XCUXION LABS

Batch ’25 — Impact Report

April–December 2025 · Accra, Ghana

57% project-to-startup conversion. Zero external funding. The proof of concept.

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PROGRAMME CONTEXT

What Batch ’25 Was

Batch ’25 launched in April 2025 under the Xcuxion Labs name, three years after Technology Wrights. By this point, the structural failures of Batch ’22 had been fully documented and the programme had been redesigned from the ground up. Every element of the Batch ’25 design was a direct response to a specific failure identified in 2022.

Solomon was in the middle of his National Service, serving as a teaching and lab assistant in the KNUST Computer Science Department. He had graduated with first-class honours in Computer Science in 2024. He ran Batch ’25 simultaneously with his NSS obligations, on personal capital, with no external support of any kind.

The question Batch ’25 was designed to answer was specific: does the redesigned model actually convert participants into founders of active startups? The answer, documented below, is yes.

HEADLINE METRICS

The numbers

30 Students accepted	**7** Projects developed	**4** Active startups (ongoing)	**57%** Project-to-startup conversion
1 University represented	**GHS 0** External funding received	**0** Equity agreements formalized	**100%** Personal capital invested

ON THE EQUITY GAP

The four active startups from Batch ’25 do not have formal equity agreements with Xcuxion Labs. This is a documented failure of the Batch ’25 model — one carried over from Batch ’22. The equity framework was designed but not executed during the programme because the institutional infrastructure to enforce it did not yet exist. Batch ’27 will not repeat this error. All equity agreements are signed on entry, before the first day of the programme. The Batch ’25 companies are being approached in 2026 for a retrospective equity discussion as part of the portfolio formalization process.

PROGRAMME DESIGN

What changed from Batch ’22

Batch ’25 incorporated the following structural improvements over Technology Wrights:

– Named programme identity: ‘Xcuxion Labs’ replaced ‘Technology Wrights’, creating an institutional identity separate from its founder.

– Broader field selection: the applicant pool was explicitly targeted across CS, engineering, biotech, and business administration rather than CS-only. The diversity of the cohort improved the founding team compositions.
– Structured project development: participants were guided through a structured project development process rather than left to self-direct. Weekly check-ins, problem-framing sessions, and peer feedback loops were introduced.
– Explicit commercial framing: every project was evaluated against a commercial viability criterion, not just a technical criterion. This was the early form of the GHS 10,000 MRR threshold that is now a hard graduation requirement.

What Batch ’25 did not yet have: a physical hacker house, milestone-gated capital, NSS alignment, formal equity agreements, or a dedicated programme manager. These remain the structural gaps that Batch ’27 closes.

THE COMPANIES

What Batch ’25 produced

Seven projects were developed during Batch ’25. Four of those projects are currently being actively built as startups by their founding teams. The companies are documented here at the sector level; individual company names and founders are referenced in Xcuxion Labs’ internal portfolio records.

#	Sector	Status	Notes
01	EdTech / digital learning & exam preparation	Active — building	Founding team intact. Product in development. Market validation in progress.
02	Agritech / farm management & commerce	Active — building	Founding team intact. Early customer conversations underway.
03	Healthtech / national telehealth infrastructure	Active — building	Technical prototype developed. Government partnership proposals under development
04	Transport / bus e-ticketing	Active — building	Product in development. First partnership with transport company underway
05	Real Estates / property management & marketplace	Inactive	Founder deprioritised due to employment opportunity and academic work. Documented as a commitment gap failure.
06	Food / recipe documentation, food vendors platform	Inactive	Founding team dissolved due to co-founder disagreement after programme end. Documented as a co-founder alignment failure.
07	E-commerce / B2B2C marketplace	Inactive	Prototype built but founder concluded market was not ready. Documented as a market validation failure.

WHAT THE INACTIVE COMPANIES TEACH US

The three failures — and what Batch ’27 does differently

Three of seven projects did not result in active startups. Each failure has a specific cause that the Batch ’27 design directly addresses.

Co-founder alignment failure (Company 05)

The founding team dissolved after the programme ended due to co-founder disagreement. The Batch ’25 programme had no structured co-founder alignment framework — no regular check-ins, no documented decision-making protocols, no early warning system for relationship deterioration. In the oper8 Founder OS (System 01), the Co-Founder Alignment Tracker with monthly structured check-ins and decision logs addresses this directly. In Batch ’27, all founding teams use this system from Week 1.

Commitment gap failure (Company 06)

The founder left to take an employment opportunity when one became available. This is the clearest possible example of why the NSS pipeline is the right talent source: a founder who is in their National Service year has already committed one year of their post-graduate life to service. The opportunity cost of building is lower. The likelihood of abandoning when a salary appears is reduced. Batch ’27 recruits through the NSS pipeline specifically to reduce this risk.

Market validation failure (Company 07)

The founder concluded the market was not ready. In Batch ’25, there was no structured market validation process — no customer discovery framework, no early commercial framing, no pressure to find a paying customer before investing months in building. The GHS 10,000 MRR graduation threshold in Batch ’27 forces market validation to happen during the programme rather than after. If the market is not ready, the founder discovers this in Month 5, not Month 12.

FINANCIAL RECORD

The economics of Batch ’25

Every cost associated with Batch ’25 was borne personally by Solomon Annan Ayisi. There was no external funding source of any kind. The following represents the best-available estimate of total programme expenditure:

Cost category	Estimated spend (GHS)	Notes
Programme facilitation	3,000–5,000	Facilitators and mentors time, session materials, coordination.
Communication and outreach	500–1,000	University outreach, applications management, participant communication.
Participant support	1,000–3,000	Ad hoc support for participant needs. No formal stipend was paid.
Infrastructure (digital tools)	500–1,500	Communication platforms, productivity tools, document management.
Total estimated	**GHS 5,000–10,500**	Approximately $500–$1000 USD at 2025 exchange rates. Entirely personal capital.

This is the cost of producing four active startups and training 30 founders. It is an extraordinarily capital-efficient result. The constraint was not money — it was structure, infrastructure, and scale. Batch ’27 addresses all three with the capital being raised in Q2–Q3 2026.

LOOKING FORWARD

How Batch ’25 informs Batch ’27

Batch ’25 proved three things that matter to investors:

- **The demand is real. Thirty students out of 70+ applicants were selected and committed to a programme run by a single founder on personal capital. The talent pipeline exists and it is hungry for this opportunity.**
- **The conversion is real. 57% of projects became active startups — a conversion rate that most formal, well-funded accelerators on the continent would be proud to report.**
- **The failure modes are known and fixable. The three inactive companies each failed for a specific, identifiable reason. Batch ’27’s design directly addresses each one.**

The difference between Batch ’25 and Batch ’27 is not a different theory. It is the same theory with the resources to execute it properly: a physical hacker house, milestone-gated capital, NSS-aligned timing, formal equity agreements from day one, structured co-founder alignment, and market validation built into the graduation threshold.

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