



Interview – Aimilia Diamantopoulou

WP 2

Activity 1 (Leaders Interview)

Developed by EMVIO | November 2025

PROJECT NUMBER: 2024-1-FR01-KA220-VET-000244092



Co-funded by
the European Union

Interview Metadata

Date of Interview:	23.07.2025
Interviewer Name:	Chara Stassinopoulou
Consent for data collection	Yes
Additional remarks on the interview	-

Meet the leader

Name:	Aimilia Diamantopoulou
Age:	46 y.o.
Gender:	Female
Current role and position:	Founder
Years of Work Experience:	27 years
Years in Leadership Roles:	20 years
Organization:	Rhyme & Reason & Rima Language Tech Culture
Sector of Activity:	Language Services
Country / City:	Greece Patras
Organization Size:	<input type="checkbox"/> Micro <input checked="" type="checkbox"/> Small <input type="checkbox"/> Medium <input type="checkbox"/> Large



Main Interview Content

Interview Section	Summary of Answers	Selected Quotes
The Path to Leadership Key moments, challenges, values	She founded two language service companies, growing from a one-person business into a recognized team. She faced challenges balancing entrepreneurship, motherhood, and gender perceptions, while technology, mainly Language Machine Learning Models, and innovation shaped her leadership.	<p><i>“Nothing prepares you for a leadership role... Sometimes life just brings you there.”</i></p> <p><i>“Being a woman definitely played a role, especially in how clients perceived me in the early years.”</i></p>
Your Approach to Leading Inclusion, decision-making, vision	She emphasizes respect, open communication, and flexibility. She builds trust through fairness, encourages freedom for creativity, and addresses conflicts with dialogue. Team spirit and mutual support are key.	<p><i>“Every person is different... The best you can do is to try to really see them as human being.”</i></p> <p><i>“Almost always we’ve managed to resolve conflicts in the mildest way possible.”</i></p>
Driving Change Strategies for sustainable and positive outcomes	<p>She promotes long-term sustainability, inclusion, and joy at work. Organizes initiatives like <i>Language Tech Patras</i> to connect the wider community. This initiative is described in the Rhyme & Reasons’s website as: “Language_Tech Patras focuses on emerging trends in language services. The annual forum serves as a platform for meeting and networking among translators, subtitlers, linguists, publishers, and computer scientists. It discusses new developments shaped by AI and other technological advancements, contributing to the lifelong learning of participants, aiming to foster connections between academic institutions, industry bodies, and professionals.” Retrieved October 2025 from https://www.reason.gr/language_tech-patras-2025-en/</p> <p>Prioritizes flexibility and balance for her mostly female team.</p>	<p><i>“We work very hard, but even in difficult times, we manage to laugh.”</i></p> <p><i>“The goal is to deliver excellent services on time—how each person does it is up to them.”</i></p>



<p>Bias & Belonging Tools, practices, awareness</p>	<p>Uses technology (surveys, polls) to capture team voices but highlights that real dialogue is the most effective. Gender balance was not a problem since most employees are women; instead, she focuses on creating relaxed, safe spaces for sharing. In practice, these “spaces” are informal and human-centered, not physical rooms or formal sessions. The team often connects through casual activities outside work hours—like a shared lunch, an evening drink, or a short celebration after completing a project. Such relaxed settings allow ideas and concerns to emerge naturally, helping build trust and inclusion more effectively than structured meetings. At times, even a short coffee break or humorous exchange in the office acts as a “safe space” where team members feel comfortable sharing their thoughts.</p>	<p><i>“The best results come through discussion.”</i> <i>“The important things often come up in an informal chat, not under pressure.”</i></p>
<p>Sharing What Works Inspiration, examples, transferable tools</p>	<p>She draws inspiration from the EU New European Bauhaus initiative, LinkedIn, and diverse cultural experiences. The interviewee draws on the New European Bauhaus framework not as a top-down policy but as a guiding compass for everyday decision-making. Its principles—<i>sustainability, inclusion, and beauty in work and design</i>—are reflected in how the team sets objectives and reviews progress. For example, quarterly team meetings and short internal surveys assess whether current projects align with inclusive and sustainable goals (e.g. fair workload, environmental awareness in client work). Project briefs and internal memos include a short “check-in question” inspired by these values: <i>Does this project reflect creativity, care, and inclusivity?</i> When new members join, the framework is introduced informally during onboarding or training sessions, helping them understand the company’s culture. Reflection sessions after major projects also use it as a discussion lens to evaluate what supported team well-being and what could improve next time. She also recommends using clear frameworks for sustainability and inclusion. Values continuous learning, literature, and cross-sector exchanges.</p>	<p><i>“The New European Bauhaus is a great framework that helps us set goals and measure impact.”</i> <i>“I find huge inspiration in discussions both inside and outside my team.”</i></p>



FIT FOR THE FUTURE

Scan for more



fit4thefuture.eu



Co-funded by
the European Union



Funded by the European Union. The views and opinions expressed are those of the author(s) and do not necessarily reflect those of the European Union or of Agence Erasmus+ France / Education Formation. Neither the European Union nor the granting authority can be held responsible for this.