

erica elizabeth young

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experience

Oct 2015 – Present

Anthemis Group London

Anthemis cultivates change in the financial system by investing in businesses that are addressing some of the world's most pressing financial challenges.

Head of Community and Network (Jan 2019 – Present)

Help drive the success of more than 125 early-stage portfolio companies and 5 investment vehicles by applying network science to each stage of the venture investment value chain from fundraising to post-investment support. Inter-portfolio connectivity is consistently ranked by founders as the most valuable support we offer after fundraising. Piloted and deployed numerous platforms to support this including Bridge, Commsor, HuntClub, and Orbiit. As an example:

Orbiit – In 2021 we matched 600+ portfolio team members and maintained an average NPS of 90. We helped shape the product and provided their first case study.

Venture Partnership Director (Dec 2016 – Dec 2018)

Led the Anthemis Exponential Venture Partnership (current MOIC 5.6x) to co-create businesses that deliver financial wellness in collaboration with Momentum Metropolitan Holdings Ltd., including:

alt.bank – a peer-based banking platform for low-income members in Brazil

zeVie – electric vehicle leasing platform to accelerate EV adoption

Advisory Director (Oct 2015 – Nov 2016)

Led consulting engagements to create businesses using design thinking methodologies with corporate clients such as Baloise, Bank of Ireland, Investec, Lloyds, and Unicredit.

Oct 2015 – Present

The Reliants Project London

Founder

An ongoing exploration of how networks shape our wellbeing, relationships, and community with a content strategy of articles, newsletters, and podcast series. Has led to many speaking engagements such as Imperial College Business School, INSEAD, and Osher Lifelong Learning Institute (OLLI). Has also led to consulting projects, including:

SecondMuse – Led efforts within The Incubation Network to map the ecosystem around reducing ocean plastic pollution in Southeast Asia. Created a network map and generated insights from that map to drive their strategy.

April 2021 – Present

Newton Venture Program London

Lecturer

Teach the sourcing deals and leveraging networks module of this training and development program to a diverse cohort of aspiring and current venture capitalists. Consistently rated a top module in the program.

Jan 2015 – Sep 2017

Insight Robotics Hong Kong

Insight Robotics is an award-winning forestry risk management late-stage startup, proactively mitigating fire threats by making sense of visual data.

Advisor (Sep 2015 – Sep 2017)

Provided design, product development, production, supply chain management, recruitment, and strategic planning advice to the leadership team.

Chief Product Officer (Jan 2015 – Sep 2015)

Responsible for new product development and supply chain management of wildfire detection robots and precision agriculture drones.

Mar 2014 – Jun 2020

Invest HK Hong Kong and London

Investment Promotion Ambassador

Appointed by the Secretary of Commerce and Economic Development to attract start-ups to Hong Kong for the foreign direct investment department of the government. Two time emcee of their annual startup conference.

- Jul 2012 – Aug 2014 **One Earth Designs** Hong Kong
Chief Design Officer
Oversaw all product design, development, and production activities for SolSource, a highly-rated solar cooker. Ran a successful Kickstarter campaign and delivered the product to early backers. Responsible for building a multidisciplinary product team.
- Oct 2010 – Dec 2011 **Hong Kong Polytechnic University School of Design** Hong Kong
Part-time Lecturer
Developed all course work and taught practical, hands-on design research methods to a diverse group of Design Practices, Strategies, and Interaction Masters students. The design school ranks 2nd in Asia and 15th in the world for art and design.
- Jan 2008 – Jul 2012 **Intuitive Automata** Hong Kong
Co-founder and Chief Design Officer
Led all product, software, and graphic design efforts for cutting-edge consumer robotics start-up. The company won Wall Street Journal's Asian Innovation Awards Technopreneur of the Year in 2010. Responsible for Autom from concept to production. Intellectual property was licensed to Catalia Health in 2014.

education

- Methods@Manchester Summer School** Manchester
Introduction to social network analysis using UCINET and Netdraw
- Georgia Institute of Technology** Atlanta
Bachelor of Science in Industrial Design with High Honors

selected media

- 1 Sep 2020 **Metalearn Podcast** *Guest*
"ML145: Erica Young on Dispelling Networking Myths, The Science of Success and the Habits of a Superconnector"
- 25 June 2020 **Design for Disruption** *Speaker*
"Designing Cultures, Companies, & Networks"
- 28 June 2017 **Money 20/20** *Speaker*
"Innovation Theatre" presentation on corporate innovation initiatives and venture design

employment eligibility

- USA** citizen
- Hong Kong** Permanent Resident (right to live and work)
- United Kingdom** Settled Status (right to live and work)

Please see www.withea.se for pdfs of projects, speaking engagements, and press coverage.