



YOUNG LEADERS RETREAT

EUROPE | WARSAW
18-20 SEPTEMBER 2025

DEBRIEF

THANK YOU TO
OUR RETREAT SUPPORTERS



OUR YOUNG LEADER ANNUAL SUPPORTER



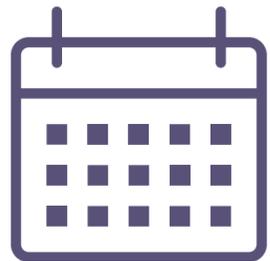
RETREAT IN FIGURES



53

**Young Leader Registrations
(12 sponsor registrations)
+ 3 ULI staff**

2024: 41 YL delegates



15

Countries

2024: 15 Countries

32%

**local YL
registered**



2024: 10% local YL delegates

21%

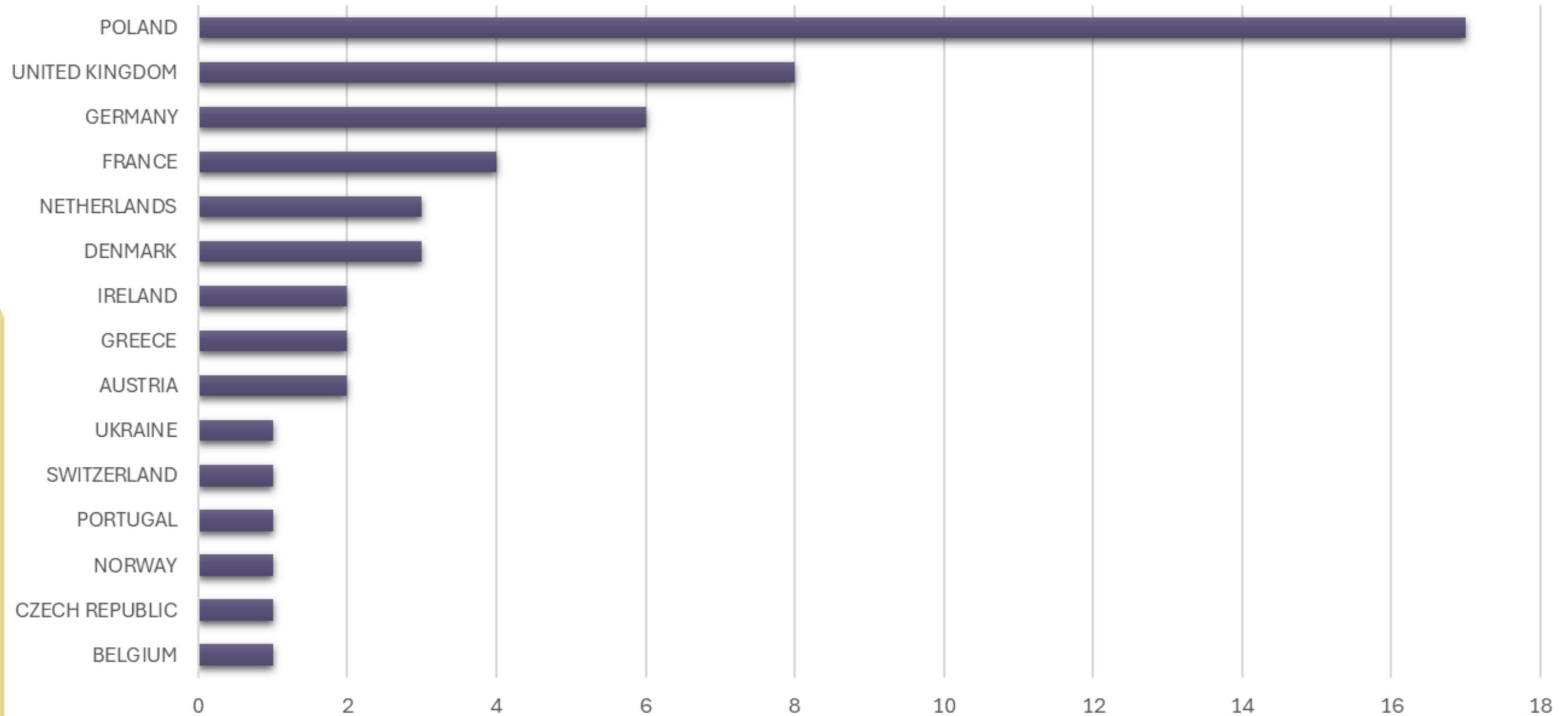
**of registrations in the
last month**



2024: 32% registrations in the last
month

GEOGRAPHIC DISTRIBUTION

Geography of delegates



FINANCIALS

5
Event
Supporters:

Silver sponsor



'in kind'
sponsors



hbreavis

DIALOG

ELEKTROWNIA
POWIŚLE

€ 15,165

Overall Expenses

€ 17,090

Total Revenue

PROGRAMME: OPENING EVENING

Thursday 18 September | 17:30 - 19:30 | Opening Evening

Meet at **Powiśle Power Plant | Chillout Zone Room, Zajęcza 2B, 00-351 Warsaw**

17:30	Meet at Powiśle Power Plant Chillout Zone Room - choose the first floor in the elevator
17:45 – 18:00	Welcome drinks and opening <ul style="list-style-type: none">• Marcin Juszczyk, Managing Partner, Capital Park sp. z o.o., ULI Poland Chair• Ariana Maass, Director, Real Estate Business Development, Helaba, ULI Europe YL Chair• Jan Kowalski, Head of Development (Poland), Unibail-Rodamco-Westfield, ULI Poland Young Leader Chair
18:00 – 18:50	Opening speaker: Geopolitics and Poland's role in CEE and Europe, tracing it historically and economically from WWII & communism through major evolution to its place today. <ul style="list-style-type: none">• Marek Matraszek, Chairman, CEC Group
18:50 – 19:30	Refreshments and Networking Activities for Young Leaders. <ul style="list-style-type: none">• Moderated by Eirik Stein-Andersen and Peter DiPrinzio, ULI Europe Executive Committee Members and Retreat Leads.

PROGRAMME: MAIN DAY

Friday 19 September | 8:30 - 22:00 | Full day - Site visits, Case Studies, Discussions
 Meet at **Collier Office, ul. Pańska 97, Warsaw, 00-834, Poland**

8:30 - 8:45	Welcome Coffee
8:45 - 9:15	Speed dating and welcome introductions by Young Leaders
9:15 - 9:30	Welcome Address by Dorota Wysokinska-Kuzdra, Senior Partner, Colliers, with Q&A
9:30 - 10:40	<p>How do current trends impact CEE: capital markets, investments and real estate</p> <ul style="list-style-type: none"> • Capital Markets Overview (20 minutes) <ul style="list-style-type: none"> ◦ Piotr Mirowski, Senior Partner, Head of Investment Services, Poland Board Member, Colliers • Panel Discussion (40 min) <ul style="list-style-type: none"> ◦ Jakub Skwarło, Chief Operating Officer Central Europe and member of the Executive Committee at Unibail-Rodamco-Westfield ◦ Piotr Mirowski, Senior Partner, Head of Investment Services, Poland Board Member, Colliers ◦ Katarzyna Zawodna-Bijoch, CEO & Business Unit President Skanska CEE office development unit ◦ Moderated by Eirik Stein-Andersen, Investment Professional, Areim AB, ULI Europe Executive Committee • Q&A Session (10 min)
10:40 - 11:00	Coffee Break
11:00 - 11:45	Fireside Chat with Hadley Dean, Founder, MDC ² and Dorota Wysokinska-Kuzdra, Senior Partner, Colliers
11:45 - 13:30	Towarowa 22 Presentation and Property Tour by Jems Architects

13:45 - 15:00	Lunch at Amar Beirut at Fabryka Norblina
	Adaptive Reuse – Meeting modern needs while preserving cultural identity – Case of Fabryka Norblina by Capital Park
15:15 - 16:00	<ul style="list-style-type: none"> • 15:15 – 15:30 Meet the CEO Introduction <ul style="list-style-type: none"> ◦ Marcin Juszczak, Managing Partner, Capital Park sp. z o.o., ULI Poland Chair • 15:30 – 16:00 Fabryka Norblina Tour
16:00 - 17:45	Free time
	Exploring the Tallest tower in the European Union – Varso Tower by HB Reavis and Foster + Partners
17:45 - 19:45	<ul style="list-style-type: none"> • 17:45 – 18:30 – Welcome and Site Visit and Presentation with Foster + Partners <p>We will meet in the lobby and will be guided by Foster and Partners.</p> <ul style="list-style-type: none"> ◦ Jędrzej Kolesiński, Architect, Partner, Foster + Partners ◦ Krzysztof Jakub Gornicki, Architect, Senior Partner, Foster + Partners <ul style="list-style-type: none"> • 18:30 – 19:45 – Sundown Drinks with a View
20:00 - 21:30	Dinner at modern Polish restaurant Warszawski Sen

PROGRAMME: FINAL DAY

Saturday 20 September | 8:30 - 22:00 | Full day - Site visits, Case Studies, Discussions
Meet at **Dialog Bistro, Polish History Museum, 1 Gwardii Street**

10:00 - 10:15	Meet at Dialog Bistro for a takeaway coffee
10:15 - 12:20	Polish History Museum with architect and Museum tour <ul style="list-style-type: none">• Marta Sekulska-Wronska, Architect, Partner and CEO, WXCA
12:45 - 14:30	Farewell Lunch at Dialog Looking back into the future – trends and reflections <ul style="list-style-type: none">• 12:45 - 13:15 Beyond the Blueprint: How AI is Shaping the Future of Architecture<ul style="list-style-type: none">◦ Maciej Markowski, CEO, SquarePlan◦ Kasia Piekarczyk, Design Director, Associate, Henning Larsen• 13:15 - 14:30 Lunch
14:30	END OF EVENT

FEEDBACK - WHATSAPP

Thank you all for the wonderful days spent in beautiful Warsaw, the industry insights and new connections made! Big applause to the organizing committee for the great program & activities. Looking forward to seeing you at the next events soon! Until then - let's stay in touch 🥰🌟✈️

15:39



It was lovely meeting and getting to know you all over the past few days! Thanks to the team for organising such an amazing retreat and allowing me to experience the beautiful city of Warsaw! ❤️

16:01



Just wanted to wrap up my weekend by saying it has been my pleasure spending time with you all. Plenty of fantastic stories, perspectives and knowledge all on display. Thanks to everyone who put so much time and effort into the organisation, you're all a credit to yourselves. Looking forward to seeing all again very soon.

<https://www.linkedin.com/in/michael-culleton>

12:54



Just want to reiterate what everyone else has said, thank you for a great couple of days, it was really great getting to know everyone and hearing different perspectives from across the industry. Stay in touch and looking forward to seeing everyone again soon.

<http://linkedin.com/in/alex-moore-4375b2170>

Edited 14:00



Hello, everyone! What a fantastic event in a super city! It was a real pleasure to meet up with old friends and make new ones! I can't wait to see you all again at the next ULI events or in business 😊
Thanks to the whole team who organised the retreat, it was great!

If you are passing through Paris or Milan, please do not hesitate to drop me a line for a coffee or for advice on where to go 🚀🚀

Ciaooo!!

<http://linkedin.com/in/lorenzo-massa-9063a8a5>

15:28



Hello everyone, I fully echo the messages above. It was an amazing experience—great city, great people! I had a lot of fun. Thanks to everyone, and see you soon. Reach out if you're in Zurich!

<https://www.linkedin.com/in/alexpsomas>

15:37



Hey all! The slowest to jump on this train - but finally I got time to reflect. It's been an absolute pleasure to spend this time in Warsaw with you, I returned buzzing with energy, and I'd like to volunteer Copenhagen for 2027 ULI YL retreat haha, bc I'm not making the age-cut from the next year onwards, and I really want to stay in touch ;). Thank you all for the energy and shared insights, I'm totally confident I will be seeing you all rising and thriving in your respective fields. Couple words more from me here:

<https://www.linkedin.com/in/kasia-piekarczyk/>

15:09



Picking up the baton as the last one here! It was my very first ULI retreat and I truly enjoyed it thanks to all of you. You're also the only group that convinced me to finally create a WhatsApp account, so that says a lot :D
Of course, you are always welcome in Prague. And I'm already looking forward to seeing you all again soon!

<https://www.linkedin.com/in/matejpokorny>

17:00



It was a blast to work with such a great team on this event, and it makes me happy to see what amazing energy we all created for three days in Warsaw. I have no doubt that the next one will build on this to be even bigger and better! As we grow ULI in Portugal 🇵🇹 and Lisbon, please stop by and say hello!

https://www.linkedin.com/in/peterdiprinzio?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app

12:13



The last few days were such a great experience! I absolutely loved Warsaw and it was amazing meeting such an inspiring group of people in person. Thank you for the hospitality and the team for their work to put it all together!

I hope you all made it back home safely ✈️

I'd love to stay connected and if you're ever in London do reach out 😊

Esther

<https://www.linkedin.com/in/esther-oyewole-06a7a4b3>

16:11



FEEDBACK - SAMPLE OF LINKEDIN

Alex Moore • 1st
Investment Specialist Associate at L&D - Asset Management
2w • Edited

Reflecting on an amazing few days at the ULI Europe Young Leaders Retreat in Warsaw.

Over three days, 56 real estate professionals from across Europe came together to connect, learn and share together. We had insightful sessions covering a range of topics from geopolitics to capital markets and AI. We also had the opportunity to visit some landmark projects across the Polish capital.

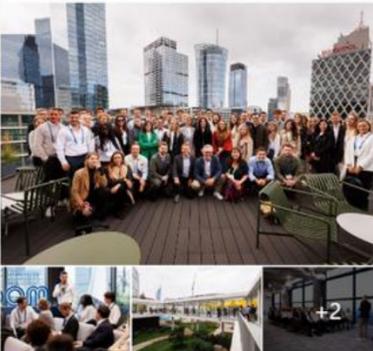
Some key highlights for me included:

- Visiting the Varso Tower, the tallest building in the EU, with a presentation from **Jędrzej Kolesiński** one of the architects at Foster + Partners behind this monumental project.
- A thought provoking session with **Hadley Dean**, with insights on leadership, development and career progression.
- Touring Fabryka Norblina, a leisure, retail and office development, utilising and preserving heritage assets to create a vibrant space for business to thrive (thanks to **Maciej Jędrzej** for showing us around)

A big thank you to all the organisers, attendees and speakers for making this such a fantastic few days. It was a perfect mix of education, inspiration and connection, and has left me feeling excited for the future of real estate investment across Europe. Looking forward to reconnecting soon!

Helena Brown Malgorzata Anna Poreba Peter DiPrinzio Erik Stein-Andersen Ariana Maaß ULI Poland/Czech Republic

#ULIEurope #YLEurope #RealEstate



Erik Stein-Andersen and 106 others
3 comments • 1 repost

Wojtek Gurak • 1st
Assistant Director for the Built Environment
2w • Edited

Together with **Ciek Gadoski** and **Arkadiusz Kozłowski** I had the pleasure of contributing to the ULI Europe Young Leaders Retreat in Warsaw.

On behalf of AFI Poland and Echo Investment we shared the vision of Towarowa 22 - Warsaw's mission: to build a new urban district with some 25 young real estate professionals from 15 countries. After a brief presentation and location-specific insights, we guided our visitors through the recently completed Office House - the top-ranked BREEAM-certified building in Warsaw.

Once again, thank you for this opportunity to Jan W. Peter Helena Brown Erik Stein-Andersen Malgorzata Anna Poreba Marcin Juszczyk ULI Poland/Czech Republic Ruslan Hajduk Ariana Maaß and many others who joined our site tour. We look forward to hosting you again in the future.



Erik Stein-Andersen and 61 others
4 comments • 1 repost

Cameron McLaren • 1st
Head of Climate Business at Longevity Partners | ULI Europe Urban Regenera...
2w • Edited

Last week I had the privilege of joining the ULI Europe Young Leaders Retreat in Warsaw.

It was a fantastic opportunity to connect with 55 other real estate professionals and dive into an agenda that blended learning, discussion, and exploring the city. Some standout moments included:

- A tour of Varso Tower - the tallest building in the EU, complete with trees planted 205m above ground! Huge thanks to **Jędrzej Kolesiński** for guiding us through this impressive project (and a significant future one).
- Visiting Fabryka Norblina, a brilliant example of adaptive reuse, where heritage meets modern urban regeneration.

Beyond the site visits, the retreat was a reminder of the value of bringing diverse perspectives together to rethink how we shape resilient, sustainable, and inclusive places. Grateful to ULI Europe and the Young Leaders community for making this happen - and looking forward to building on the ideas and connections sparked in Warsaw.



You and 89 others
1 repost

Beatriz Diaz-Guerra Estrader • 1st
Business Development Manager at Henning Larsen
3w • Edited

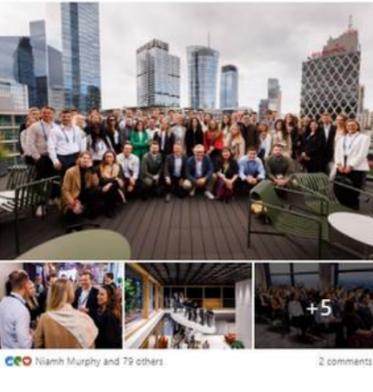
A couple of weeks ago, I joined the Young Leaders Retreat in Warsaw - three days of site visits, discussions, and inspiring conversations about where cities are headed. The last time I was in Warsaw was nearly ten years ago, and the change is remarkable. The city feels ambitious, confident in its design and development, and focused on quality urban life, all while keeping its character.

What stayed with me most was seeing how much stronger ideas become when people from different backgrounds tackle the same urban challenges. Community and sustainability aren't just buzzwords - they are central to making cities resilient, livable, and meaningful. In a field that's constantly evolving, leadership that remains adaptable but rooted in clear values is essential.

Thanks to everyone who made the retreat so engaging: **Marek Matraszek**, **Hadley Dean**, **Dorota Wysockińska-Kuzdra**, **Piotr Mirowski**, **Katarzyna Zawodna-Bijoch**, **Jakub Skwarło**, **Maciej Gadoski** and **Wojtek Gurak**, **Jędrzej Kolesiński**, and **Marta Sekulska-Wrońska**. And to **Ariana Maaß**, **Erik Stein-Andersen**, **Peter DiPrinzio**, **Helena Brown**, **Malgorzata Anna Poreba**, **Jan Kowalski**, and **Ruslan Hajduk** for putting together such a great program.

Back home with new ideas and a lot of appreciation for what's happening in Poland's urban scene - and how much potential there is when vision meets collaboration.

Until next time!



Niamh Murphy and 79 others
2 comments

Theresa Fink • 1st
Business Manager bei AIT Austrian Institute of Technology GmbH
2w • Edited

My recipe for inspiration, learning and networking - being part of the ULI Europe From de Munich to Warsaw in just a few weeks - what a journey.

ULI Germany/Austria/Switzerland - Young Leader Meeting Munich

Exciting insights into district development at **Werkviertel-Mitte**, where transformation and innovation go hand in hand - including the LOVT project by **Hines**.

Discussions on the future of mobility (& Real-Estate) in Munich Hauptbahnhof - **Michael Eckmeuber** & **Laura Mackelburg** raised important questions about upcoming requirements and ongoing challenges and activities.

A big thank you to **Emil Pabst**, **Daniel J. Lamothe**, **Sabine Georgi**, **Madeleine Devantier**, **Bleranda Prenesi** for the great organization, **Nilas Mällenkamp** - thanks for running a training half-marathon with me along the Isar!

It was also very interesting to see the perspectives from **Art-Invest Real Estate** on the Munich real estate market - especially when compared to developments in Warsaw. Two cities full of potential, but with very different focuses and asset classes.

#ULI_Young_Leader_Retreat_in_Warsaw
A true highlight: the Varso Tower - thanks to **Jędrzej Kolesiński** & **Foster + Partners** for the private tour and in-depth insights into the project. The tallest building in Europe - what an experience!

With a passion for architecture I'm impressed - from **JEMS Architekti** with climate-sensitive design and **WXCA** with incredible facade details to R&D innovation in AI at **Henning Larsen** (thanks **Kasia Piekarczyk**) - so many new impulses.

A huge thank you for the great organization, lectures, site visits, and inspiring exchanges in Warsaw! Special thanks to **Helena Brown**, **Peter DiPrinzio**, **Erik Stein-Andersen**, **Anna Nestullia**, **Malgorzata Anna Poreba**, **Maciej Jędrzej**, **Jan Kowalski**, **Ruslan Hajduk**, **Justyna Glinka**, **Aleksandra Karczewska MRICS**, and **Ariana Maaß**.

Looking forward to staying in touch - see you all soon!

For everyone interested in ULI in Austria or looking for more information, feel free to reach out to me or **Carmen Patricia Sandler**. We are your Co-Chairs for the Young Leaders in Austria.



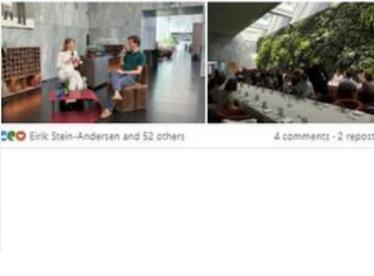
You and 134 others
5 comments • 2 reposts

Maciej (Matthew) Markowski • 1st
CEO at SquarePlan | ULI Council - RE & Tech | Formerwork labs mentor; ex CBRE...
2w • Edited

It's been a huge pleasure to discuss AI impact on real estate, architecture and commercial leasing with **Kasia Piekarczyk** - **Henning Larsen** at **Urban Land Institute Young Leaders**, at **SquarePlan** we do and think of nothing else.

Huge thank you to **Peter DiPrinzio**, **Ruslan Hajduk**, **Anna Nestullia**, **Malgorzata Anna Poreba**, **Erik Stein-Andersen** and **Helena Brown** for the invitation and organization.

And what a great setting **Muzeum Historii Polski w Warszawie**, designed by **WXCA** - **Marta Sekulska-Wrońska** and **Bogumila Chwielicka**



Erik Stein-Andersen and 52 others
4 comments • 2 reposts

Katerina Ryabets • 1st
Business Manager at Nest Sense
2w • Edited

Just back from the ULI Young Leaders Retreat in Warsaw! It was a real treat to see some of the world-class projects that are changing the face of the Polish capital and to reflect on where the future of real estate is going with this group of passionate young leaders over the course of 3 days.

If I had to pick, some highlights for me included: exploring the vibrant mixed-use **Fabryka Norblina** project with **Maciej Jędrzej**, experiencing **Varso Tower** with **Jędrzej Kolesiński** of **Foster + Partners** (I'd mention it's the tallest building in the EU), and the powerful reminder from **Hadley Dean** during the fireside chat at **Colliers** of the importance of being driven by your values when it comes to leading a team.

Besides enjoying all of the insightful conversations and lovely Polish hospitality, these few days in Warsaw have strengthened my view that when it comes to urban development we must continue to prioritize sustainable, high-quality spaces for people to live and work, making sure to preserve what matters in the pursuit of the new.

A big thank you to all of the organisers and fellow participants for making this such a memorable and inspiring experience! **Helena Brown** **Ariana Maaß** **Malgorzata Anna Poreba** **Erik Stein-Andersen** **Peter DiPrinzio**



You and 64 others
1 comment • 1 repost

Peter DiPrinzio • 1st
Partner, Development and I&D at Seawall | Empowering Great Ideas and Unli...
2w • Edited

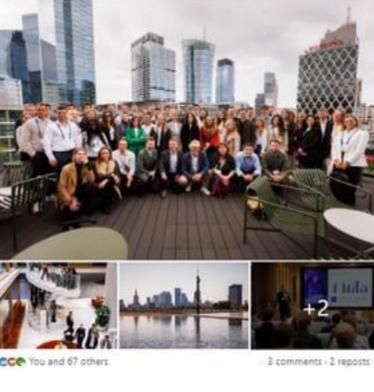
Over three days in Warsaw, nearly 60 Young Leaders felt the warm hospitality of ULI Poland combined with the energy of a city and country on a rocket ship of growth and development. From a deep capital markets session, to creative site tours, to drinks atop the EU's tallest building, it was a fantastic experience to learn and connect with the leaders of Poland's real estate industry and across Europe.

There are too many people to thank for this, but first to our fantastic presenters and tour guides: **Hadley Dean**, **Jędrzej Kolesiński**, **Dorota Wysockińska-Kuzdra**, **Piotr Mirowski**, **Kasia Piekarczyk**, **Maciej (Matthew) Markowski** and many more.

To our gracious hosts on the ground in Poland, thank you for the time and organization, and putting up with endless calls: **Chair Marcin Juszczyk**, and **YL Chair Jan Kowalski**, **Justyna Glinka**, **Aleksandra Karczewska**, **Ruslan Hajduk**

To the team at ULI Europe: **Anna Nestullia**, **Helena Brown**, **Malgorzata Anna Poreba**

It was my great privilege to lead the organization of the event with **Erik Stein-Andersen** and **Elena Corredor Tamayo** and to our fearless YL leader, **Ariana Maaß**!



You and 67 others
3 comments • 2 reposts

Aleksandra Karczewska MRICS • 1st
Associate Director | Architect & Urban Designer | Keynote Speaker | Dr...
2w • Edited

I feel truly proud to be Polish and honoured that so many talented professionals from across Europe came to Warsaw to exchange ideas and challenge perspectives at the ULI Europe Young Leaders Retreat!

It was a privilege for **Colliers** to host part of this inspiring event - a gathering full of energy, insights, and meaningful connections.

Huge thanks to my colleagues **Dorota Wysockińska-Kuzdra** and **Piotr Mirowski**, and to the fantastic speakers who joined us at the **Colliers** office: **Katarzyna Zawodna-Bijoch**, **Hadley Dean** and **Jakub Skwarło**.

Let's keep building, innovating, and having an impact together.

Helena Brown, **Peter DiPrinzio**, **Erik Stein-Andersen**, **Malgorzata Anna Poreba**, **Maciej Jędrzej**, **Jan Kowalski**, **Justyna Glinka**, **Ruslan Hajduk**, **Ariana Maaß** ULI Poland/Czech Republic

#ColliersPoland #Colliers #ULIEurope #ULIPoland #ULIYoungLeaders #RealEstateLeadership #ProudToBePolish #Colliers #UrbanLandInstitute #FutureOfRealEstate #Networking #Leadership #Community #Innovation #Sustainability #PropertyIndustry #NextGenerators #Inspiration #TogetherWeGrow



You and 98 others
1 comment • 1 repost

Fabienne M. Cézanne • 1st
Marketing & Branding | Nest Sense | Decarbonising Real Estate wk...
2w • Edited

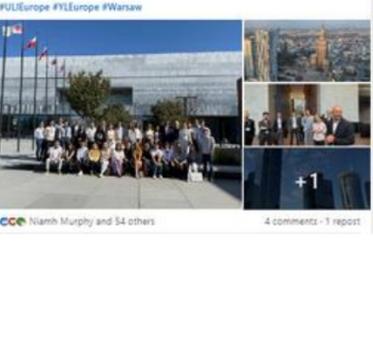
Finally experienced my first ULI Europe Young Leaders Retreat - and Warsaw couldn't have been a better backdrop!

Last week, I joined 55 passionate real estate professionals to explore Poland's history & economy, tour remarkable development sites, and - what struck me most - experience the pride Polish architects have for their cities when designing modern, sustainable, and brown-to-green projects. It was a true eye-opener and left me optimistic about the future of Poland's built environment. We enjoyed the beautiful new spaces of **Colliers** Warsaw and had a wonderful tour of Europe's largest tower: **Varso Tower** by **HB Reavis** and **Foster + Partners**.

Beyond the tours and learning, the real highlight was the conversation: exchanging market insights, strategies, and ideas with peers from across Europe. Those discussions sparked new synergies I can't wait to build on.

Looking forward to continuing these discussions at **EXPO REAL (Messe München)** and the **C Change Summit** in Paris!

Huge thanks to the organizers and speakers for curating such an inspiring program! **Helena Brown**, **Maciej Jędrzej**, **Ariana Maaß**, **Jan Kowalski**, **Marek Matraszek**, **Erik Stein-Andersen**, **Peter DiPrinzio**, **Dorota Wysockińska-Kuzdra**, **Piotr Mirowski**, **Jakub Skwarło**, **Katarzyna Zawodna-Bijoch**, **Hadley Dean**, **Jędrzej Kolesiński**, **Marta Sekulska-Wrońska**, **Malgorzata Anna Poreba**, **Justyna Glinka**, **Anna Nestullia**, **Aleksandra Karczewska MRICS**.



Niamh Murphy and 54 others
4 comments • 1 repost

Kasia Piekarczyk • 1st
Associate Director | Architect & Urban Designer | Keynote Speaker | Dr...
2w • Edited

It took me a moment to pick my jaw up off the floor after last week's visit to Warsaw - and I don't think I was the only one.

How lucky that ULI Europe chose my home city for this year's Young Leaders Retreat, giving me the rare chance to see the place I come from through someone else's lens.

Over three packed days we toured new developments across sectors, explored market trends, and felt the energy of buzzing opportunities. Warsaw - and Poland as a whole - has undergone nothing short of a remarkable transformation over the past 35 years. I'm proud that the biggest YL Retreat so far happened here, and grateful for the new connections and insights that came out of it.

This won't be my last post on the topic (more to come), but for now a big thank you to **Marek Matraszek** for setting the scene, **Hadley Dean** for his leadership advice, **Dorota Wysockińska-Kuzdra**, **Piotr Mirowski**, **Katarzyna Zawodna-Bijoch** and **Jakub Skwarło** for their incredible shared expertise, **Maciej Jędrzej** for unwavering the development of **Norblin** factory, **Ciek Gadoski** and **Wojtek Gurak** for the tour of **Towarowa 22** by **JEMS Architekti**, **Jędrzej Kolesiński** for taking us to the top of the world (for Europe, aka **Varso Tower** by **Foster + Partners**), **Marta Sekulska-Wrońska** for taking us on a journey through two museums by **WXCA**, and **Maciej (Matthew) Markowski** for being a fantastic choice keynote partner in our discussion on AI x architecture.

And... I'm not even done! **Ariana**, **Erik**, **Peter**, **Helena**, **Malgorzata**, **Jan** and **Ruslan** - thank you for having me and for putting this incredible event together! Experiencing a glimpse into what feels like the future trajectory of Poland alongside peers from across the world was a memorable experience for the entire YL group - and I'm so glad to have been a part of it.



You and 167 others
4 comments • 1 repost

Meg Bailey • 1st
London Office Asset Manager
2w • Edited

A huge thank you to the wonderful team at ULI Europe for the organization of the Young Leaders Retreat 2025 and especially to ULI Poland/Czech Republic for hosting all 56 of us in Warsaw.

An incredibly insightful programme was arranged with personal highlights including a tour of the tallest building in the EU - **Varso Tower** (by **HB Reavis**) and accompanying talk from scheme architect **Jędrzej Kolesiński**, and a fireside chat with **Hadley Dean** on leadership and building a team.

It was amazing to meet a group of young professionals with such diverse roles and experience, but all equally passionate about real estate. I look forward to catching up with you all soon!



Erik Stein-Andersen and 44 others
1 comment • 1 repost

Justyna Glinka • 1st
Senior Associate Baker McKenzie | Rudas Prawny | LL.M. in American Law | UL...
2w • Edited

Following the ULI Young Leaders Retreat hosted in Warsaw from 18 to 20 September 2025, I'd like to extend my sincere appreciation to everyone who contributed to this truly remarkable 3-day experience, which brought together professionals from the real estate industry across Europe.

Key highlights from the agenda included:

- an opening Thursday event held at **WhiteStar** premises at **Elektronia Powiśle**, featuring a keynote speech by **Marek Matraszek**;
- Friday gave into macroeconomics and CEE trends with **Piotr Mirowski**, followed by a panel discussion joined by **Katarzyna Zawodna-Bijoch**, **Jakub Skwarło**, **Erik Stein-Andersen**, and an inspiring interview between **Dorota Wysockińska-Kuzdra** and **Hadley Dean**;
- On-site visit to **Towarowa 22** (Office House) with **JEMS Architekti**;
- Guided tour of **Norblin** factory with **Maciej Jędrzej** and **Lidia Piekarska-Juszczyk**;
- Exploration of **Varso Tower** with **Foster + Partners** and a keynote by **Jędrzej Kolesiński**;
- Saturday's guided visit to the **Polish History Museum** with **Marta Sekulska-Wrońska**, **WXCA**.

This event wouldn't have been possible without the incredible efforts of **Peter DiPrinzio**, **Aleksandra Karczewska MRICS**, **Ruslan Hajduk**, **Jan Kowalski**, **Malgorzata Anna Poreba**, **Ariana Maaß**, **Helena Brown**, **Anna Nestullia**, and once again **Maciej Jędrzej**.

And last but not least - a big thank you to our sponsors and partners: **HB Reavis**, **Colliers**, **DWF** (Poland), **Elektronia Powiśle**, **Restauracja DIALOG**, **LaSalle Investment Management**.

Looking forward to further inspiring initiatives and cooperation with all ULI Poland/Czech Republic and ULI Europe colleagues!



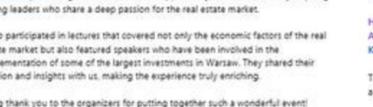
You and 102 others
1 repost

Patrycja Strycharc • 1st
Associate at DWF Poland | Real Estate | Trainee Attorney at Law
2w • Edited

Recently, I had the pleasure of attending the ULI Young Leaders Retreat organized by ULI Europe. During this event, I had the opportunity to meet some truly inspiring young leaders who share a deep passion for the real estate market.

I also participated in lectures that covered not only the economic factors of the real estate market but also featured speakers who have been involved in the implementation of some of the largest investments in Warsaw. They shared their passion and insights with us, making the experience truly enriching.

A big thank you to the organizers for putting together such a wonderful event!



Alexander Callewaert and 75 others

Karol Lewandowski • 1st
Council | Real Estate | Greenberg Traurig
2w • Edited

I've just wrapped up an inspiring few days at the ULI Europe Young Leaders Retreat in Warsaw.

Over three days, more than 50 young real estate professionals from across Europe came together to exchange ideas, deepen our understanding of the market, and experience Warsaw's dynamic development first-hand.

Key moments for me were:

- Exploring brand new **Towarowa 22** developed by **Echo Investment** and **AFI Poland** - a bold, large-scale mixed-use project shaping a new urban district;
- Touring **Norblin Factory** with **Grupa Capital Park**, a fantastic case study in adaptive reuse and preserving heritage while creating a vibrant destination;
- Visiting **Varso Tower** by **HB Reavis** and **Foster + Partners** - the tallest building in the EU and also the location of my firm's Warsaw office.

The agenda also covered geopolitics, capital markets, and the impact of AI on our industry, including inspiring talk by **Marek Matraszek** on Poland's recent history and its remarkable transformation in that time.

Thank you to ULI Europe and fellow attendees for making this retreat such a valuable experience.



Maciej Jędrzej and 88 others

Ruslan Hajduk • 1st
Real Estate Transactions & Investment | ULI Poland YL Committee Member
2w • Edited

My wrap on the biggest ULI Europe Young Leaders Retreat... ever (so far)! 🙌

Last weekend, 56 young professionals from across Europe came together in #Warsaw - a city I love with all my heart ❤️ for three days of learning, sharing, and connecting.

Over three days, we explored landmark projects like **Elektronia Powiśle** (**White Star Real Estate** / **WRS&E**), **Towarowa 22** (**Echo Investment**), **Norblin Factory** (**Grupa Capital Park**), **Varso Tower** (**HB Reavis**), and the **Museum of Polish History** (**WXCA**).

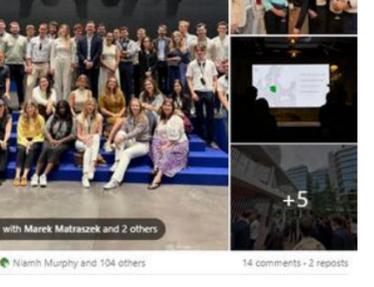
From insightful discussions on capital markets and urban identity, to late-night walks, spontaneous laughs, and unforgettable memories in a city that never fails to surprise - it was the perfect mix of education, inspiration, and good vibes 🙌

This time, I had the chance to co-organise some parts of the experience, which made it even more special for me. I'm incredibly proud to have worked alongside such a brilliant team 🙌

Helena Brown, **Peter DiPrinzio**, **Erik Stein-Andersen**, **Anna Nestullia**, **Malgorzata Anna Poreba**, **Maciej Jędrzej**, **Jan Kowalski**, **Justyna Glinka**, **Aleksandra Karczewska MRICS** and **Ariana Maaß** 🙌

Thank you to everyone who joined, on my own behalf and on behalf of all of us at ULI Poland/Czech Republic 🙌 Can't wait to see where the next retreat takes us!

Let's keep building the future of real estate together. 🙌



Niamh Murphy and 104 others
14 comments • 2 reposts

FEEDBACK - SURVEY

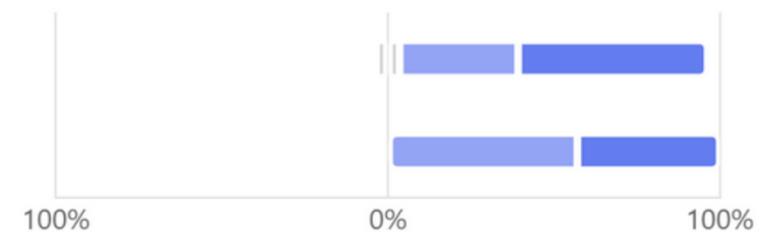
1. How would you rate the Programme of the ULI Europe Young Leaders Retreat

[More details](#)

● Not well at all ● Not very well ● Somewhat well ● Very well ● Extremely well

Maintained my interest throughout the duration of the programme

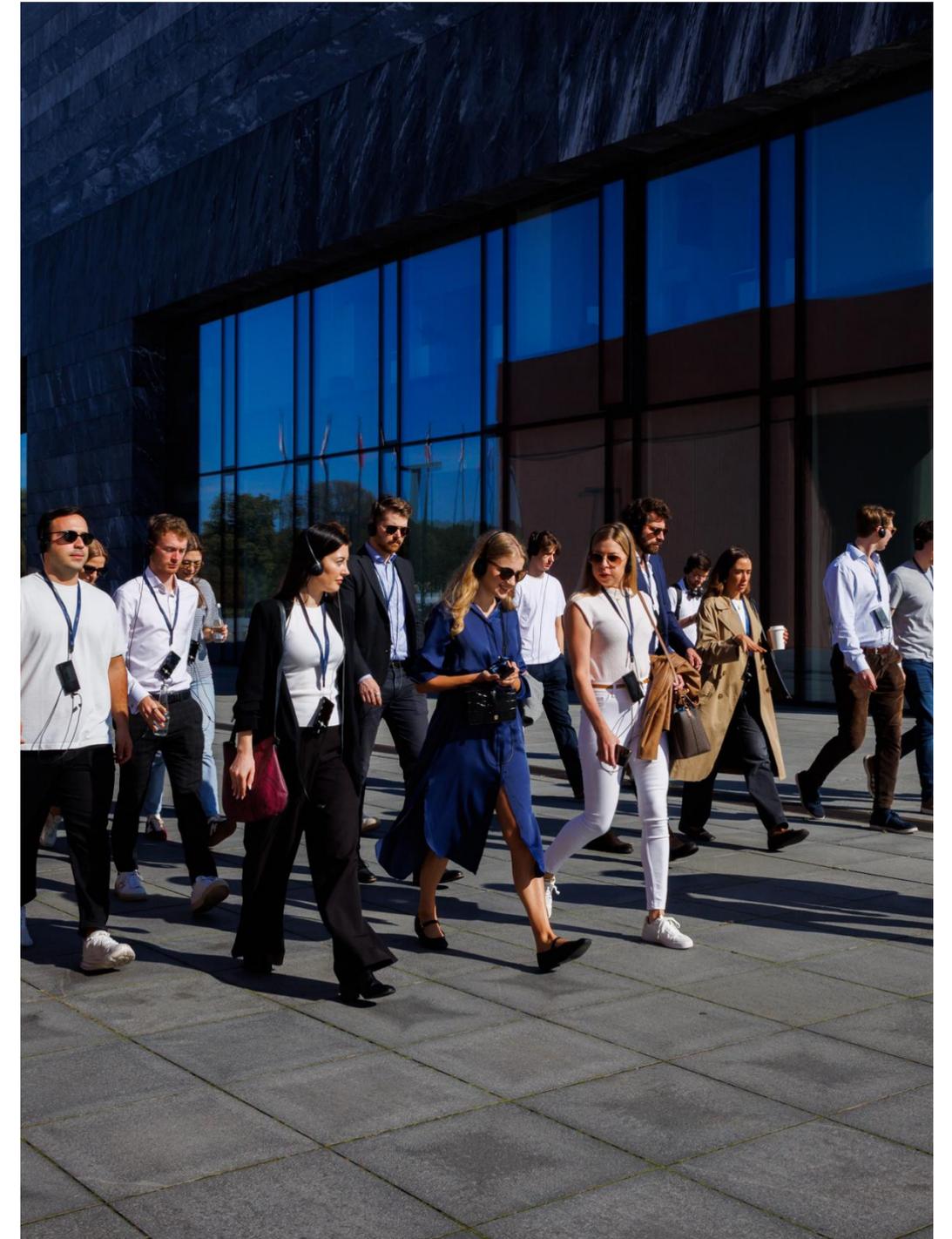
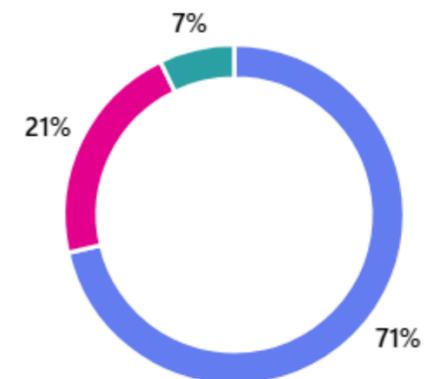
The the content was valuable and insightful for me



2. Were your expectations of the event met?

[More details](#)

- Beyond my expectations 10
- Met as expected 3
- Below my expectations 1



FEEDBACK - SURVEY

What did you like most about the event?

- The exchanges among participants and organizers
- Networking - The atmosphere was pleasantly relaxed, informal, and uncomplicated
- Leadership discussions - Hadley Dean
- Truly meeting new people.
- Balance between program, networking and site visits
- The program was highly informative and valuable
- The intensive program created excellent opportunities to connect and build meaningful relationships
- Learning about the local investment market, Poland and its developments
- The insightful discussions and the chance to combine macroeconomic perspectives with on-the-ground project visits. The balance between capital markets analysis, site tours, and peer exchanges made the experience truly enriching
- Various perspectives (sectors, typologies) but also settling it in the broader geo-political and historical context. Framing was really good.

Suggestions for the future

- Break up the second day more. Could have more on Thursday to make Friday less intense. Slightly later start and a bit shorter/longer breaks (Friday).
- More structured networking: smaller groups, speed dating - ensure everyone knows everyone.
- Could focus less on history, more on current planning.
- Exercises on leadership and soft skills, especially discussion on problems and how to tackle them.
- Could overlap with the leadership retreat as in Stockholm.
- Shorter site tours.
- Size too big? 40/50 seems like the maximum.
- Name change back to study tour - Retreat harder to sell to employers



CONCLUSIONS

OUR SUCCESSES

- **Interesting and valuable programme, even for local Young Leaders**
- **Biggest Retreat yet – programme and city was a huge draw**
- **Valuable peer to peer facilitated interactions and connections**

CONCLUSIONS

ROOM FOR IMPROVEMENT

- **Ensure site visits and presentations are as concise as possible to maintain interest (max 1hr)**
- **Provide more breaks and opportunities to recharge to ensure engagement in sessions**
- **Could integrate networking opportunities with senior leaders into the programme, e.g. use of mentors, speakers. Ideally with an international perspective and knowledge pool.**