

PAYBACK Mentors' profiles

2024/2025

Piotr Awdziejewicz

IT & Product Development Director

My work experience:

I have several years of work experience in the IT industry. I have been part of the PAYBACK team since the start of the Program. I created the IT department in Poland - a team responsible for maintenance and development of systems, migration of the Polish platform to the international platform. I am currently responsible for building and maintaining the Technology HUB in Poland based on external providers. For many years I have been working at the border of Technology, Product and Business.

My experience in developing others:

I have many years of experience as a People Manager. I support the development of team members in a joint responsibilities model. I created and developed the Polish IT department. I help develop and accommodate team members internationally. In a previous company, I created and introduced tools for monitoring the level of expertise and sharing it within teams.

In the mentoring work, it is important for me to...

contact with another in order to mutual growth, learning new perspectives of familiar situations. Sharing one's experiences to support the growth of other people, making their lives better.

Areas in which I can provide support:

- ☐ Conflict management
- ☐ Leadership competencies
- ☐ Building effective relationships in an international environment
- ☐ Managing stress and emotions
- ☐ Development / improvement of soft skills

Katarzyna Grzywaczewska

Marketing Director

My work experience:

I have been managing marketing teams for more than 20 years. I am responsible for marketing communications, PR, research, product development. Both in international and distributed teams. I gained my experience in the telecommunications, financial and insurance industries.

My experience in developing others:

As the head of small and large teams, I work on the development of each person I have the pleasure of working with. I graduated from the Oxford Leadership Academy under Prof. Cezary Wojcik, which also allowed me to be a mentor in one of the editions of Vital Voice.

In the mentoring work, it is important for me to...

defining the mentee's needs, listening and building both trust to keep communication open and honest.

Areas in which I can provide support:

- ☐ Conflict management
- ☐ Change management
- ☐ Building own position in the organization
- ☐ Development / improvement of soft skills
- ☐ Work-life balance

Robert Olędzki

Digital Business Director

My work experience:

I possess experience working in several companies - smaller and larger with different management models. I have worked in Polish and international environments in the areas of sales, education, digital.

My experience in developing others:

In my opinion, development is a personal matter, personal effort, involvement, willingness. No one will do the job for us. I can only hint something, help to see things from a different perspective, share a piece of my experience. I focus on not disturbing your development.

In the mentoring work, it is important for me to...

trust.

Areas in which I can provide support:

- ☐ Conflict management
- ☐ Negotiation
- ☐ Development / improvement of soft skills
- ☐ Managing stress and emotions
- ☐ Work-life balance

Anna Muszyńska-Jurków

HR Director

My work experience:

I've been working in HR for over 20 years, in companies like J&J, Microsoft and currently since 2016 in PAYBACK. I'm certified MBTI and Extended Disk coach. I finalized number of Leadership trainings (i.e Leadership for Transformation by Fluent). I'm passionate about communication topics - I finalized Public Relations workshop on Warsaw University and Radio workshop by PAN/Radio 357.

My experience in developing others:

Except of leading the development agenda for PAYBACK organization, I'm a mentor in PSZK as well as in Digital University.

In the mentoring work, it is important for me to...

building an open relationship, exploring options together, learning from each other.

Areas in which I can provide support:

- ☐ Leadership competencies
- ☐ Development / improvement of soft skills
- ☐ Managing stress and emotions
- ☐ Work-life balance
- ☐ Communication and presentation skills development

Katarzyna Pawłowska

Senior Campaign Manager

My work experience:

I have been working in the Campaign Management (Operations) team for 12 years - starting from the role of an intern to the position of Team Leader. I am responsible for quality, processes, and participate in the implementation of new solutions/partnerships from the operational side. I also had the pleasure of leading a company-wide project to discuss and recommend actions after the Pulse satisfaction survey.

My experience in developing others:

I have been working as a Team Leader for 7 years. I conduct regular development interviews, introduce development tools for team members such as high5 talents. I have also participated in the Game Changers Academy program.

In the mentoring work, it is important for me to...

both sides trust and openness, going beyond standard thinking.

Areas in which I can provide support:

- ☐ Conflict management
- ☐ Leadership competencies
- ☐ Effective delegation and feedback
- ☐ Development / improvement of soft skills
- ☐ Managing stress and emotions

Marcin Pilarski

Managing Director

My work experience:

I have filled management positions in multinational corporations for more than 20 years. Before joining PAYABCK, I worked for Travelport, being responsible for creating products, solutions and services available in 170 markets.

My experience in developing others:

Several employee development processes of my direct team. Several people in the process of official mentoring.

In the mentoring work, it is important for me to...

helping others to become the best version of themselves by sharing my knowledge and experience.

Areas in which I can provide support:

- ☐ Leadership competencies
- ☐ Building and motivating cross-functional teams
- ☐ Building effective relationships in an international environment
- ☐ Work-life balance
- ☐ Communication and presentation skills development

Dawid Pyzowski

Finance Director and Commercial Head of HUB

My work experience:

At PAYBACK since 04/2014 - starting from Junior Accountant position, followed by specialist, up to the team leader and department director role.

My experience in developing others:

People Manager at PAYBACK for 7 years. I work closely with team members in the area of their development. I am also a PAYBACK trainer - I have conducted many trainings, such as in hard skills (Excel, VBA), in finance or as part of the PAYBACK Academy. I also strengthen cross-functional team members during strategic projects.

In the mentoring work, it is important for me to...

confidence, to share the knowledge and experiences I have gathered - to inspire others. The opportunity to work with other talented people from whom I can gain knowledge, inspiration and learn a different perspective.

Areas in which I can provide support:

- ☐ Project management
- ☐ Negotiation
- ☐ Building own position in the organization
- ☐ Building and motivating cross-functional teams
- ☐ Building effective relationships in an international environment

Paweł Zuń

e-Commerce Manager

My work experience:

I have 8 years of experience as a radio journalist (Polish Radio). I have been involved in the e-commerce industry for over 9 years. I started my work at PAYBACK from the position of an intern, then a specialist up to the role of Team Leader.

My experience in developing others:

Since 5 years I have been leading a team at PAYBACK, which I managed to build "from a zero". My trainees, to whom I pay a lot of attention, develop inside the Digital team or power other PAYBACK teams already as employees. I have been mentoring internally at the company for over a year, and for the past few months I have also been a mentor at Youth Business Poland. Several years ago I completely changed my life (professionally and privately) - thanks to this effort, I know how to help others. I share my own experience and knowledge from the books I regularly consume.

In the mentoring work, it is important for me to...

trust and openness.

Areas in which I can provide support:

- ☐ Leadership competencies
- ☐ Managing stress and emotions
- ☐ Communication and presentation skills development
- ☐ Influencing without formal authority
- ☐ Building self and team motivation

Thanks you!



Please contact us with any questions at:
ilona.jablonska@payback.net