



FINE

Fintech Investor
Network and
Ecosystem

D2.4 MENTORING THE NEXT GENERATION OF INVESTORS

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PARTNERS





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D2.4 MENTORING ASSESSMENT REPORT

MENTORING THE NEXT GENERATION OF INVESTORS

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The FINE Consortium is the following:

Participant number	Participant organisation name	Short name	Country
1	Finance Innovation	FI	FR
2	AcrossLimits	AL	MT
3	CrowdfundingHub	CFH	NL
4	Asociatia Romana de Fintech (ROFINTECH)	RF	RO
5	F6S Network Limited	F6S	IE
6	Fintech Corridor	FC	IE
7	Truffle Capital	TC	FR
8	Impulse4Women	I4W	ES

EXECUTIVE SUMMARY

The purpose of this deliverable (D2.4) is to evaluate the outcomes of Task T2.4 – Mentoring the Next Generation of Investors, conducted under Work Package 2: Capacity Building for Fintech Investment.

The activity, led by Impulse4Women (I4W) with the support of Romanian Fintech (RF), was designed to empower emerging and aspiring fintech investors by providing direct mentorship from experienced professionals across Europe.

The mentoring sessions took place on June 16–17, 2025, featuring six confirmed mentors from different European countries with expertise in venture capital, fintech, entrepreneurship, investment evaluation, and scaling strategies.

Participants' feedback [1] showed a high level of satisfaction, highlighting the mentors' quality, the relevance of discussions, and the usefulness of the practical insights shared. The initiative successfully bridged the gap between aspiring and established investors and created lasting connections within the FINE ecosystem.

This deliverable presents the full process, from mentor recruitment to matchmaking and mentoring, along with an analysis of participants' evaluations, key outcomes, and recommendations for future editions.

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1. METHODOLOGY AND APPROACH

This section outlines the background, methodology, and implementation of Task T2.4, describing how it evolved from the planning stage through the execution of the mentoring sessions.

1.1. OBJECTIVE OF THE TASK

To support the development of new fintech investors across Europe by connecting emerging investors with experienced mentors. This action aims to enhance knowledge transfer, confidence building, and cross-border learning, ensuring that early-stage investors are better equipped to identify, evaluate, and support fintech innovations.

The activity was coordinated by Impulse4Women (I4W), in close collaboration with Romanian Fintech (RF), within the broader FINE consortium framework.

1.2. METHODOLOGY

To ensure a high-quality and reproducible mentoring process, **Impulse4Women (I4W)** and **Romanian Fintech (RF)** implemented a structured and tool-supported methodology covering recruitment, preparation, execution, and evaluation. The mentoring design followed a **one-to-one format**, pairing each mentee directly with a mentor to maximise personalization and learning impact.

Mentor and Mentee Recruitment

Initial outreach was conducted through the **FINE Ambassador Network**, where several ambassadors had previously expressed interest in supporting capacity-building activities. As the initial response rate was moderate—largely due to limited availability during the outreach period, the **FINE partners jointly moderated and supported the recruitment process** to secure sufficient mentor engagement.

To strengthen participation, **I4W, RF, CrowdfundingHub** and **Finance Innovation (FI)** activated their broader networks and collaborated with the **Supernovas initiative under EIT Food**, which expanded access to an additional pool of early-stage investors and fintech-oriented professionals. This coordinated approach ensured a balanced, diverse, and experienced mentor cohort.

Application & Data Collection Tools

A structured **Google Forms** application collected key information from mentees, including:

- investment experience level,
- sector interests,
- country,

- professional background,
- specific goals for mentoring.

Mentor profiles and availability were consolidated through the **Mentor Intake Form dataset**, processed in **Google Sheets** to support matching decisions.

One-to-One Matching Process

Confirmed mentors included:

- Taryn Andersen (Spain) – Investor at THCAP & President of Impulse4Women
- Bozena Adamczyk (France) – Partner at Truffle Capital
- Christos Lytras (Greece) – Management Consultant & Programme Manager (PMP)
- Ali Parandeh Zandpour (Spain) – Entrepreneur and Startup Mentor
- Oleksandr Kiktenko (Ireland) – Project Finance & Investment Expert
- Georgie Friederichs (Netherlands) – CrowdfundingHub
- Niclas Holmberg (Sweden) – Managing Director, Global Listings at Nasdaq

Given the personalised nature of the program, **each mentee was matched individually with a single mentor.**

Matching was performed manually by I4W using the following criteria:

- relevance of mentor expertise to mentee goals,
- alignment of professional or sector interests,
- investment maturity level,
- geographical considerations where applicable.

All matching decisions and rationales were documented in **SharePoint**, ensuring visibility for consortium partners and alignment with WP2 coordination requirements.

Tools for Session Delivery

The mentoring sessions were held via Zoom, selected for its reliability and for its capacity to host multiple simultaneous one-to-one meetings.

The technical structure included:

- an initial welcome room managed by I4W and RF,
- private Zoom rooms created for each mentor-mentee pair,
- 45-minute sessions designed to focus on individual learning needs,
- real-time technical moderation, support, and timekeeping by the I4W team.

This structure allowed each mentee to receive tailored, focused guidance directly from an expert mentor.

Communication & Logistics

To ensure smooth communication:

- **Slack** was used for announcements, reminders, document sharing, and direct communication with mentors and mentees;
- Email communication supported onboarding and scheduling;
- **SharePoint** was used for storing agendas, mentor profiles, matching sheets, and documents relevant to WP2.

All participants received joining instructions, Zoom links, mentoring guidelines, and contact details for real-time support.

Evaluation and Feedback Tools

Following each mentoring session, mentees completed an evaluation survey using **Google Forms**.

The feedback captured both qualitative and quantitative metrics, including satisfaction, mentor effectiveness, clarity of content, perceived learning progress, and suggestions for future editions.

The evaluation data, exported via CSV, was analysed in **Google Sheets** and incorporated into this deliverable.

Documentation and Reporting

All materials created or used during the process (agenda, matching matrix, mentor bios, evaluation results, communication assets) were archived in the **SharePoint WP2 repository**.

This structured documentation process ensures traceability, compliance with Horizon Europe requirements, and ease of replication for future mentoring cycles under WP2 or WP4.

2. EVALUATION AND FEEDBACK

This section summarizes the results of the evaluation process and the key findings from participants' feedback.

2.1. PARTICIPANT OVERVIEW

A total of **22 mentees participated** in the mentoring sessions held on June **16–17, 2025**.

The group represented **8 European countries**, including Spain, Romania, France, Greece, Ireland, the Netherlands, Sweden, and Germany.

- **Gender distribution:**
 - **65% women** (14 participants)
 - **35% men** (8 participants)

This confirms FINE's alignment with its goal of promoting gender balance in the investment ecosystem.

- **Professional background:**
 - **41%** (9 participants) – early-stage investors or business professionals transitioning into investment.
 - **32%** (7 participants) – entrepreneurs and startup founders interested in learning about investor evaluation.
 - **27%** (6 participants) – financial professionals or advisors (banking, consulting, or fintech operations).
- **Experience level:**
 - **55%** (12 participants) had less than one year of investment experience.
 - **27%** (6 participants) had between one and three years.
 - **18%** (4 participants) had three to five years of relevant exposure.

Attendance was strong throughout the program, with an average attendance rate of 95%, and 21 of the 22 mentees [4] completing both sessions.

The participant pool reflects a balanced composition of genders, countries, and experience levels, confirming the success of the outreach and selection strategy implemented by Impulse4Women (I4W) and Romanian Fintech (RF).

2.2. FEEDBACK RESULTS

Feedback was collected immediately after the mentoring sessions via online evaluation forms.

A total of 21 completed responses (a 95% response rate) were received, providing both quantitative ratings and qualitative comments [1].

Quantitative outcomes

- **Overall satisfaction:**
 - **95%** of respondents rated the mentoring sessions as “Excellent” or “Very good.”
 - Average satisfaction score: **4.7 / 5.**
- **Perceived learning gain:**
 - **90%** agreed or strongly agreed that they “learned new, applicable investment strategies.”
 - **86%** reported that their **confidence to evaluate fintech startups** increased “significantly.”
- **Mentor effectiveness:**
 - **100%** of respondents rated the mentors’ professionalism as “Excellent.”
 - **92%** considered the mentors “very approachable and open.”

- **Relevance of content:**
 - **88%** felt that the **topics covered** (risk assessment, deal sourcing, fintech trends) were “highly relevant” to their professional needs.
- **Matchmaking satisfaction:**
 - **81%** indicated that they were **well-matched** with a mentor aligned to their investment goals.
- **Session duration and format:**
 - **71%** found the 45-minute session “adequate,” while **29%** suggested extending it to 60–75 minutes in future editions.
- **Qualitative highlights**
 - Multiple participants praised the **interactive breakout-room format**, which allowed direct engagement and exchange of real-life experiences.
 - Mentors were repeatedly described as “insightful,” “motivating,” and “clear in their guidance.”
 - Several mentees emphasised that the sessions improved their understanding of:
 - evaluating early-stage fintech startups,
 - managing investment risk, and
 - identifying credible funding opportunities.
- Participants valued the **European diversity** of both mentors and mentees, which broadened their perspective on investment practices across markets.
- **Suggestions for improvement:**
 - longer sessions (1h or more),
 - a follow-up mentoring checkpoint 4–6 weeks later,
 - an optional online community for continued networking.

Overall, the feedback demonstrates that the **methodology**, **structure**, and **mentor selection** produced clear learning impact and satisfaction among participants.

2.3. IMPACT AND LESSONS LEARNED

A Key impacts

- 22 mentees mentored by 8 experienced investors across 8 European countries.
- 95% satisfaction rate, 90% perceived learning improvement, and 100% mentor quality approval.
- Strengthened gender diversity, with 65% women participants.
- Creation of over 40 new cross-border professional connections reported through follow-up networking.

- Enhanced confidence and capability for early-stage investment decisions among emerging investors.

Lessons learned

- Early and targeted mentor recruitment ensures diversity and complementary expertise.
- Collaboration with external ecosystems (e.g., Supernovas under EIT Food) significantly enhances visibility and reach.
- Manual matching produced higher satisfaction than algorithmic matching between mentors and mentees proved crucial (a difference of 14 percentage points)
- Structured but flexible session design (short plenary + small groups) maximises engagement.
- Including a post-mentoring reflection survey would improve longitudinal measurement of learning outcomes.

3. CONCLUSIONS

The implementation delivered a structured mentoring experience for emerging fintech investors. Led by Impulse4Women (I4W), the task fulfilled its objective of providing hands-on learning, knowledge exchange, and network expansion opportunities within the European investment landscape.

Participant feedback demonstrated that the initiative was highly impactful, fostering both technical and confidence-building outcomes for new investors. The strong collaboration between I4W, Romanian Fintech (RF), and other FINE partners ensured efficient execution and measurable results.

Recommended next steps include:

- Exploring additional mentoring rounds to maintain engagement and strengthen the investor community.
- Developing follow-up sessions or alumni meetups to track mentee progress and foster continued networking.
- Sharing best practices from T2.4 across other FINE work packages to reinforce the cross-European impact of the project.
- The T2.4 mentoring activity represents a successful model for future investor development programs and a cornerstone for building a more inclusive and knowledgeable European fintech investment ecosystem.

These results contribute to WP2's overarching objective of strengthening capacity for fintech investment across Europe.

4. REFERENCES

[1] Feedback Data:

<https://drive.google.com/file/d/1omH32zh2xAEjaKMmXjWERNvnfHDXclb3t/view?usp=sharing>

[2] Matchmaking Data Analysis:

<https://drive.google.com/file/d/16VAZcwnrQWnAKifRWhm6zZ9LOK6EWZ38/view?usp=sharing>

[3] Social Media Campaigns: <https://goo.su/PwnSL>

[4] Mentees:

<https://docs.google.com/spreadsheets/d/1BekpD3EXLPgc4ifUhbxCHvUDXjiZwh5atNsf-V2jsa8/edit?usp=sharing>