



**FIT FOR THE
FUTURE**

Interview – Charitini Maria Skoulidi

WP 2

Activity 1 (Leaders Interview)

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Interview Metadata

Date of Interview:	29.07.2025
Interviewer Name:	Chara Stassinopoulou
Consent for data collection	Yes
Additional remarks on the interview	-

Meet the leader

Name:	Charitini Maria Skoulidi
Age:	48 y.o.
Gender:	Female
Current role and position:	CEO Head of International Department of p-consulting.gr
Years of Work Experience:	27 years
Years in Leadership Roles:	17 years
Organization:	p-consulting.gr
Sector of Activity:	Consulting, Research, Technology (ICT) Services
Country / City:	Greece Patras
Organization Size:	<input type="checkbox"/> Micro v 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 built her career over many years in consulting and ICT, guided by mentors. She stresses that mistakes and failures were key learning points. Most proud of her strong, supportive team.	<i>“Mistakes and failures have been the most critical turning points in my journey.”</i> <i>“The team is the alpha and omega of our company.”</i>
Your Approach to Leading Inclusion, decision-making, vision	She values empathy and open communication. Encourages autonomy balanced with guidance. Actively discusses company plans with her team to make them feel part of a family. Introduced remote work to support work-life balance.	<i>“I strongly believe in empathy and trying to step into others’ shoes.”</i> <i>“Remote work helped colleagues balance family and professional life.”</i>
Driving Change Strategies for sustainable and positive outcomes	Decision-making relies on experience, intuition, and careful evaluation of data. She promotes equal treatment, inclusion, and environmental sustainability. Seeks continuous feedback from events and partners to improve impact.	<i>“It’s better to take a decision, even if wrong, than to let things drift.”</i> <i>“Sustainability must be the key word for every company.”</i>
Bias & Belonging Tools, practices, awareness	Established policies for equal opportunities and respect for diversity. Emphasizes prevention through open dialogue and democratic expression. Believes everyone should feel free to be themselves at work. To encourage genuine openness and trust, she has made a point of the company using several simple but effective practices: Regular team meetings and project debrief include time for everyone to share views or propose changes, ensuring that no voice is overlooked. Anonymous internal surveys are occasionally distributed to capture feedback on workplace climate and inclusion, complementing open discussion.	<i>“We must prevent issues rather than fix them later.”</i> <i>“The freedom to express opinions without fear is essential.”</i>



	<p>The CEO maintains one-to-one check-ins with team members to address issues early, in line with her belief that prevention is better than correction.</p> <p>Dedicated communication channels (online boards and chat groups) allow staff to express ideas or concerns outside formal settings. These practices cultivate a safe and democratic work environment, where expressing opinions without fear is part of everyday culture and not limited to official procedures.</p>	
<p>Sharing What Works Inspiration, examples, transferable tools</p>	<p>Advocates acceptance, empathy, and teamwork as core principles. Notes each organization must adapt methods to its context. Draws inspiration from her own experiences facing gender bias and from promoting open, supportive environments. The supportive environment is sustained through simple, structured habits that encourage openness and balance, such as:</p> <p>Weekly coordination meetings always reserve time for personal reflections and feedback, helping prevent tensions and nurture collaboration.</p> <p>Flexible scheduling and remote work are standard, supported by digital platforms for transparent communication and joint task tracking.</p> <p>The company organizes periodic internal trainings—often following Erasmus+ projects—on topics like digital innovation, sustainability, and equality.</p> <p>Regular team celebrations and recognition moments create a positive atmosphere and strengthen belonging.</p>	<p><i>“Acceptance, empathy, and teamwork are where we all should start.”</i> <i>“As a woman in leadership, I have experienced bias myself, and that makes me more aware.”</i></p>



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