. I started with courses like Blockchain Technologies: Business Innovation and Application from MIT Sloan School of Management, Certified Crypto Finance Expert diploma in Switzerland and SheFi training. Now, my self-directed learning involves daily news reading (e.g., CoinTelegraph, CoinDesk), podcast listening (e.g., Bankless, Coin Bureau), and attending conferences to stay updated and learn from the community.

6

Describe your involvement in the Web3 community. How do you contribute to and engage with the broader ecosystem beyond your immediate work?

My involvement in the web3 space encompasses multiple facets. As Head of Partnerships at WiW3CH, I secured 10 partnerships with prestigious organizations within a year, boosting female participation as attendees and speakers. I also initiated the Entrepreneurs WG, empowering female founders and enthusiasts through knowledge sharing and startup ecosystem access. Recently, I co-organized the Women in Web3 Global Summit in Davos during the World Economic Forum, moderating a panel on female leadership and spoke speaking about financial inclusivity for women at the Web3 Hub Davos.

7

What do you consider your greatest professional achievement?



Rather than pinpointing a single event, I consider a series of experiences to be my most significant professional accomplishment - diverse roles in international environments.

Having the courage to leave the status quo, I sought new challenges, changing roles, countries, or both. By investing in self-learning and embracing new challenges, these intentional moves led to unexpected opportunities, shaping crucial new chapters in my professional journey.

This journey underscores my adaptability, cross-cultural competence, and adept navigation of complex global landscapes.



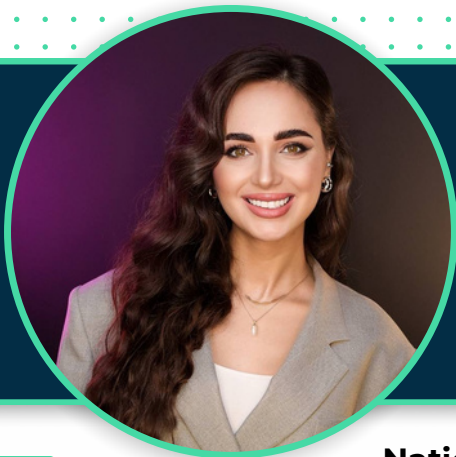
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**Congratulations Kinga**

**Top Women of Web3 in 2023**

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# Dorota Zabłocka

CEO & Managing Partner

3DOTS Law, 3DOTS Advisory, d3trust

## About

**Nationality:**  Polish

**Area:** Legal & regulatory compliance advisory for web3

I am the CEO, Managing Partner at 3DOTS, a business-oriented lawyer and regulatory advisor with 10+ years of experience in complex assistance for technological companies. I specialize in legal and regulatory aspects of fintech and DeFi, blockchain technology, AML and crowdfunding. I help my clients to implement cryptoeconomy, verify and fulfill licensing requirements and tokenize their assets. I also advise on tech transformation of mature businesses and international corporate structuring reflecting needs of a given project and their founders.

## Q&A

**1** Why did you choose the web3 industry and what surprised you the most when you started working in this area?

I chose the web3 industry due to my longstanding interest in new technologies, which has been the focal point of my career from the very beginning.

In my first legal position, with the support of partners from my law firm, I founded and then developed a new department dealing with technological startups and creative industry - that was when I was still a student. My technological journey has evolved, from a fascination with renewable energy, through autonomous vehicles until I discovered, quite by accident, the world of cryptocurrencies, self-executing smart contracts and DeFi. And so, since 2016, my fascination with web3 and its interpenetration with the traditional world has been growing year after year.

My interests have always been gravitating towards the unexplored and unknown, where the preparation of any opinion, agreement or analysis required first and foremost the understanding of the "big picture" - client's entire business, technology used, function of particular computer codes and how does this cumulatively impact on the civil law sphere.

In order to better assist my clients, I have dedicated myself to mastering the intricate details of technology, which has allowed me to identify potential risks at each level, at each stage of a given solution. With this goal, I have been working closely with Web3 developers, with whom we analyze features of computer programs and suggest alternatives at the technological level, if required by law or market best practices.

Because I have always been fascinated by the business world, the stages of creating and scaling businesses or particular products, I knew that I would also want to use my legal knowledge to create and improve solutions that resonate with the evolving needs of our modern world, especially in the dynamic sector of broadly defined new technologies. I often say that within "new technologies" we distinguish those "NEW new technologies" that are seen by skeptics as a "fad," a "bubble," that are ahead of legal regulations and, often, available infrastructure. That makes the people, who form communities within these exact innovations, characterized by special qualities. Web3 is a beautiful example of such a technology and amazing community - what struck me most after joining it in 2017, was the depth of collaboration, the sense of tremendous unity and innovation on a scale unknown to me before. The web3 community's unwavering commitment to pushing technological boundaries, despite the complexity of the legal and regulatory framework, makes this field both intriguing, fresh and continuously evolving.

This blend of innovation, legal complexity, and the drive to meet the needs of the digital future has been both a challenge and a delight, offering a unique opportunity to shape the intersection of law and technology.

Swipe





## 2 If you could give one piece of advice to women entering careers in web3, what would it be?

My advice to women entering on careers in Web3 would be: Prioritize continuous learning and network building. The web3 sector thrives on rapid technological progress. By staying updated on the latest advancements and trends, you not only enhance your skills but also position yourself to make meaningful contributions.

Equally important is networking; engage with peers, mentors, and leaders in the field through various channels like meetups, online forums, and conferences. These connections offer support, valuable insights, and potential opportunities as you progress in your career. Remember, your unique perspective and talents enrich the diversity of the Web3 ecosystem, shaping its future trajectory. Embrace the journey with curiosity and confidence, recognizing that your involvement propels progress and fosters inclusivity within the industry.

## 3 Explain your understanding of the potential impact of blockchain technology on industries. What, in your opinion, are the trends and developments that are and will be disrupting this space?

Understanding the potential impact of blockchain technology on industries is similar to moving through a maze of innovation and disruption. Blockchain, with its decentralized registry systems and smart contracts, has the power to transform traditional sectors and redefine the way we perceive transactions, agreements and ownership.

Blockchain's impact on various industries is enormous. Its decentralized nature challenges the status quo, many times eliminating the need of intermediaries, thereby reducing costs and increasing transparency. For example, the evolution of DeFi (decentralized finance) and NFT (non-convertible tokens) is beautifully showcasing the disruptive potential of this technology. DeFi platforms democratize financial services, offering credits, loans and trading without certain limitations typical for traditional banking systems. On the other hand, NFTs are unlocking new opportunities for digital ownership and monetization, transforming industries such as gaming, real estate, high-value assets and entertainment.

The landscape of blockchain technology is evolving rapidly, which also means that significant number of trends appears, after a few months disappears making room for new ideas, ecosystems and solutions. Observing the international web3 environment, regulatory approach, in my opinion, some of the noted trends will be leading in 2024 and growing in the following years. Here are some of my picks:

- greater integration of virtual assets with traditional financial systems;
- tokenization of real-world assets, democratizing investment opportunities, increasing liquidity especially in the real estate and luxury goods markets;
- blockchain's role in verifying and trading carbon credits;
- significant advances in cross-chain technologies and Tier 1 blockchain networks;
- increase in implementation of Zero-Knowledge Proofs (ZKPs) cryptographic methods;
- AI integration in web3 projects;
- increased regulatory efforts to improve identification of blockchain networks' users, mainly with the aim of transparency and combating illegal activities on the cryptocurrency market;
- stablecoins market growth and popularization of non-listed "private tokens" used as an internal mean of payment and users' reward within given ecosystem.



## 4 How do you promote diversity and inclusion, especially in a male-dominated field like web3, and what approach do you think organizations should take to boost more diversity?

The term "male-dominated field" has always evoked some extreme emotions in me. Through my work and combining being a mom with three businesses, caring for friendships and pursuing my passions, I try to break the pattern of the glass ceiling for women.

Of course, I have experienced some difficulties in breaking through in male company on many occasions - when I started practicing energy law, I was a young girl among older gentlemen. Later, I was a young mother who could not spend as much time on trips or business meetings as my peers. Now I'm just one of the few women in the web3 world who sometimes has to pass the "elevator pitch" test when talking to a potential client.

All the "women in a man's world" experiences, both worse and better, have strengthened my opinion that we should not promote the division between "male" and "female" industries. Instead, we should strive to promote awareness that great minds and talents know no gender categorization.







In the pursuit of diversity and inclusion, it is important to recognize that everyone has a valuable role to play in shaping the web3 landscape.

While it is true that women may sometimes face additional challenges in proving their knowledge and experience, it is important to remember the wonderful attributes that often belong to us - women: multitasking, inner intuition, empathy, meticulousness, excellent planning, creativity - are among them. What also pays off is learning industry-relevant skills, such as simple communication or taking full ownership for tasks. I also have my own list of tips for women in business, especially younger women whom I have the pleasure to encounter on my path.

Of course, to the best of my ability, I engage myself and my company in activities that promote diversity and inclusion in the new technology industry, especially web3. I try to participate in as many meetings organized by women's and student initiatives I am invited to as possible, where I share my knowledge and experience in building my own business, searching for my niche and satisfaction from working in area of my interest and passion. I never miss a chance to talk to people behind the scenes, and I am also happy to invite them to my office for coffee. Some of such meetings brought new female 3DOTS team members. I think these types of meetings are a fantastic platform to exchange ideas, find mentors and build valuable contacts.

The same goes for presentations, conferences and other industry events where I do my best to demonstrate that women do have the knowledge, insights and potential to succeed in the technology sector, especially in the dynamic web3 sphere. I believe that such an approach, along with my female web3 colleagues' activity, challenge stereotypes and inspire other women to pursue careers and leadership roles in this field.

In conclusion, I believe that the change should start with the narrative around particular sectors that may seem to be male - often the biggest limitations are the stereotypes we, as women, carry within us and we hold ourselves back from choosing a niche (as for a woman) career, from speaking up at a meeting or from applying for a conference panel.

And as a person having the privilege of creating my own organization with the values selected based on my personal experience, I encourage you - leaders, owners, entrepreneurs, to engage women. Your organizations will not only gain well-organized employees (it refers especially to mothers), but also creative, kind, open-minded, and extremely ambitious team members.

5

Given the rapidly changing landscape of Web3 technologies, how do you ensure your skills remain up to date? Can you share your approach to continuous learning?



Staying updated with the latest news from the world of web3 is a pleasant routine of almost each of my days. I admit it with a slight smile on my face, because there is probably no other topic that interests me enough to start my day with a quick newsprint, and to sneak in a majority of my holiday readings. I admit, I'm a tech geek.

Nevertheless, I believe that the most profound knowledge and development in this field can only come from immersing oneself deeply in it. Therefore, alongside providing legal and business consulting for technological companies, I am also a co-founder of a DeFi startup myself. Our project, d3trust, is a solution that revolutionizes the financial world by connecting decentralized finance with traditional banking, via creating fully licensed well-known financial products fitting into web3 world.

My approach to continuous learning includes active participation in the area I am passionate about. Conferences, lecturing at a university, internal training for the team as well as for the clients, working with foreign partners, participating in multi-jurisdictional regulatory projects... this direct involvement not only motivates me for further development of my knowledge, keeps my skills up to date, but also gives me the opportunity to learn from other lawyers' expertise and to confront theoretical knowledge with practical experience from everyday cooperation with technological projects. Sometimes I compare it to being seated in the first row during the most interesting classes.

It is also inestimable to be involved in the practical application of web3 technology through my own technological startup - this gives me an additional first-hand understanding of the challenges and opportunities resulting from building a project that is regulatorily ambitious, but at the same time brings an innovative solution to the practical problems of the traditional financial system.

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**6 Describe your involvement in the Web3 community. How do you contribute to and engage with the broader ecosystem beyond your immediate work?**

My involvement in the web3 community is particularly focused on promoting compliance among developers and technology enthusiasts. My goal for the coming years is also to be involved in more law-making initiatives on a national as well as international level - to bring the voice of the industry to the table as well.

I acknowledge that the law often lags behind the rapidly evolving digital world, making it difficult for web3 entrepreneurs to turn their creative ideas into reality due to the lack of regulatory practice or any judicial guidance. On the other hand, it is understandable that lawyers and regulators are not able to keep up with all the technological innovations and anticipate the potential models of human interactions taking place in these unknown areas.

Given my expertise, I actively participate in various industry meetings that bring together young creators, web3 entrepreneurs and lawyers interested in entering the world of new technologies. Through my activities, I aim to bridge these two worlds and advocate for their integration and interpenetration as a key to the success of any project and for increasing the attractiveness of a given country.

I engage myself in a wider ecosystem in addition to my daily work, by being active in communities such as Web3 Devs Poland, Degen House, Blockchain Venture Hub, Blockchain Alliance, Web3 MeetUp, Blockchain Girls and Polish Blockchain Association, as well as some academic groups at Warsaw University and Lazarski University in Warsaw.

Additionally, I am pleased to share my legal knowledge with the community involved in new technologies at various conferences and meetings, contributing to a better understanding of the regulatory landscape and supporting a collaborative environment around innovation in the web3 space.



**7 What do you consider your greatest professional achievement?**

My personal proud and professional achievement is the establishment of the first all-in-one legal, tax and regulatory compliance advisory for web3 innovators. Together with my partner, we have created a team of professionals who are skilled in advising our clients not only on the best legal solutions, but also on business and technology matters, recommending the best options in each of these areas.

After two years since we launched, we are heading for the first hundred of 3DOTS' clients, which are today not only Polish startups (which we truly love), but also mature enterprises that are on their path of digital transformation, as well as various international projects from different parts of the world.

From my early days in traditional law firms, my dream was to provide holistic support to tech clients and to be for them a partner in discussions on technological ground as well. To better understand the world of technology, I dedicate my free time to learning programming. For the future, my ambition is not only to draft legal agreements, but also to create computer codes, which will be a useful tool for the self-enforceability of the digital part of the obligations resulting from particular agreement.

But my greatest professional success, the icing on the cake that motivates me every day, is co-creating 3DOTS with unexceptional lawyers, with an "out-of-the-box" approach, brave, creative and equipped with a unique feature of understanding frequently abstract technological solutions. Those who do not believe, I invite you to visit our office in Warsaw to talk about consensus algorithms, functions of particular smart contract' instances or practical aspects of how DAOs operate in traditional world!



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**Congratulations Dorota**

**Top Women of Web3 in 2023**

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