

WELCOME
TO BANGKOK'S
FRIENDLIEST
BUSINESS
COMMUNITY

VIMI.



PRO**SEED**

39 EVENTS
3,670 GUESTS
110 PITCHES

VIMI.

#40th Gathering Agenda

- ★ Intro - 10 minutes
- ★ Feature Presentation - 15 minutes
- ★ 3+1 Innovation Pitches - 20 minutes
- ★ Reciprocity Ring - 5 minutes
- ★ Beer & Pizza - 65 minutes

Agenda here ends at 20:59.

The Royal Queen Seeds Afterparty
begins at 21:00.



PROSEED

We're all messy We're all struggling

"...We are all flying high in some ways
& falling flat on our faces in others.
Nobody has it all figured out.
It's our job to cheer each other on,
lift each other up, & push each other
to keep giving it our best.

Who we surround ourselves with matters.

We need to be better to each other.

We're all we have..."

Amy Weatherly

VIMI.



PROSEED

Friendly Business In a Safe Space

Today was the last day the world changed this slowly,
& while progress promises opportunity, it can also
make us feel overwhelmed & lonely.

Our community is dedicated to supporting positive
progress by fostering kind innovation & innovative
kindness.

We help* each other as best we can.
It's the natural thing to do...❤️

(* You can start by taking pictures
of our amazing speakers, so we can share
with everyone later :)

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What we do

- ♥ Support each other by devoting time and attention to our fellow members.
- ♥ Support each other's businesses when opportunities arise.
- ♥ Organize events & share knowledge & for the benefit our members & the community..
- ♥ Support local charities for the benefit of the community.



PRO**SEED**

Principles

Anyone is welcome to apply to join PROSEED's community. Our guiding principles are:

- ♥ **Show up** – Familiarity breeds trust.
- ♥ **Be chill** – We appreciate honesty. Just be yourself.
- ♥ **Be curious** – Proseed is a great place to learn.
- ♥ **Be kind** – Kindness provides meaning to life.
- ♥ **Get involved** – Proseed is a voluntary community maintained by members' efforts.

If these principles appeal to you, please join us!

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Who are Proseed?

Alex Lorent, Asia Pillars

Anthony Pash, Southeast Partners

Amy Diener, Amy Diener Art

Claire Souchet, LR Paris

Erik Van Den Brande, Ocean Nutrition Europe

James Wood, The VR Guys

Johan Vermreiren, Vemax Group

Jos Bosmans, BMS Recruitment

Kris Withouck, Alcami

Lawrence Chaney, GPS Legal

Lex De Groot, Royal Queen Seeds

Napaporn Palsingh (Seema), Krungthai-AXA Life Insurance

Noah Shepherd, TBC

Polo Ruesz, Bangkok Island

Takeshi Heta, Fabbit

Vic Rollins, Auburn Asia

Mike Darnell, VIMI



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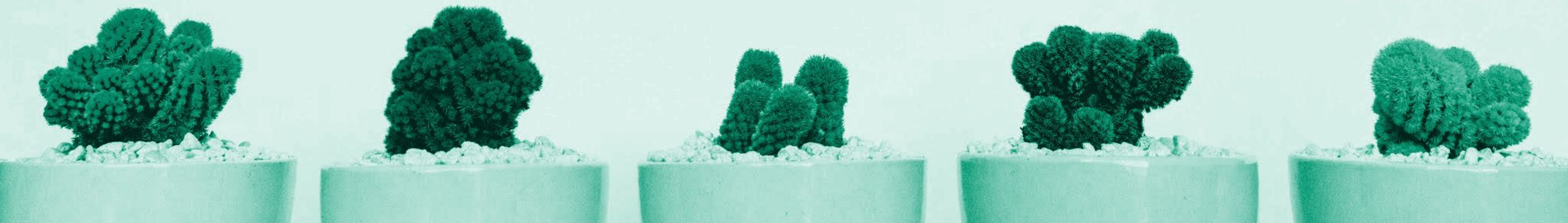
Why Join Us?

Proseed is a kind, friendly and supportive community.

Being kind to others makes us feel good.

Belonging to kind communities is proven to:

- ♥ Support achieving life-goals and self-actualization
- ♥ Boosts self esteem and confidence.
- ♥ Builds resilience to stress and setbacks.
- ♥ Improve immune system responses, stamina and memory.



Joining

♥ **Per event**

→ ₪300

♥ **Per quarter / 3 events**

→ Get 6 guest tickets

→ Reduced Friday lunch fees

→ Happy hour & endless chips all night
at the Weekly Sunday mixer

→ ₪999

♥ **Per year / 11 events**

→ Get 36 guest tickets

→ Friday lunch & sunday mixer – See above^^

→ ₪3,330

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PROSEED

Fabbit

Spaces that help you feel focused and comfortable.

VIMI.

Creating digital success for invisible giants since 2010.

12+

Years of experience

250+

Client organizations





Your company?

Being a Proseed community sponsor is a benefit reserved to members...





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Employee Empowerment & the Bottom Line

Hugh Van Es
CEO of Proquanet



PROSEED

EMPLOYEE EMPOWERMENT

By Hugh Van Es



Professional Background

1997: INVE (THAILAND) LTD. – Production & Purchasing Manager

2002: MOUAWAD JEWELLERY BANGKOK CO., LTD – Administration Manager

2004: H&A CUTTING WORKS LTD. – Operations Director > Managing Director

2011: HELIO ASIA LTD. – General Manager

2014: SWAROVSKI GEMSTONES (THAILAND) LTD. – Managing Director

2023: PROQUANET CO., LTD. - CEO

Reasons for Change

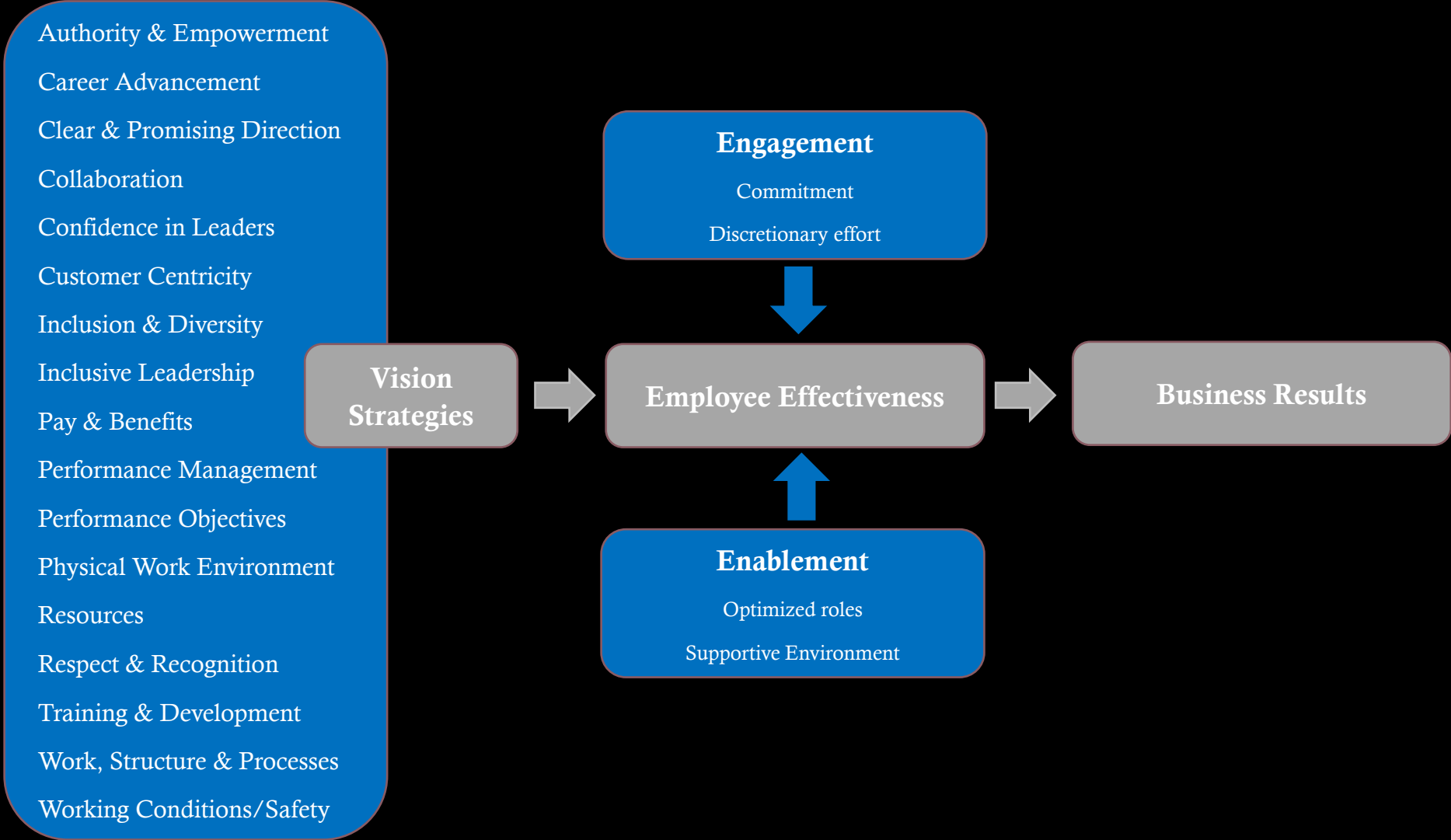
Internal Factors:

- Very poor employee satisfaction results on global survey
- High turnover rates
- Poor financial performance

External Factors:

- Consumer behavior is changing
 - New generation of employees
 - Increased competition
-

MEASURE - Employee Satisfaction Survey



Employee Satisfaction Survey Results

Engagement Score 2012

39%

Enablement Score 2012

43%



Poor Performance leads to
poor business results



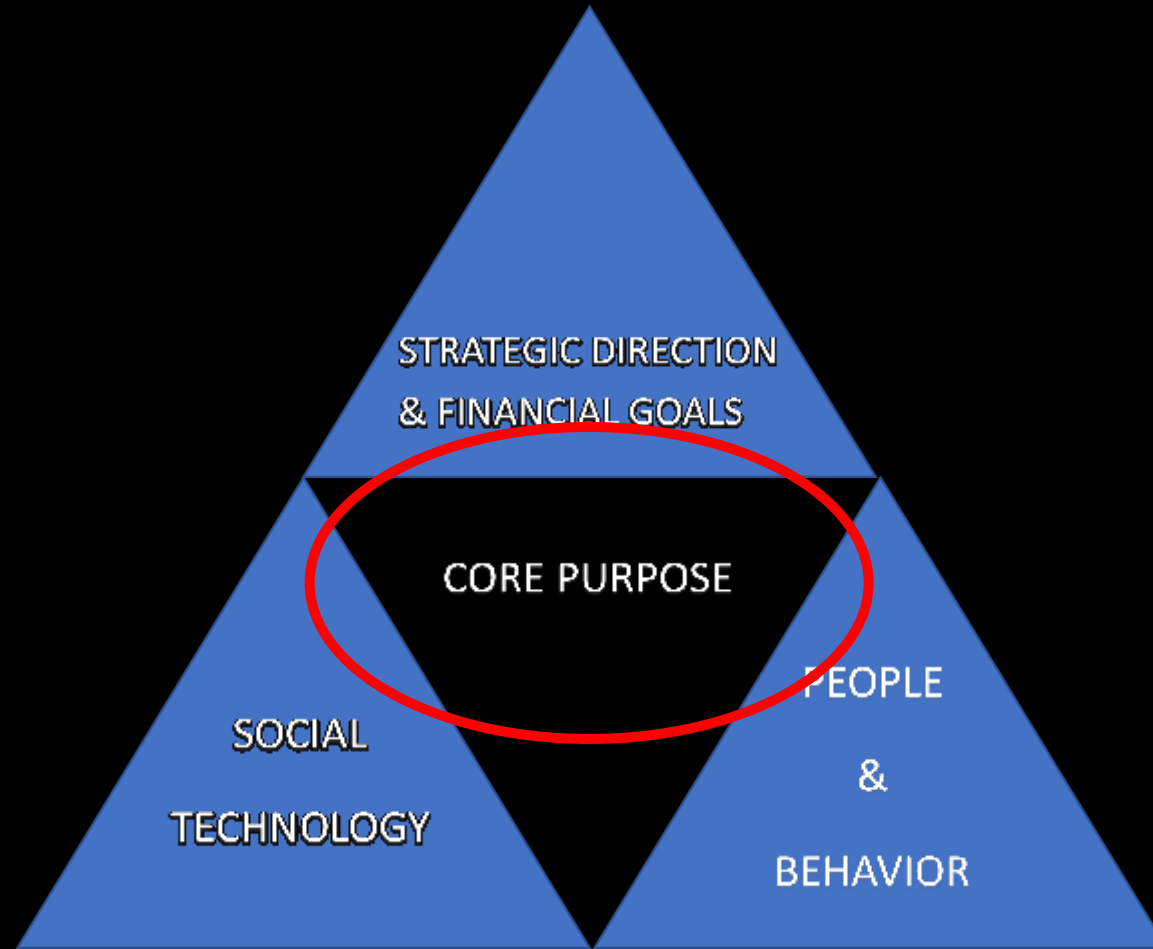
Annual Employee Turnover

>52%

Average EBIT %

<4%

Employee Empowerment Triangle



Core Purpose

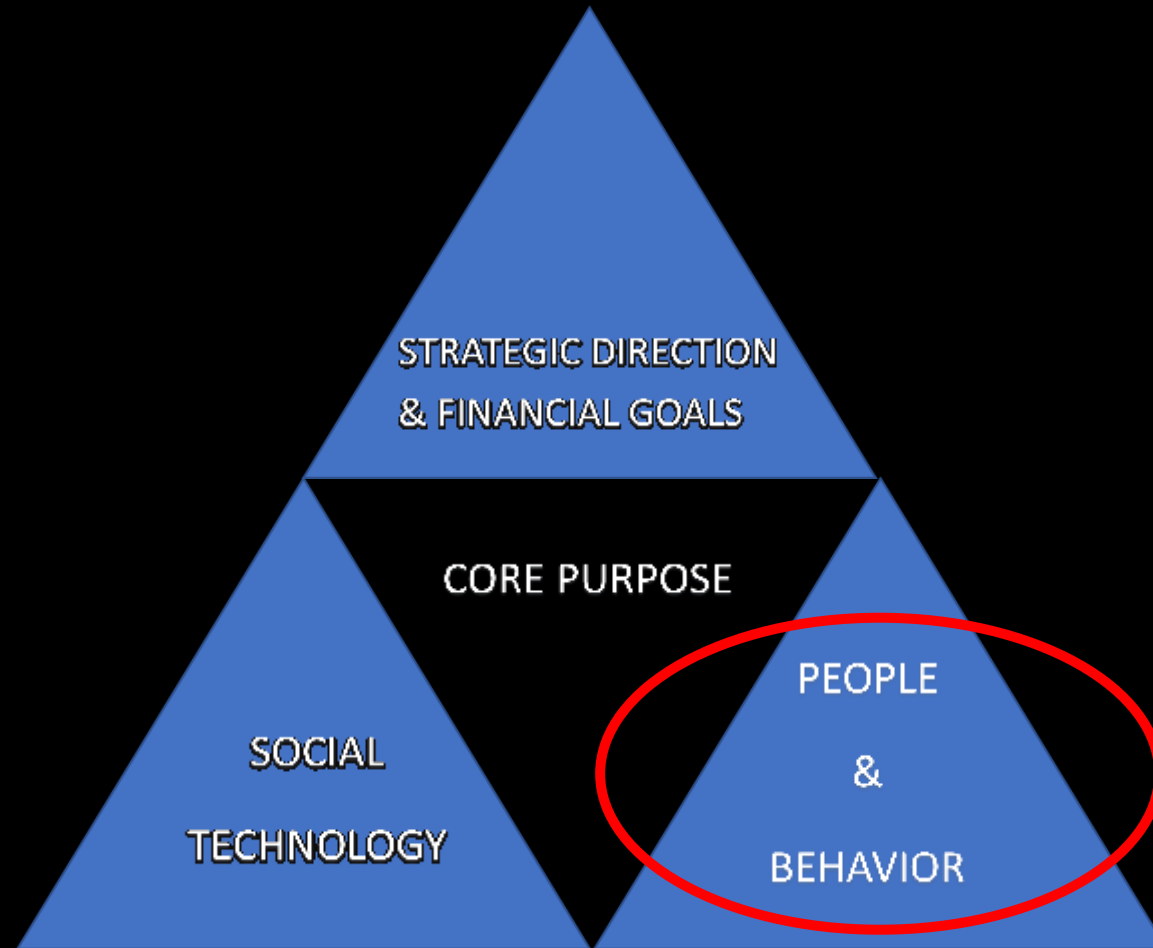
The purpose of an organization expresses the reason why an organization exists:

- What is the organization here to do?
- Why does it exist?
- What is its direction of development?

The purpose is the core element which operates as a guiding light for other organizational elements, (e.g. definition of roles and strategies as well as the decision making process.)

**IDENTIFY
YOUR
'WHY'**

Employee Empowerment Triangle



People & Behavior

- Being self-driven
- Leaving the comfort zone
- Putting company welfare/goals above individual/function goals
- Giving feedback in the very situation and to the people of concern

- Being connected
- Being specific
- Being entrepreneurial
- Being flexible
- Being responsive

**IDENTIFY
YOUR
'HOW'**

EMPOWERMENT HAS TO START WITH THE LEADERS!

Employee Empowerment Triangle



Strategic Direction & Financial Goals

Strategic Direction:

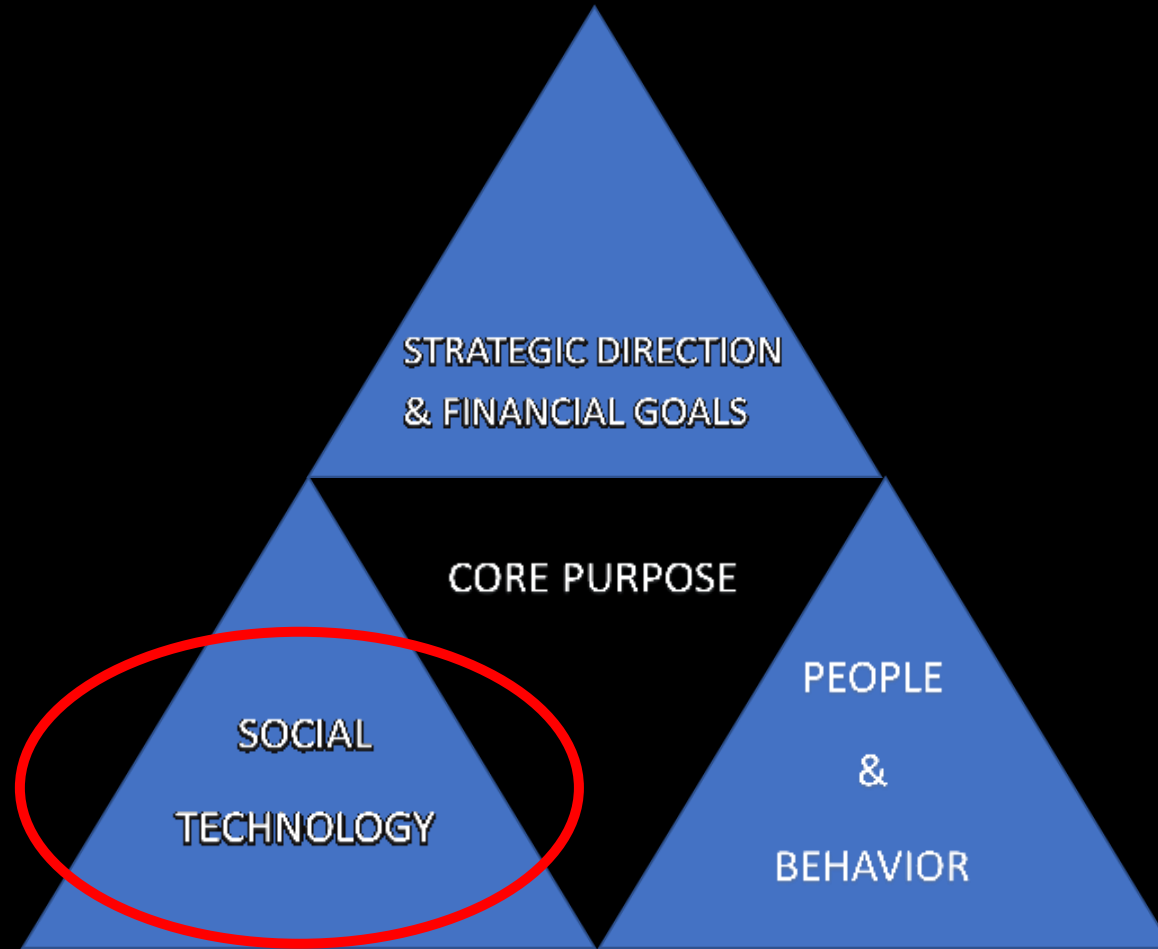
- Grow premium product business of XYZ
- Actively protect the current quantities of our volume lines
- Develop customer segments beyond XYZ
- Leverage our capabilities to expand into new materials
- Forward integrate into branded premium product

**IDENTIFY
YOUR
'WHAT'**

Financial Goals:

- 5% + growth rate
 - 10% + EBIT
-

Employee Empowerment Triangle



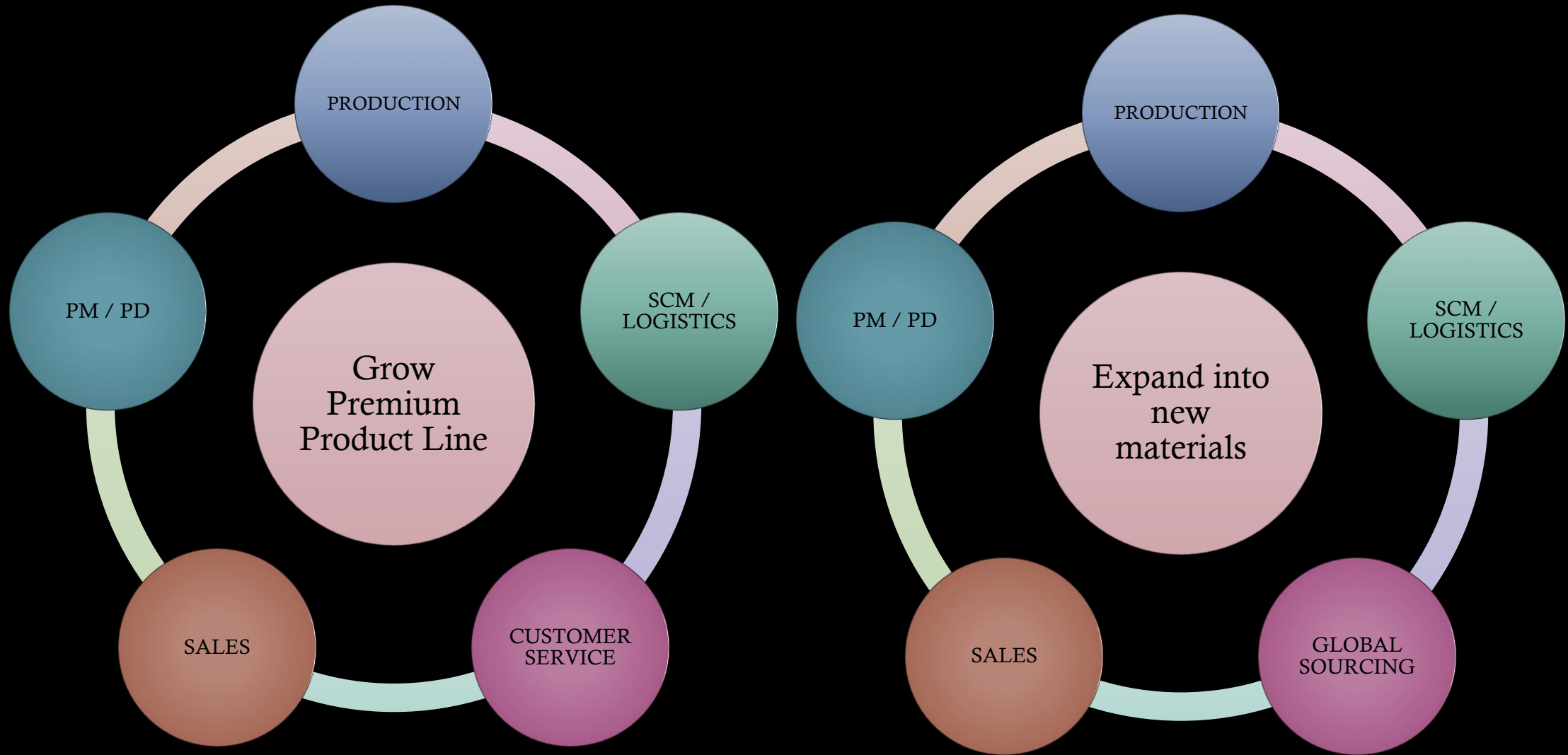
Social Technology – The CIRCLE concept

Circles introduce a new way of thinking and organizing from the client's view & perspective

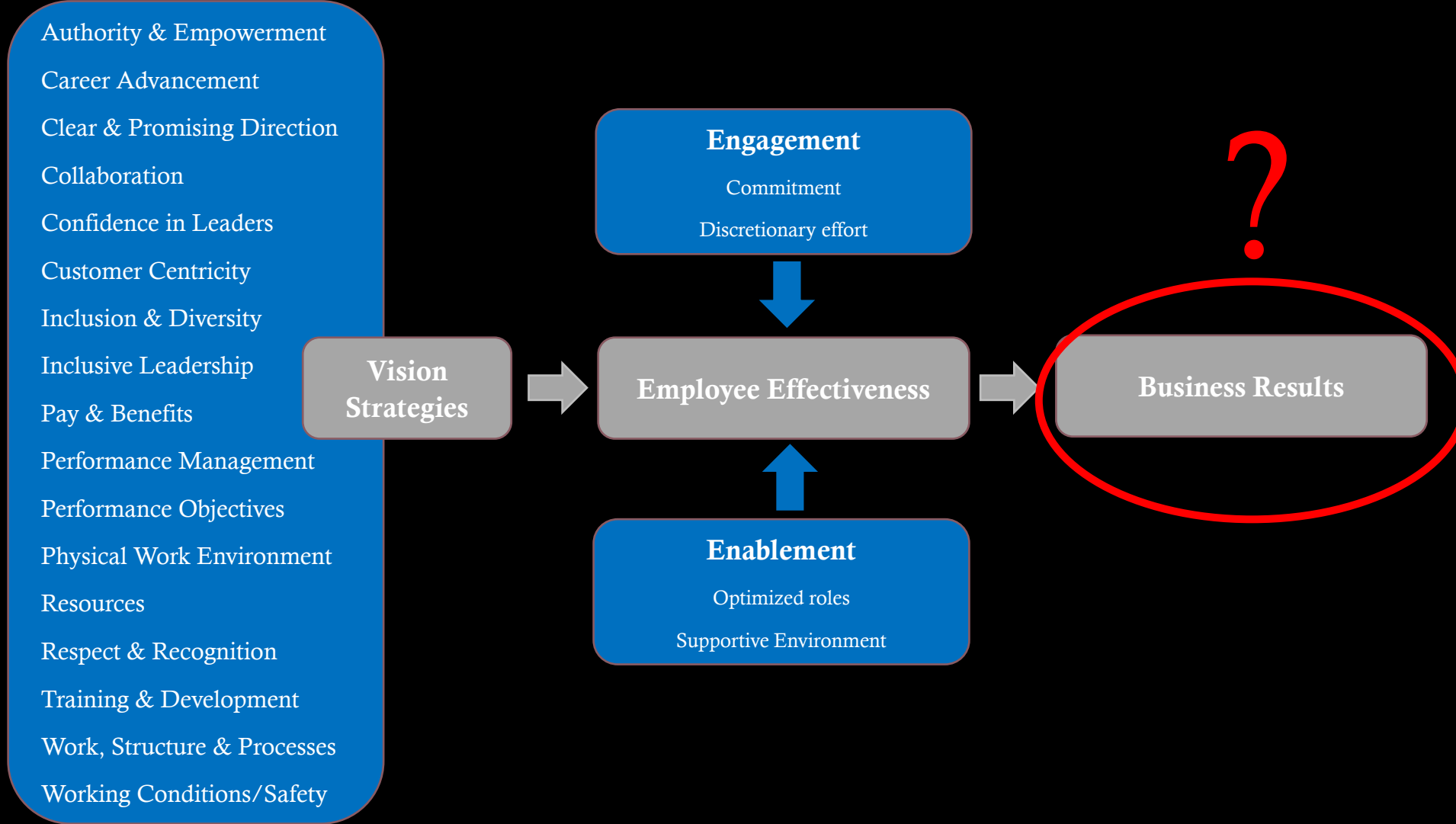
- Being more connected across functions and as close as possible to the customer - also in functions far away from the clients in the current structure.
- Being fast and responsive to client requirements (can we deliver or not, by when, etc)
- Being flexible by taking the challenges and thinking about: How can we?
- Being entrepreneurial by acting as innovative group, developing the business and clients on a self-organized basis – and by taking the decisions as close to the customer as possible

Circles take most decisions by themselves, without asking and waiting for management confirmation or approval

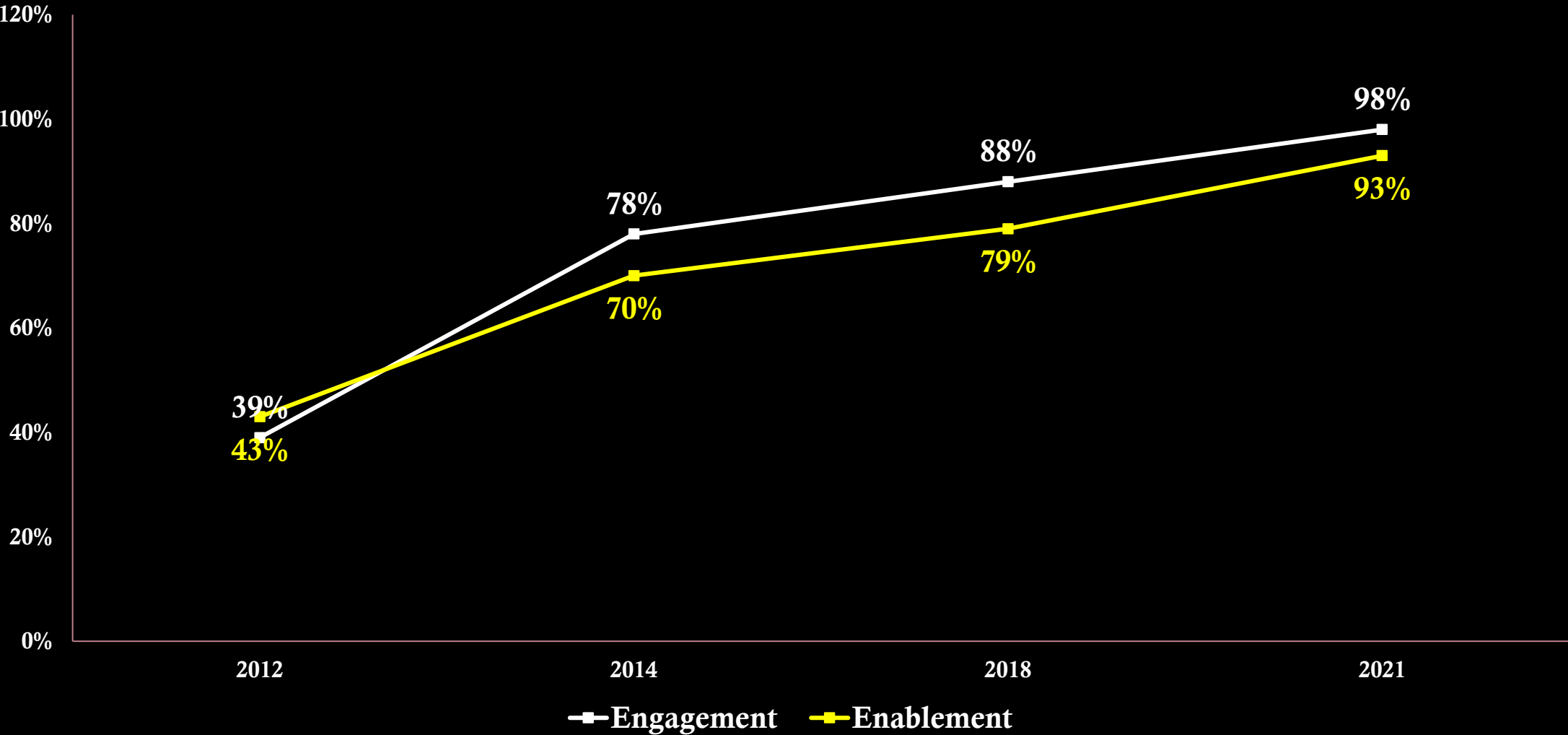
Social Technology – Examples of a Circle



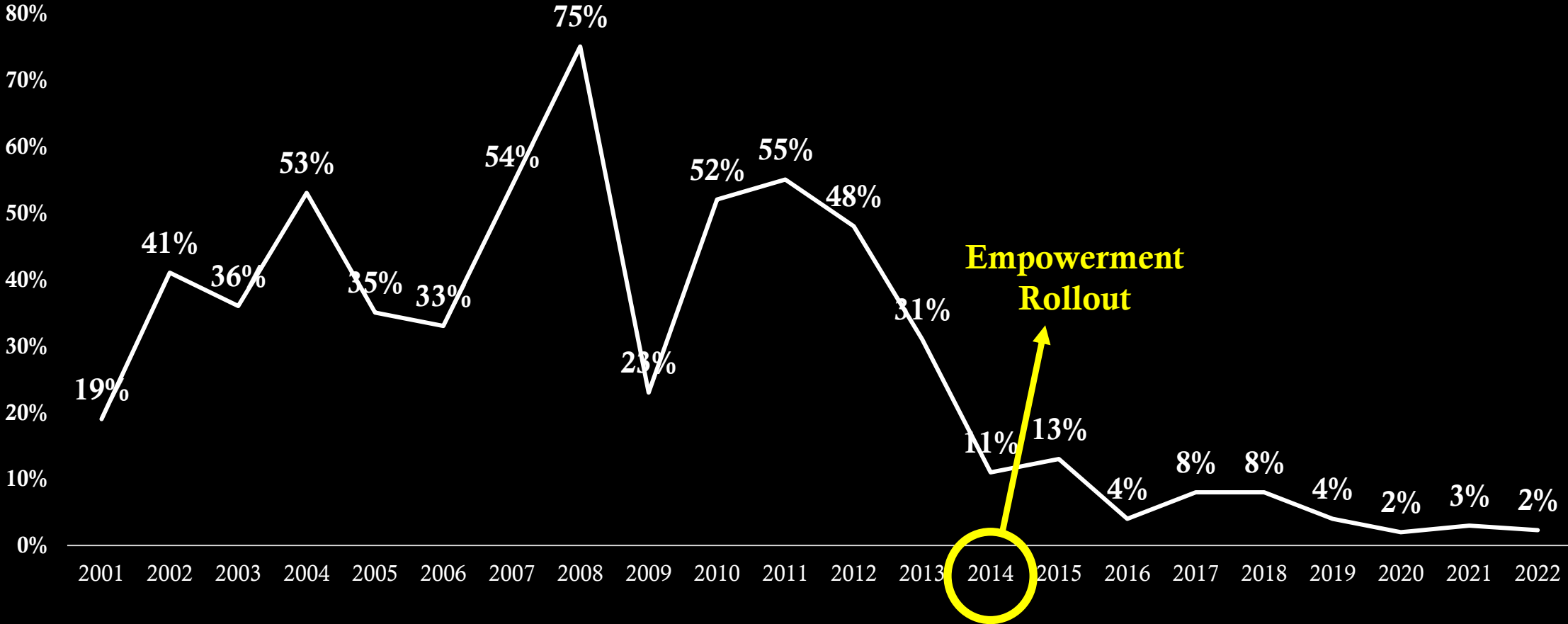
Improved Business Results?



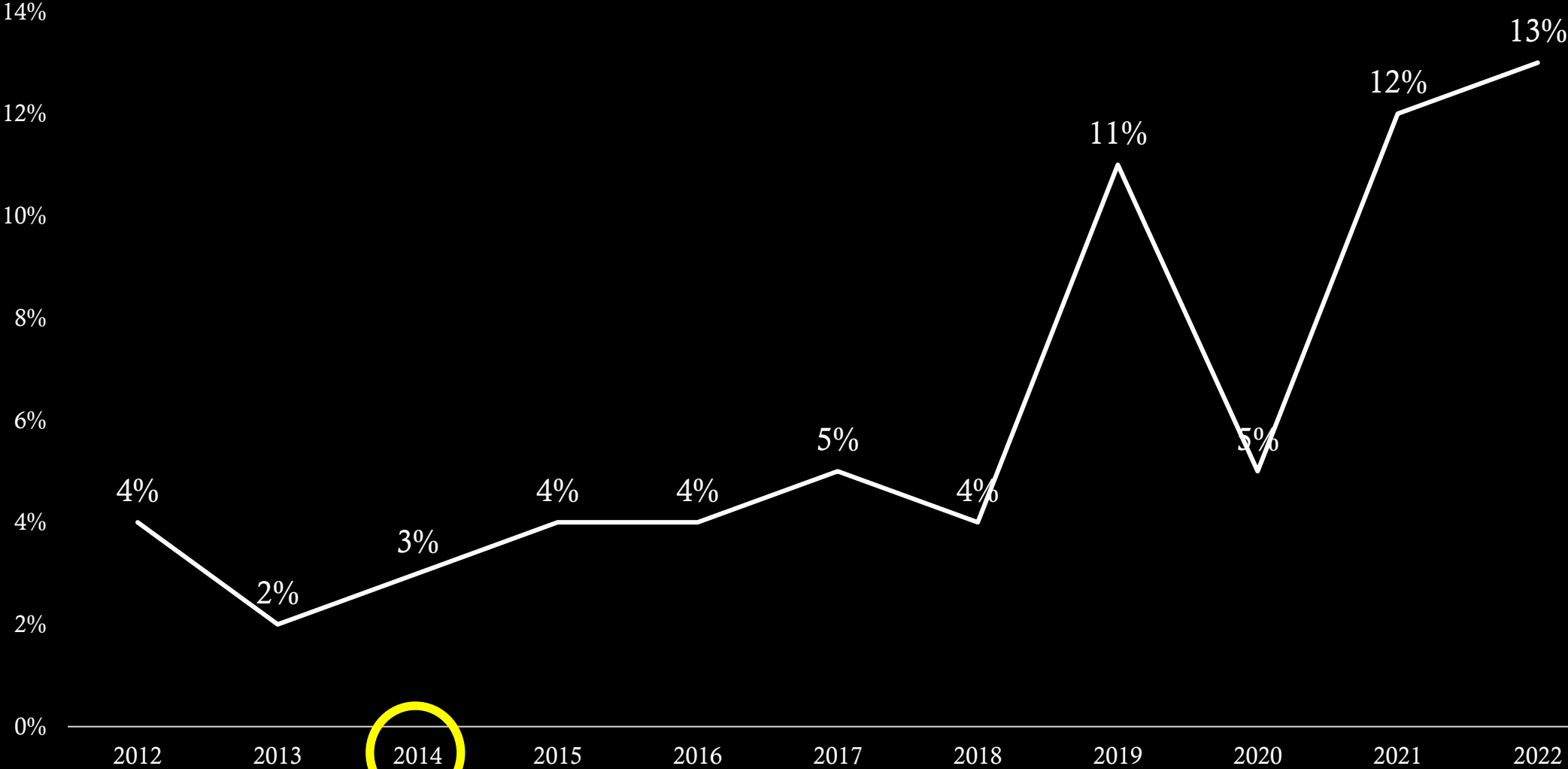
Employee Satisfaction Survey Results



Annual Employee Turnover



EBIT in %



Empowerment Keys to Success

- Follow up on the survey and provide feedback
 - Focus Group interview with employees
 - Clear action plans on improvements to be made
 - Regular status updates
 - Start empowerment with the leaders who give trust freely + make people accountable
 - No finger-pointing or blaming > Learn from it and use it as an opportunity to improve
 - Empowered, engaged and enabled employees
 - Listen to your teams and ensure everyone has a voice
 - Communicate regularly and clearly about how the business is performing
 - Take joint responsibility for your organization by having the same KPI's for everyone at the company and align those with the Production Incentives of your operators
 - Support the development of your employees and ensure all are multi-skilled
 - You are agile and highly responsive to changes in customer demands
 - You are open to trying new processes or new products
 - You provide great welfare and benefits to your staff
 - You do everything as 1 team and focus on Collaboration
-

Empowerment starts with **YOU!**

Thank you

Do you want to implement “Empowerment” in your organization, contact me via

www.hughvanes.com



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Open Mic Elevator Pitches

3 Minutes Pitch
2 Minutes Q&A



PROSEED



**AI enabled One-Stop platform for travel
Partners**

THE PROBLEM

Travellers

Although a lot of information's are available on the internet/blogs, and there are travel booking aggregators, it is challenging for a travellers to curate all the information and find a best option at one place.

Travel Partners



Visibility & Reward system

Travel partners/Local Agents are finding it hard to make themselves visible and creating



Content Creation/Safe Transaction

Preparing Curated Contents and developing a safer transaction system is challenging



Personalized travel plan/APIs

It is challenging to develop the personalized travel plan algorithm and creating smart APIs

My Way APP

The smartest application for all travel partners

Android & iOS

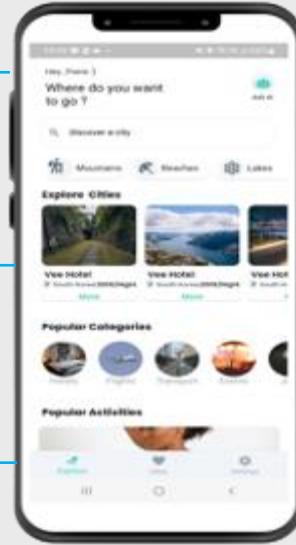
Available on both devices

Customized travel plan for customer

Our AI algorithm will recommend the plan based on customer's interest

Verified Partners for local experience

All travel partners are verified and ensure secure transactions



ChatGPT based Bot

Intelligent Chatbot answers all travel related queries.

Targeted Advertising system

Our algorithm helps to provide targeted advertising to our travel partners/other brands

Updated Contents

Our Algorithm helps to curate contents without duplicity

Technology enabled smart All-in-one Online Platforms/Marketplaces to serve the need of travel partners

BUSINESS MODEL

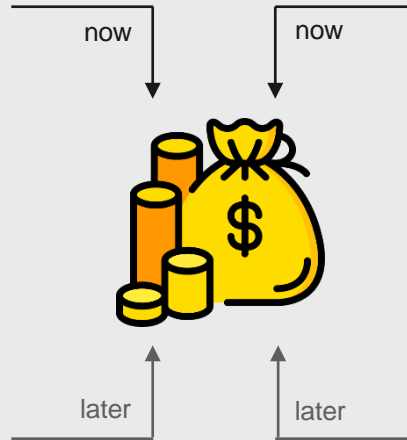
Myyway's revenue sources will help us for building sustainable Business

PARTNERS COMMISSION

Our platform allows any Travel agency/Company or independent local agent to resell the services related with tours and activities

SELLING APIS

Our APIs will be available to other company/Individual with a cost



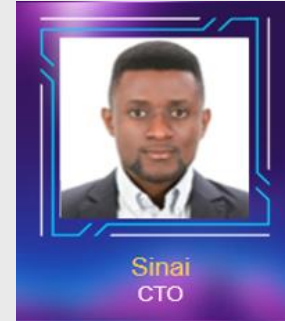
ADVERTISING

Any brand/company associated with tour and activities can promote their business in our platform.

MyyWay TOURS

Personalized and customized tours and activities by MyyWay Team

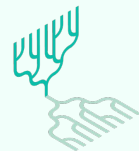
TEAM



THANK YOU!
Queries? Ideas? Suggestions?

Pitch
Evaluation





TAISHI

Wealth Wellbeing

Date created: May 2023

Created by: Taishi Tech & Associates Co.,Ltd.

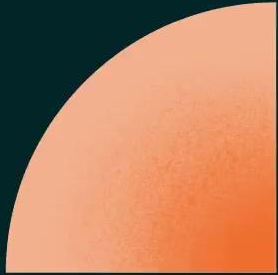


Taishi Hasegawa

Founder - Taishi.io

- Engineer turned investor
- Started investing at the age of 18
- Educated in Thailand, Japan, & UK
- Previous experience: Hackathon, Hungry Hub, Monstarlab





What we seek from you

Network of C-level professionals
in asset management or securities
companies



Join our journey



www.taishi.io (Use password: Kaizen)



: taishi@taishi.io, manussavee@taishi.io



: 024306702 (K.Taishi), 024306704 (K.Manussavee)



: @Taishi.io

Pitch
Evaluation





THE **PROTEIN** PROBLEM

The way we get our protein
is not sustainable



31%
GLOBAL
EMISSIONS



50%
HABITABLE
LAND



70%
FRESHWATER
USE



78%
GLOBAL OCEAN
AND
FRESHWATER
POLLUTION



94%
GLOBAL
MAMMAL
BIOMASS
EXCLUDING HUMANS

The **Animal Agriculture** Problem



**Our Solution is
Version 2.0.**

**High Moisture
Extrusion
Technology & IP**



Whole Cuts

Versatile whole-cut fillet that can be used in a variety of applications

Taste & Texture

Exceptional taste, texture and appearance

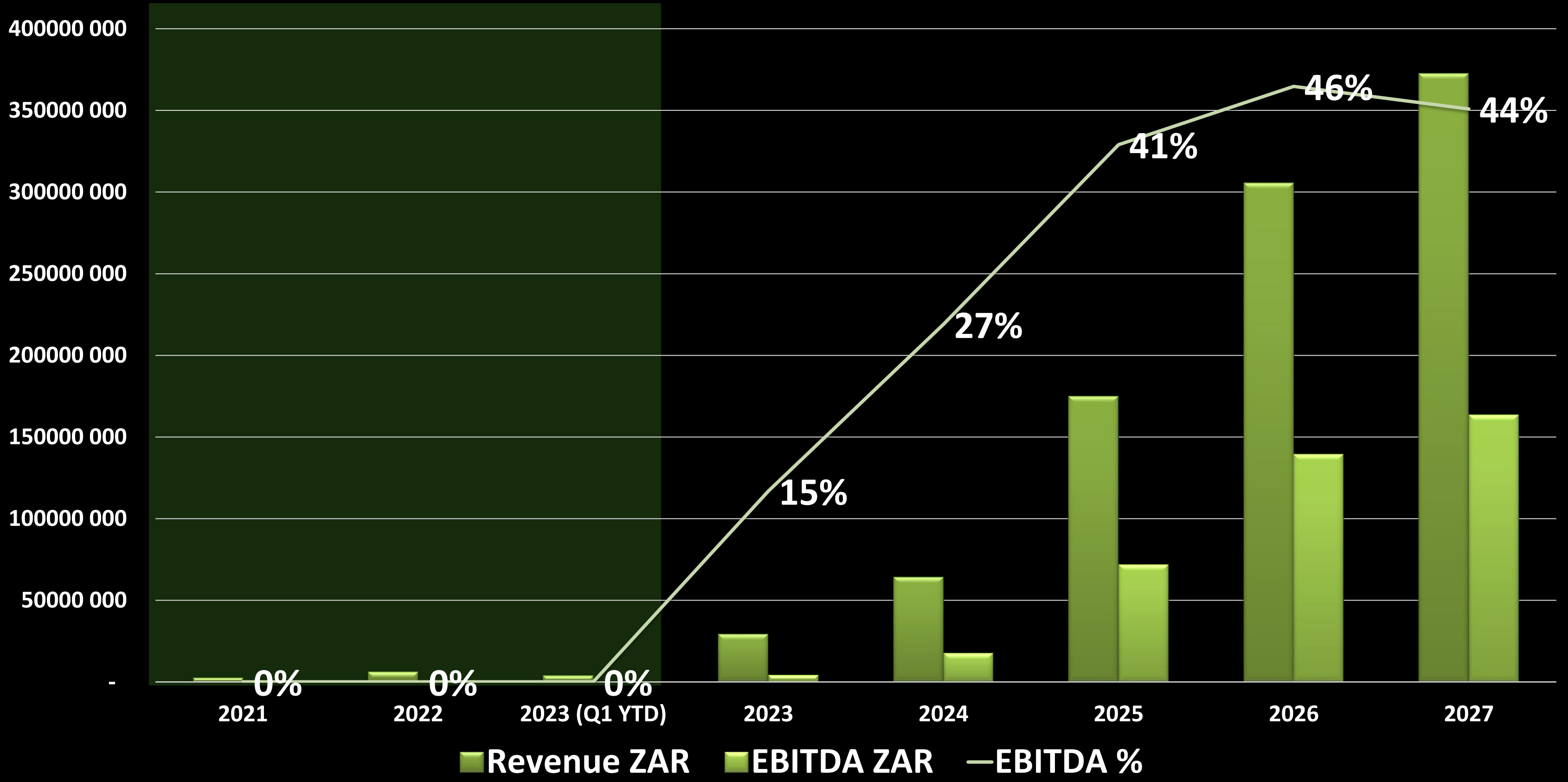
Clean Label

Protein blend, natural flavouring and water. GMO-free.

Kitchen Penetration

Flexibility to adjust to end-user taste profile

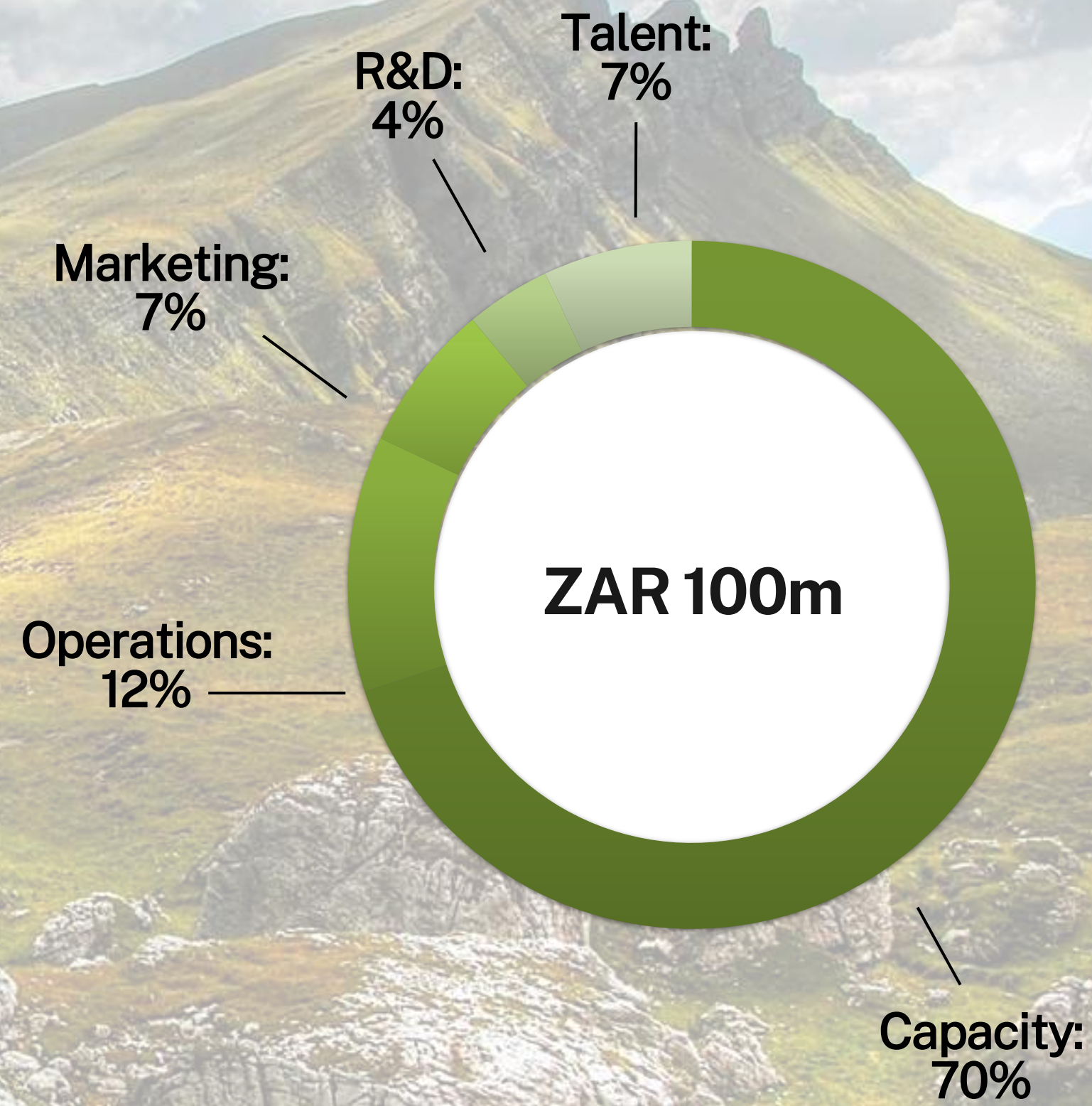
SALES & EBITDA FORECAST





We are going to raise a minimum of **ZAR100m** for **20%** of our business

- CAPEX TO EXPAND MANUFACTURING CAPACITY
- OPERATIONAL EXPENSES
- BUSINESS DEVELOPMENT TO SUPPORT GLOBAL SALES
- RESEARCH & DEVELOPMENT
- ATTRACT & REWARD THE RIGHT TALENT



Pitch
Evaluation





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Community Pitch

Hands Across the Water
Victor Rollins



PROSEED

Community Pitch

Hands Across the Water
Simon Birkett

**"While we are alive, we
should love others as
much as we can."**

MAE THIEW





 **HANDS ACROSS THE WATER**

**RENOVATION
TASKFORCE** 



Hands Across the Water Renovation Taskforce is back in 2023 and this time we mean business, our new business Hands Experiences Thailand, that is.

The project is converting Baan Nam Kham into the new headquarters for Hands Experiences Thailand and we would love your help!

Learn more about this experience or use the QR code to register now.

“If you’re looking for a way to do something special for others, then Hands is for you. My experience started with someone close to me saying, this is for you, you can cycle 800km across Thailand and help some kids with life choices, at the same time. What wasn’t said was that the experience upon reflection will change you for the better in so many ways. You will ride with other like minded & genuine people who also want to make a difference & at the same time create friends & memories for life.”

JEFF T



**Join a
Hands Ride
in Thailand
this year**




Baan Home Hug
XXX YASOTHON XXX
THAILAND

CLOTHES FOR THE KIDS





VIMI.

Reciprocity Ring

Ask for the help you need
Offer the help you can give



PROSEED



Beer is free but we recommend ₱100 donation to our featured charity



PROSEED



Next Proseed - June 22nd

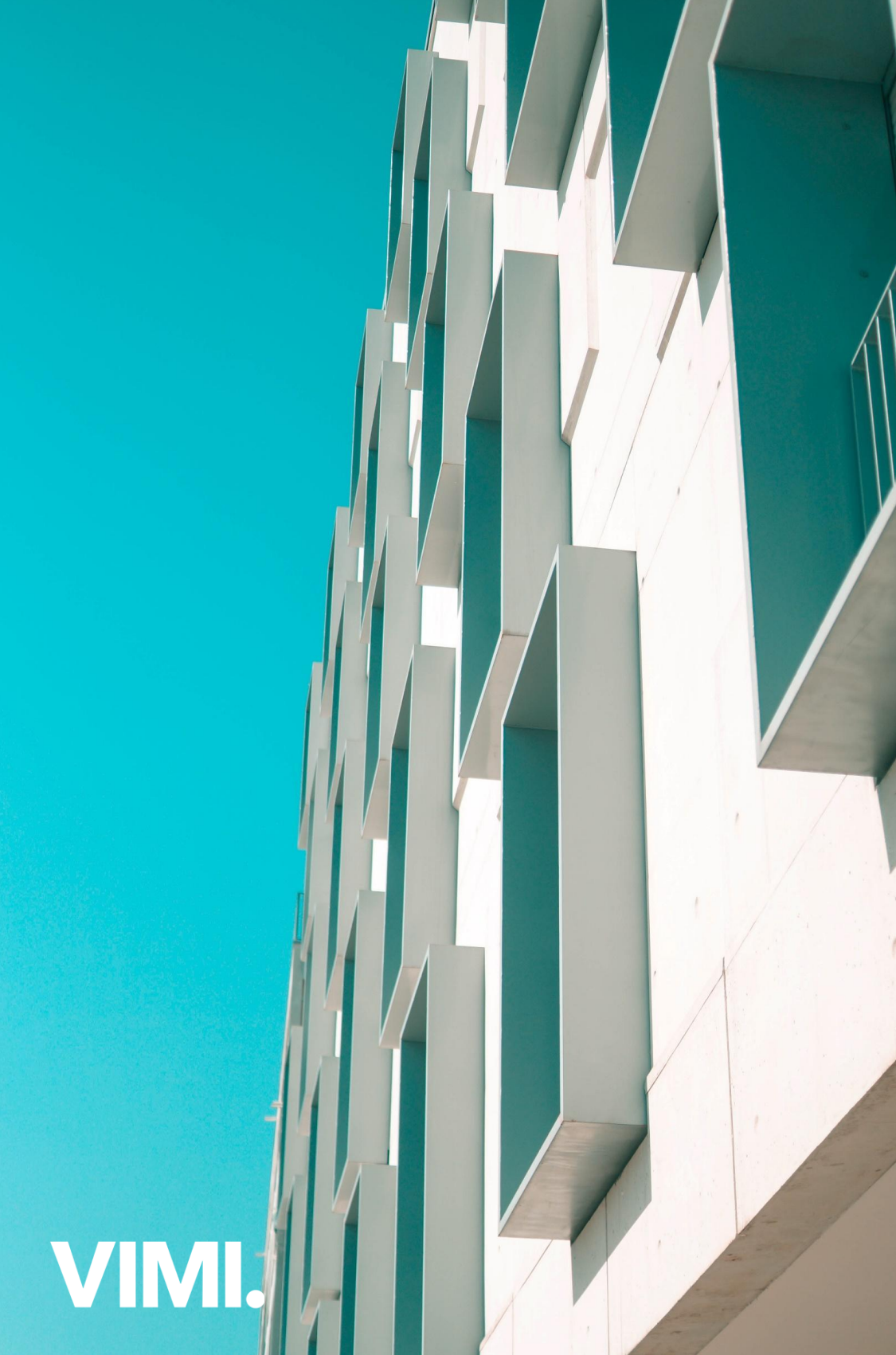
Business Before Tech

Gareth Davies

Chair of the British Chamber of Commerce



PROSEED



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Stay in Touch

Join our lunch TOMORROW (...& every Friday)
For details connect with us on the
“Friends of Proseed” Whatsapp group



LINKEDIN



FACEBOOK



PROSEED