marian.coach
Mentoring Engineering Leaders

OFFER FOR A PRAGUE FINTECH · 19 OCTOBER 2026

20+ engineering hires in 2027. The first meetup is on me.

Thank you for the coffee last week. Two offers below, both built so you see the result before you pay. You give me a theme or a speaker. We run the meetup end to end with ELC team.

0 EUR
until the first meetup at your company has convinced you

120+
top talents in your room, December or January

2 months
of mentoring your leaders, free

One thing from you: a theme or a speaker, and a date. First week of December or second week of January 2027.

OFFER 1 · Visibility 2027

Your company on stage in front of 120+ top talents, with direct reach to hire.

{ Engineering Leaders Community }

WHAT YOU RECEIVE

- ✓ Two ELC meetups at your company in 2027, 120+ attendees each.
- ✓ Your speakers and your story in front of 3,300+ engineering leaders.
- ✓ Candidates introduced by me from Marian's List: 182 people, 62 looking right now.

ON TOP, FREE OF CHARGE

+ **Two workshop days for your team, on two topics you pick** — list 3,444 EUR a day, yours at 0

+ **Six mentoring sessions for you or anyone on your team** — list 2,370 EUR, yours at 0

First meetup free · Pay after you liked it · Walk away any time

SEE FOR YOURSELF: ELC meetups (https://luma.com/elc)

Talk videos (https://www.youtube.com/@engineeringleaders/videos)

Visibility package (https://www.engineeringleaders.io/partner/membership/visibility/)

WHAT IT COSTS, AFTER YOU LIKED IT

- 14,000 EUR for the whole of 2027, one invoice after the first meetup
- First meetup: ELC organises end to end, you cover food and drinks at cost
- Didn't like it? You walk away, nothing else to pay
- My internal goal: 20+ hires for you in 2027, reported monthly

VISIBILITY 2027 INCLUDES

- 2 ELC meetups at your company with your speakers, about four months apart
- 1 more your company speaker slot at other ELC events
- 4 priority seats at every monthly ELC meetup
- 4 ELC Conference 2027 tickets
- 4 LinkedIn posts from ELC about your company, a short video, reshares
- 1:1 speaking coach session for your speaker
- your company logo in the ELC newsletter, partner badge, speaker alumni membership
- A third meetup in the year is a 4,000 EUR add-on

HOW THE FIRST MEETUP WORKS

- I suggest the two or three most attractive topics for the engineers you want; you pick one, or name your speaker
- ELC handles the program, applications, host, photographer, video, social and the newsletter
- You provide the room and cover food and drinks at cost (about 1,500 EUR); a rented venue only if your company cannot host
- After the meetup you decide about 2027. No pressure, no deposit.

HOW THE HIRES HAPPEN

- ELC is 3,300+ engineering leaders in Central Europe; I know most of the senior people in person
- Marian's List holds 182 people open to a next step, 62 actively looking; I introduce, you interview
- No agency fee on introductions made inside the Visibility package
- Progress reported monthly: introductions, interviews, hires

OFFER 2

Mentor in Residence

Your engineering managers, directors and VPs calm, clear and growing. Fewer fires on your desk.

WHAT YOU RECEIVE

- ✓ Me at your company one or two days a week, for your leaders and for you.
- ✓ A team-lead growth program: one new lead onboarded a month, no hiccups.
- ✓ Reporting as a standard, not a status call. Dashboards instead of meetings.

ON TOP, FREE OF CHARGE

+ **I mentor for free the first 2 months at your company** — 8 weeks, yours at 0

+ **You can fire me any time** — no notice period, no penalty

Pay only 8+/10 sessions | No prepayment | Cancel any time

SEE FOR YOURSELF: Mentor in Residence (https://www.marian.coach/mentor-in-residence/)

What mentees say (https://www.marian.coach/testimonials/)

WHAT IT COSTS, AFTER THE FREE 2 MONTHS

- Price upon agreement, invoiced monthly, only for days delivered
- The first 8 weeks are free; invoicing starts in week 9
- Any session your leader rates under 8/10 is not charged
- A mentor who understands tech: 8 to 80 teams at Mews, Principal Architect at Databricks

HOW A RESIDENCE DAY RUNS

- Up to 6 sessions of 60 minutes; your leaders book directly into my calendar, no approval chain
- Between sessions I sit with the team: shadowing, hard conversations, growth plans, the dashboards
- Async access for everyone who had a session
- A monthly readout for you: themes across sessions, org-level risks, what to fix next. Never who said what.

TERMS

- Up to 2 days a week, invoiced monthly in arrears, price agreed on the call
- The first 8 weeks are free; invoicing starts in week 9
- A day holds up to 6 sessions; a session rated under 8/10 credits one sixth of the day
- Cancel any time. One PO, one invoice a month. Prices without VAT.

What I need from you

- ✓ A theme or a speaker for the first meetup. Pick from the topics we talk about: engineeringleaders.io/cfp (https://www.engineeringleaders.io/cfp/)
- ✓ A date: first week of December, or second week of January 2027. Say which, and we book the rooftop venue for 120+ people.
- ✓ Two hours of your time, or of the person you name.

People you can call

Marek Trunkát
CTO, Apify

"He changed how I view my role and the role of the engineering department in the organization."

Paul Melmon
VP Engineering, Prague Site Leader, Everpure

Everpure hosted two ELC meetups. The video with Paul and Marian is on LinkedIn.

Jiří Brunclík
CTO, Ataccama

Ataccama hosted four ELC meetups and sends its leaders to Marian for mentoring.

Xun Wang
CTO, 15 years at NVIDIA before, Bloomreach

Engaged Marian to mentor his VP of Engineering in Brno.

Jan Blaško
Group Head of Engineering, FTMO

"Marian doesn't just offer theoretical insights, he translates them into actionable and meaningful steps."

Matthijs Welle
CEO, Mews

"Marian was part of helping scale up our technical teams from 35 to 100 people."

Martin Damovsky
AWS Hero, Cloud, Ataccama

"Our focus shifted from day-to-day tasks to strategic thinking."

Rene Napravil
VP of Engineering, Eurowag

"Every session was tailored to my needs, always practical, always thought-provoking."

Who you get

Ex-VP of Engineering at Mews: 8 to 80 teams, a $2bn+ unicorn. Principal Software Architect at Databricks, Bay Area.

Founder of the Engineering Leaders Community: 3,300+ engineering leaders, 40+ meetups. Computer science degree. AI freak.

3,662 mentoring sessions since 2019. Average rating since 2024: 9.79 out of 10.

Next steps

1. You reply with a theme or a speaker. One line is enough.

2 We fix the date: first week of December, or second week of January 2027.

3 The meetup happens at your company. Then you decide about 2027.

One thing from you: a theme or a speaker, and a date. First week of December or second week of January 2027.

BILLING

Visibility 2027, the workshops and the meetup: Engineering Leaders Community s.r.o., IČO 21848343, Varšavská 715/36, 120 00 Praha 2

Mentor in Residence and mentoring sessions: Marian Kamenistak, sole trader, IČO 06093175

All prices without VAT. Invoices due in 14 days. Food and drinks for the first meetup invoiced at cost.

QUESTIONS YOU MAY HAVE

Why free? Because our meetups draw 120+ attendees and I would rather show it than argue it.

What if nobody gets hired? Then I did not earn the goal. The Visibility package still stands on the two meetups, and you stop at year end.

Why can you be fired any time? It keeps me attentive. I am financially secured; I need to see the mission move, not a deposit.

Who else hosted? Ataccama four times, Apify twice, Make three times, Productboard, Kiwi.com, Česká spořitelna, Microsoft and others.

This page is private and meant only for you. We record when it is opened so we know when to follow up.

Marian Kamenistak · marian.coach · marian@marian.coach ·