



# Interview - Impulsa Igualdad

## WP 2

### Activity 1 (Leaders Interview)

Developed by Italian Chamber of Commerce | June, 2025

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## Interview Metadata

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Date of Interview:	30/06/2025
Interviewer Name:	Nicole Bergamin
Consent for data collection	Yes
Additional remarks on the interview	

## Meet the leader

Name:	Pablo Gonzales Armenteros
Age:	32
Gender:	Male
Current role and position:	European Projects Technician
Years of Work Experience:	5 years
Years in Leadership Roles:	1 year
Organization:	Impulsa Igualdad
Sector of Activity:	NGO
Country / City:	Spain
Organization Size:	<input type="checkbox"/> Micro <input checked="" type="checkbox"/> Small <input type="checkbox"/> Medium <input type="checkbox"/> Large

## Main Interview Content

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Interview Section	Summary of Answers	Selected Quotes
<p>The Path to Leadership Key moments, challenges, values</p>	<p>He learned how to be a leader by working as a freelancer and camp counsellor. When he was a camp counsellor at 18 or 19, he had a lot of responsibility, this responsibility from a fairly young age helped a lot in getting him to this position. Effective leadership begins with clearly defined boundaries—knowing what is expected from each person and what each individual can expect from the organization. When these limits are respected, they build trust and consistency, fostering stability that creates a foundation where workloads can eventually increase without causing dysfunction, thanks to efficient processes and strong team cohesion.</p>	<p>“The whole is greater than the sum of its parts.”</p>
<p>Your Approach to Leading Inclusion, decision-making, vision</p>	<p>It is important that everyone feels a sense of ownership of their work. Everyone should not only be clear about their responsibilities, but also feel like owners, meaning they should be able to say, ‘This is mine.’ That is when the ability to progress is generated, basically.</p> <p>The collaboration with other areas and the division of tasks contributed to a meaningful change.</p> <p>Inclusion plays a crucial role in Impulsa Igualdad, everything they do aims to destroy inequality.</p>	<p>“We are a social organisation focused on the disability of people who have significant physical accessibility needs [...] everything we do has to be in line with this, in fighting against this inequality.”</p>
<p>Driving Change Strategies for sustainable and positive outcomes</p>	<p>Collaboration, dialogue and to be honest are the only way to make things working and to achieve the predetermined project results.</p>	<p>“It’s always honesty and being direct. Being clear is essential. It’s the only way to make it work.”</p>
<p>Bias &amp; Belonging Tools, practices, awareness</p>	<p>Internal meetings are held every two weeks, with larger meetings taking place monthly or every two months with all members of the Confederation. These meetings serve to share updates, best practices, and knowledge.</p>	<p>“That they feel good about their work, that they feel that their work has an impact both on society and on</p>



	<p>In this environment, it is essential to establish clear boundaries and foster soft skills, understanding that a person's value does not lie solely in their technical skills (hard skills), but also in their ability to communicate and collaborate. Through effective communication and recognition of the impact of work—both socially and personally—the aim is for each person to feel good, valued and fulfilled in their work.</p>	<p>themselves, that is, that they feel fulfilled by doing this work.”</p>
<p>Sharing What Works Inspiration, examples, transferable tools</p>	<p>The creation of spaces where everyone can express his or her need it's crucial as well as sharing knowledge and having people within the team with specific knowledge who you can ask questions.</p>	<p>“We create spaces where everyone can express their needs.”</p>





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