



**FIT FOR THE
FUTURE**

Interview - Irini Iacovidou

WP 2

Activity 1 (Leaders Interview)

Developed by Eurosuccess Consulting | July, 2025

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



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Interview Metadata

Date of Interview:	02/07/2025
Interviewer Name:	Antonia Nikolaidou, Senior Project Manager at Eurosuccess Consulting
Consent for data collection	Yes. Consent is implied through active participation in a public video interview and the completion of a signed consent form.
Additional remarks on the interview	Video available here: https://www.youtube.com/watch?v=4xb5eNwb4_s

Meet the leader

Name:	Irini Iacovidou
Age:	27
Gender:	Female
Current role and position:	Head of Projects Department
Years of Work Experience:	5 years
Years in Leadership Roles:	Less than 1 year
Organization:	COMCY
Sector of Activity:	NGO
Country / City:	Cyprus / Nicosia
Organization Size:	<input type="checkbox"/> Micro <input checked="" type="checkbox"/> Small <input type="checkbox"/> Medium <input type="checkbox"/> Large



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Main Interview Content

Interview Section	Summary of Answers	Selected Quotes
<p>The Path to Leadership Key moments, challenges, values</p>	<p>Irini’s leadership journey has been shaped by trust, mentorship, and observation. While her entry into leadership was relatively smooth, she worked hard to gain credibility in a field where her youthful demeanor was often underestimated. She attributes her growth to the support of her colleagues and her reflective learning process. Key moments included navigating client relationships and internal dynamics, which shaped her empathetic leadership style. She is most proud of the healthy, trust-based relationships within her team.</p>	<p>“I treat people kindly and fairly, and they will treat me the same.”</p>
<p>Your Approach to Leading Inclusion, decision-making, vision</p>	<p>Irini emphasizes the importance of honest communication, trust, and collaborative ownership. Weekly bilateral meetings ensure team members feel heard, while inclusive practices and shared decision-making strengthen engagement. She’s currently leading efforts to implement structured guidelines for project management, balancing technical systems with a culture of care. Sustainability in leadership is seen through the lens of human well-being and environmental consciousness.</p>	<p>“People can’t thrive in burnout.”</p> <p>“We want to minimise disparities and give all the support needed to ensure that each manager will reach the full extent of their potential.”</p>
<p>Driving Change Strategies for sustainable and positive outcomes</p>	<p>She promotes collaboration through monthly meetings, brainstorming, and accountability-driven autonomy. Impact is measured through both feedback and tracking of values in action. Her goal is to create a lasting structure for long-term success and to promote a balance between personal well-being and professional performance.</p>	<p>“I regularly check in with the team to ensure everyone feels heard, valued, and represented.”</p> <p>“The real sign of impact is when people start driving these values without needing to be asked.”</p>





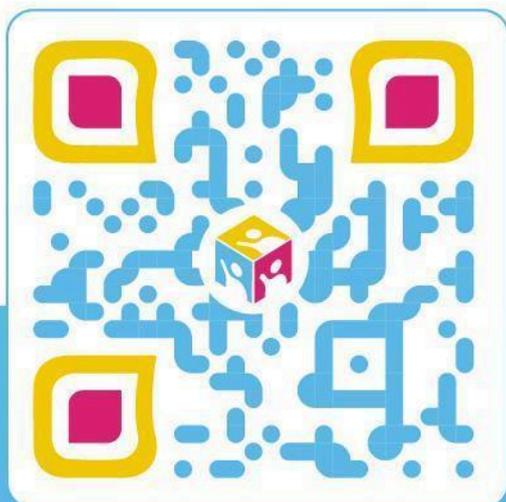
<p>Bias & Belonging Tools, practices, awareness</p>	<p>COMCY integrates inclusive practices across operations: 360-degree feedback, quarterly self-reflection sessions, inclusive hiring, and bias-reduction awareness. These are embedded into the organization's culture rather than treated as isolated trainings. Irini stresses the importance of normalizing bias awareness and empowering diverse voices.</p>	<p>"We have open conversations... not just about performance, but about personal well-being and inclusion."</p> <p>"It's not about one-off trainings, it's about creating a consistent environment."</p>
<p>Sharing What Works Inspiration, examples, transferable tools</p>	<p>While not relying on fixed tools, Irini promotes a mindset of adaptability, representation, and tailored support. Inspiration comes from staying informed and learning from others in the field. A key lesson is that bias is human but must be recognized and challenged consistently.</p>	<p>"Accepting that bias is an inherent part of our humanity makes it easier to recognise it and always strive to do better."</p>





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