MENTORING FOR ENGINEERING LEADERS

Mentoring for your engineering leaders.

How I work and how I help. For CTOs and People teams who sponsor a leader.

Marian Kamenistak

Founder, Engineering Leaders Community

marian.coach

THE PROBLEM

Your best engineer got promoted. Now they learn the job by breaking things.

A mis-hire. A senior who quits in a 1:1. A roadmap that slips for the third quarter. Most new managers meet each of these alone, and the company pays for the lesson.

A course teaches the theory. On Tuesday at 4pm the leader needs someone who has made the same call before and can say what happened next.

€15 to 25K

recruiter fee for one senior hire

€1,975

one quarter of mentoring

THE RECORD

The numbers, as of October 2026.

3,611
sessions delivered

317
leaders mentored

9.17/10
average session score, out of 10

17+
countries

2019
mentoring since

Live counters from the session log, read from the ELC Data Points registry on 2026-10-06.

WHO I MENTOR

Who sits across the table.

Team lead in the first manager role

Engineering Manager

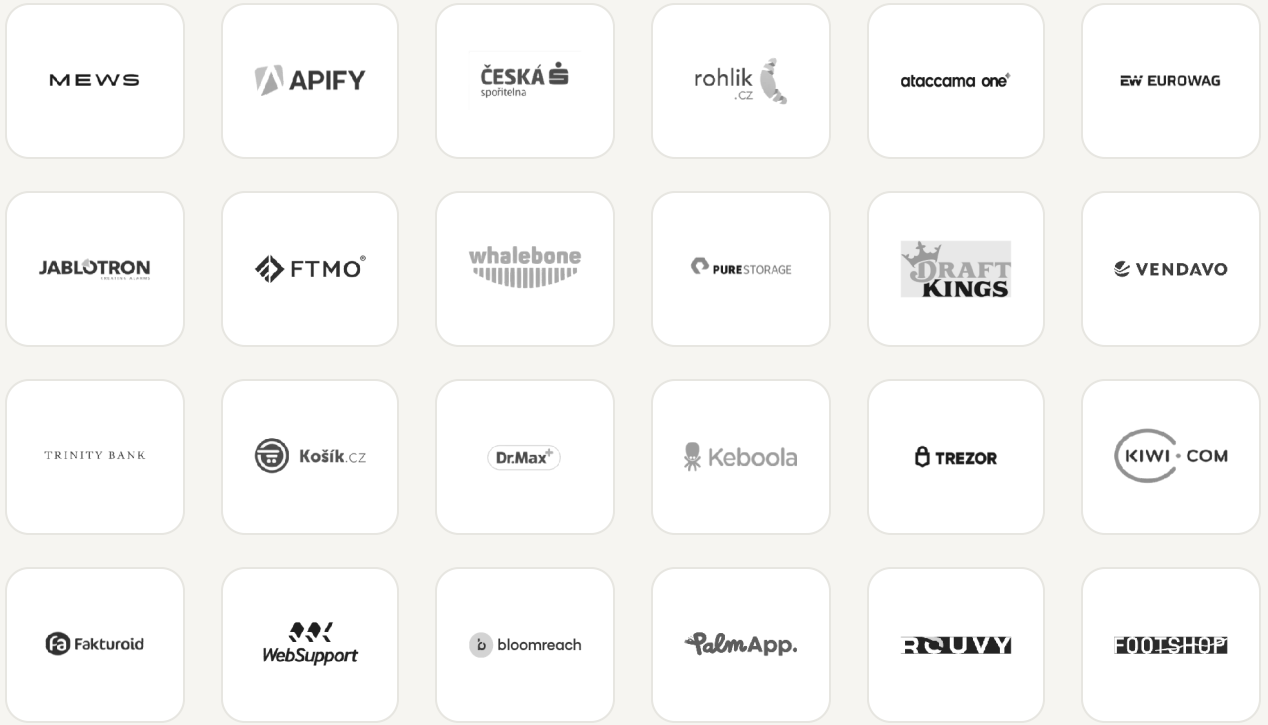
Engineering Director, VP Engineering

CTO, founder

Staff engineer taking the leadership step

Product Manager, product leader

Most of them are sponsored by their company. Their companies:



How it works.

1. **Intro call**
   30 minutes, free. You, the leader and me. We agree the two goals for the quarter.

2. **A fixed slot**
   60 minutes every two weeks. The leader brings the live problem, we leave with a decision and the next step.

3. **Checkpoint after session 3**
   Are the two goals moving? If not, we change the plan, not the goals.

4. **Closing review**
   End of quarter, with the leader. You get the themes, never the transcript. What is said in the room stays in the room.

5. **Renew or stop**
   Quarter by quarter. No annual contract.

WHAT WE WORK ON

What we work on.

The list comes from real sessions. The words in quotes are from mentees.

- The first 12 months as a manager
- Scaling the org: team splits, structure, 8 to 80
- Delivery, estimates and team performance
- Leading an org where AI agents do a share of the work
- EM to Director: leading through managers
- Hiring, mis-hires and hard people calls
- Executive presence and managing upward
- Founder and CTO sparring: roadmap, board, strategy

> *“layoffs and hiring, performance reviews, communication with CxO levels, scaling and consistency”*
>
> DAVID JERABEK, CHAPTER LEAD, ROHLIK

> *“product-engineering cooperation, career framework, team alignment, and agility”*
>
> MAREK TRUNKÁT, CTO, APIFY

WHY ME

Still in the seat.

The advice comes from this year's board meetings, not from a book.

- Scaled Mews engineering from 35 to 100 people through Series C.
- Led engineering at Manta, acquired by IBM.
- 3+ years at Databricks in the Bay Area.
- Advisory board at Trinity Bank. Product and tech committee at Eurowag.
- Founder of the Engineering Leaders Community, 3,300+ members, since 2019.
- Lecturer and guarantor of the IT Leadership MBA at VŠE Prague.
- 14 mentees in parallel, no more. The pattern-matching across all of them is what you pay for.

TESTIMONIALS

What CEOs and CTOs say.

"Marian was part of helping scale up our technical teams from 35 to 100 people during his time with Mews. One of his key successes was around creating visibility on engineering output and ensuring we were able to more effectively reach our goals."

Matthijs Welle
CEO, Mews

MEWS

"Marian helped me to stabilize and mature our engineering in Apify after a period of growth. In mentoring, we focused on many areas across product-engineering cooperation, career framework, team alignment, and agility. But mainly, he changed how I view my role and the role of the engineering department in the organization."

Marek Trunkát
CTO, Apify

APIFY

TESTIMONIALS

What their leaders say.

“Marian was my mentor for 3 months and I've learned a lot from him — communication with my own team and stakeholders, managing improvement plans, hiring, and overall team stabilisation. Marian has experience from multiple scale-up companies, growing from 30 to 100+ people. What I appreciated a lot is directness and honesty in mentoring, challenging my own beliefs of what is possible and at the same time being very human oriented.”

Oleg Smirsky
Head of SW Development, Česká spořitelna

“Marian has been mentoring me for a year and a half. What I appreciate the most is that no matter what topic I bring up, Marian always has practical and actionable advice. We've covered layoffs and hiring, performance reviews, communication with CxO levels, scaling and consistency. In my new role, after just four months, I had to let go of a significant number of people who were also my friends. Marian provided invaluable guidance on how to approach this difficult task. I was able to part ways with everyone on good terms.”

David Jerabek
Chapter Lead, Rohlik

THE COMMUNITY

Engineering Leaders Community

Your leader also gets a room.

The Engineering Leaders Community: 3,300+ members, the largest community of engineering leaders in Central Europe. Meetups in Prague, Brno, Bratislava and Kraków. A conference with speakers from Netflix and Stripe.

3,300+
members

12
meetups a year

120+
leaders per meetup

350+
at the conference, rated 4.8

Membership is free. Members pay 10% less on every mentoring package.

PRICING

Public prices. Pay for a result, not for hours.

€395 per 60-minute session, list. Same rate for individuals and companies. Packages add free sessions, the rate never moves.

MOST MENTEES START HERE

One quarter

€1,975

- 6 sessions over 3 months, 5 paid + 1 free
- €329 per session, effective
- Priority scheduling, guaranteed slot.

Continuous sparring partner

€790

per month

- 2 sessions a month plus phone/WhatsApp between them
- For a leader who can't define the problem yet, or wants a steady sparring partner.
- Cancel anytime.

FOR 3+ LEADERS

Mentor in Residence

€10,332

per quarter

- 18 sessions pooled across your leaders, 18 paid + 0 free
- Onsite days, open calendar, quarterly readout for the sponsor.
- Quarters start Jan, Apr, Jul, Oct.

Single session: €395. One problem, one clear next step.
ELC members: 10% off every package.
Prices without VAT. EU companies with a VAT ID: reverse charge. Czech companies: +21% VAT.

GUARANTEE AND TERMS

The guarantee, and the small print.

Rate a session under 7/10 and you don't pay for it.

The average across 3,611 scored sessions is 9.17/10.

Not working by session 2? We stop.

The rest is on me.

Move a session with 24 hours' notice.

A no-show with no notice counts as delivered.

The leader leaves the company?

Unused sessions transfer to another leader you name.

Invoiced monthly in arrears, 14 days to pay.

From Marian Kamenistak, sole trader, VAT registered.

Confidential.

The sponsor gets the themes and the progress on the two goals, never what was said.

YOUR TWO GOALS

Before we meet: the two things you want to change.

Fill it in with the leader, or forward them this page. We open the intro call with it.

LEADER

ROLE AND TEAM

GOAL 1. WHAT IS DIFFERENT IN 90 DAYS?

GOAL 2

Type straight into this PDF and send it back to marian@marian.coach, or bring it to the call.

NEXT STEP

Book the intro call.

30 minutes, free. You and the leader. We leave with the two goals and a start date.

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Building Silicon Valley Leaders in the Heart of Europe.