

Central & Eastern Europe Development Directory



**"Helping companies grow through
access to funding and talent in the
CEE market"**

Accessing new markets and competing in the Global marketplace has never been as challenging. Aligning the talent and experience to succeed and attract funding is now more important than ever. Intramezzo, one of Europe's most progressive senior executive talent providers, in conjunction with its extensive network of partners, has launched a programme that brings you access to leading sources of funding, talent, intellectual property management and talent development.

The services are focused with the early-stage and growing enterprise in mind to ensure that your organisation performs to its very best potential and builds robust and investable leadership teams.

In 2007 equity investments across Europe totalled more than €18 billion. In selecting where to invest, the single largest basis for decision was confidence in the specialist qualities and proven talent of the executive leadership team.

This programme brings you access to some of Europe's leading suppliers of funding and talent services for the Central and Eastern European business community. Our clients are already enjoying increased access to capital, faster growth and improved competitive performance.

Cross-border product research and development, funding for training, talent acquisition or leveraging the value of your intellectual property (patents and trademarks) to form the basis of a funding strategy are just some of the initiatives our team can deliver.

To support this programme Intramezzo has nearly 3,000 senior executives, each of whom have diverse and extensive experience in growing businesses and building investable leadership teams. To understand how such talent could contribute to your business opportunity, please contact Intramezzo (see the back page for details).



Originally piloted in 2004, officially launched in 2005 and now available in 26 countries across Europe, the primary goal of the EU Grants Advisor (EUGA), an initiative developed by Microsoft in partnership with other international and national participants, is to increase awareness and understanding of public funds for ICT, and to take advantage of a facilitated application process. Better use of available funds stimulates employability and innovation, thus enhancing business and helping to grow competitive and dynamic local economies.

Achievements to date include:

- 1,361 grant application projects either successfully completed or in progress
- 82% success rate of applications submitted through EUGA
- €236m of EU and national government funding awarded as a result of EUGA
- 98 consortium members across the region
- 105,000+ people to be trained from grants awarded
- 113,000+ SMEs benefiting
- 431 local government organisations benefiting



Agitavi is a global leader in local software economy development and business innovation best practices for technology companies. Over 1,200 companies across 30 countries globally have participated in such executive programmes as Agitavi's Software Business Management Course, which aims to help senior managers of technology companies gain vital strategic skills and enhance their operational capabilities.

Agitavi also provides local software economy research for technology companies, economic development agencies and governments, and specialises in assisting enterprise clients to define and implement software-enabled innovation across their products, markets and operations.

In collaboration with Intramezzo, Agitavi works to provide its range of research, learning and development, and consulting services to technology companies in Central and Eastern Europe.



EBAN is the trade association for early stage investors in Europe active in the sub €2.5 million market. Its membership, traditionally composed of angel groups and federations of angel groups will now extend to early-stage funds on top of its associated membership category.

EBAN currently federates circa 80 organisations from 25 countries, representing 250 out of the 300 angel networks operating across Europe. It has growing representation in the Central and Eastern European countries.

EBAN's objectives are to:

- Represent the early-stage investment market in Europe
- Carry out research on the angel market and produce facts and trends
- Identify and share best practice
- Promote the role and visibility of business angel networks and early-stage funds in Europe
- Promote synergies and networking opportunities among actors in the industry
- Support the emergence of professional structures and quality standards across Europe
- Support the internationalisation of the angel and early-stage industry and movement



The European Bank for Reconstruction and Development, established in 1991 and owned by 61 countries and two intergovernmental institutions, aims to foster the transition from centrally planned to market economies from central Europe to central Asia.

The EBRD is the largest single investor in the region and mobilises significant foreign direct investment beyond its own financing.

It provides project financing for banks, industries and businesses, both new ventures and investments in existing companies. The Bank uses its close relationship with governments in the region to promote policies that will bolster the business environment.



Mantle Executive Development helps UK companies to obtain grants for investments into Central Europe: The total amount of money allocated by the EU to support Central and Eastern Europe is over €200 billion. Grants for Foreign Direct Investment allow for most development activities including purchase of new technological lines, machinery, building of a production plant, new investments in eco-friendly machinery and technology. The size of the refund depends on where the investment will be located and on size of the company but is usually in the range of 30% - 70%. Grants for training can be 80%+. In addition there are tax-free Economic Zones. Poland has over €90 billion and Mantle Executive Development has an exclusive agreement with an agency in Warsaw that has a 100% success record in obtaining grants.



Rouse is a specialist Intellectual Property consultancy with 15 offices around the world. Established in 1990, Rouse has a team of over 350 IP professionals offering a different approach to doing business. At Rouse you won't find stuffy lawyers and archaic working practices. Their approach is straightforward and commercial, their style relaxed.

With experience in Central and Eastern Europe spanning almost 20 years, Rouse helps large and small enterprises to maximise the business advantage of their IP assets, offering a comprehensive range of IP legal services: patent and trade mark registration; commercial deal structuring; enforcement and litigation; and international anti-counterfeiting strategies (backed by its strong presence in China and its inhouse investigation team). Rouse takes the trouble to understand its clients and their businesses and works closely with them to achieve the most appropriate and cost-effective results.

Rouse also offers consultancy and brokerage services designed to leverage the value of IP assets, whether through licensing, joint ventures, acquisition or disposal. Whatever your IP needs, as a Rouse client, you will be looked after by a friendly team offering practical advice and committed to exceptional service.





The European Private Equity and Venture Capital Association (EVCA) represents, promotes and protects the interests of the European private equity and venture capital industry. With over 1,300 members in Europe, EVCA's role includes representing the interests of the industry to regulators and standard setters; developing professional standards; providing industry research; and professional development and forums, facilitating interaction between its members and key industry participants including institutional investors, entrepreneurs, policymakers and academics. EVCA's activities cover the whole range of private equity from venture capital to large buyouts.

Fundraising for Central and Eastern Europe reached a new record level in 2007 with €4.25 billion of new capital raised, representing an increase of 89% on the previous year, itself a record amount. Meanwhile investment activity showed dramatic growth in 2007, reaching more than €3 billion, 80% more than in 2006.



Gaining access to the complex world of funding requires expertise, experience and proven results. As Europe's leading independent grants consultancy, PNO Consultants can provide all the support needed to obtain the right grants throughout the continent. PNO has over 450 specialists working out of 35 offices, operations in 13 European Member States and a strong partner network in other countries.

As expert advisers on grants, PNO helps clients obtain and manage funding from both European and national grant schemes. Working in close strategic partnership with them, PNO first identifies funding programmes that match the client's ambitions in all fields especially research, innovation and investment (the initiation phase). They then help compose a complete and excellent grant application (the application phase) and finally ensure that complex administrative criteria are met and assist with project management (the compliance phase). Process management means that PNO organises, plans, and steers the overall process. They survey all the options, coordinate actions, monitor and report progress, control quality and guarantee high performance.



Supporting some of Central and Eastern Europe's most promising businesses requires the delivery of top senior executive talent on a just-in-time basis. Intramezzo was formed in 2002 and boasts some of the largest companies as its clients; it also has some of the most impressive fast-growth success stories. From the next generation of flat-screen display technology through flexible screens to advanced printing technologies, Intramezzo is able to find senior executives who can make a major contribution at very short notice (typically 14 days). Intramezzo offers senior executives to varying time profiles to suit the challenges of every business.

To build discussions on how your business can benefit from this comprehensive programme involving world-class suppliers active in the region, contact Claire Aikman of Intramezzo at caikman@intramezzo.co.uk or on +44 20 7520 9290 or +44 7917 682816.