

Clément Régnier is co-founder and chief executive officer of TestWe. He is in charge of business development and partnerships. Clément and his team accompany partner institutions in the digitization of strategy exams, project definition, and technical deployment.



What was the best business advice you received while launching your EdTech startup?

"Your project will never be a success; so forget about it." The effect of that comment resulted in the exact opposite of what was intended. It energized me to show the world that we could succeed.

What did you do early on that you would do differently today?

Looking back, I would have raised series A funding.

What inspired you to start your EdTech startup?

The world was changing fast, but the educational sector wasn't. At the time, the classrooms were not really digital, even though 95 percent of the students in Europe had a personal laptop. This inspired my co-founder and I to make a change, and it became our mission to bring technology into the classroom. We also wanted to enable students to use a device that they were already familiar with and that could later be used as tool in their professional life.

What was the biggest challenge you encountered and how did you mitigate?

Our biggest challenge was hiring our first employee. It was the first time that my partner and I delegated tasks to someone else. We had to accept other input and shift how we organized some of our work.

Also, French human resource regulations can be very challenging. It is really easy to hire someone but quite hard to fire an employee. Thus, you really have to be confident in your hire and know that you are selecting the right person (similar to when you get married).

We sought advice from a lot of different friends and family members to learn how to conduct employee recruitment. Then, we arranged several rounds of long interviews (sometimes too long), in order to make sure that we hired the right person.

What was the resource that enabled your success?

Our team and the humanity of our associates.

What advice do you want to share with today's EdTech startups?

Keep the faith; it is not an easy world. Keep in mind that not all of the people that you will meet (deans, academic directors, etc.) will know how to do business even though they are in the field.



About TestWe: TestWe is an exam software for students that is secure, offline, and comfortable so they can focus on their work without the pressure of time.

Connect

Website: <https://testwe.eu/en/>

LinkedIn: [linkedin.com/in/clément-régnier-62815427](https://www.linkedin.com/in/clément-régnier-62815427)

Email: clement.regnier@testwe.eu

