



Interview – Panayotis G. Anastassopoulos

WP 2

Activity 1 (Leaders Interview)

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Interview Metadata

Date of Interview:	25.07.2025
Interviewer Name:	Chara Stassinopoulou
Consent for data collection	Yes
Additional remarks on the interview	-

Meet the leader

Name:	Panayotis G. Anastassopoulos
Age:	48
Gender:	Male
Current role and position:	CEO
Years of Work Experience:	28
Years in Leadership Roles:	13
Organization:	Port Authority of Patras
Sector of Activity:	General Government Authority
Country / City:	Greece Patras
Organization Size:	<input type="checkbox"/> Micro <input type="checkbox"/> Small <input type="checkbox"/> Medium <input checked="" type="checkbox"/> Large



Main Interview Content

Interview Section	Summary of Answers	Selected Quotes
<p>The Path to Leadership Key moments, challenges, values</p>	<p>Mr. Anastasopoulos’s leadership path spans over 13 years across several managerial roles, combining both technical and administrative responsibilities. Before becoming CEO of the Port Authority of Patras, he held departmental and coordination roles that exposed him to project management, inter-agency collaboration, and team leadership within complex systems.</p> <p>These experiences offered him different perspectives on leadership—ranging from hands-on, team-based management to strategic decision-making and stakeholder engagement at institutional level. He emphasizes that learning from mistakes and observing how teams’ function at every level were key to shaping his inclusive and pragmatic leadership style. His transition from technical roles to executive leadership reinforced his belief that authentic communication, simplicity in problem-solving, and shared vision are the foundations of effective leadership. He highlights learning from mistakes and emphasizes teamwork and vision-sharing. Proud of authentic communication with people.</p>	<p><i>“My mistakes shaped me; the issue is turning them into valuable lessons.”</i> <i>“The important thing is for everyone to become shareholders in the vision.”</i></p>
<p>Your Approach to Leading Inclusion, decision-making, vision</p>	<p>Focus on respect, daily connection, and simplifying processes with technology. Promotes co-ownership of organizational vision and holistic, well-planned changes. Sustainability is key, especially economic and environmental.</p> <p>He cultivates co-ownership of the organization’s vision through transparent communication and inclusive decision-making. Regular meetings allow staff to review progress and contribute ideas for upcoming projects. As CEO maintains an open-door policy, inviting suggestions from any employee</p>	<p><i>“Even a simple ‘good morning’, matters.”</i> <i>“Sustainability here is non-negotiable; it’s part of our daily reality.”</i></p>





	<p>regardless of position, and ensures that successful ideas are publicly recognized. For instance, staff involved in sustainability projects or process improvements are credited during meetings and invited to co-present outcomes.</p> <p>This participatory approach—combining accessibility, transparency, and recognition—creates a sense of shared purpose and accountability, where every team member feels they hold a genuine stake in the port’s future.</p>	
<p>Driving Change Strategies for sustainable and positive outcomes</p>	<p>In his daily leadership, collaboration and sustainability are not abstract goals but integrated practices. For instance, the Port Authority partnered with KOISPE FAROS, a local social cooperative employing people with psychosocial challenges, to manage part of its maintenance and green spaces. This collaboration not only ensures quality work but also promotes social inclusion and local employment—turning a routine operational need into a socially responsible initiative.</p> <p>Similarly, he applies data-driven logic and transparency in everyday decisions: performance data and environmental indicators are reviewed in staff meetings, ensuring that improvements in efficiency or resource use align with sustainability goals.</p> <p>These examples show how inclusive partnerships and rational, evidence-based decision-making form the foundation of his leadership style—translating long-term sustainability into tangible, day-to-day actions that benefit both the port and the surrounding community.</p> <p>He Believes port transformation directly benefits the city.</p>	<p><i>“When things are complex, we must think simply so the solution is feasible.”</i></p> <p><i>“The port’s metamorphosis will change the city itself.”</i></p>
<p>Bias & Belonging Tools, practices, awareness</p>	<p>Promotes transparency, open communication, and data access. Introduced open office spaces to encourage dialogue. Holds regular meetings with staff to share vision and address concerns. To promote belonging and reduce bias, the Port Authority has embedded transparency and dialogue into daily</p>	<p><i>“Transparency and communication are the best tools against bias.”</i></p> <p><i>“Creating open spaces gave people full freedom to communicate.”</i></p>

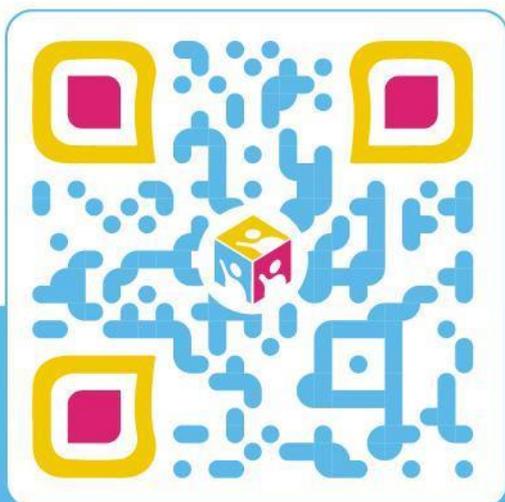


	<p>practice. Beyond maintaining open office spaces that encourage spontaneous interaction, the CEO organizes monthly “Open Table” sessions, where employees from all levels can raise questions or propose improvements directly.</p> <p>This mix of structured transparency and everyday accessibility helps to dismantle hierarchy, prevent misunderstandings, and build a genuine sense of trust and belonging among staff.</p>	
<p>Sharing What Works Inspiration, examples, transferable tools</p>	<p>Advocates transparency, respect, and inclusivity when addressing challenges. Employees can share ideas or improvement proposals through dedicated email channels and digital suggestion forms, while cross-department groups use common online workspaces to coordinate actions. In parallel, the organization’s public website functions as a transparency portal, sharing sustainability results with citizens and partners. These low-cost technologies complement the open-office culture and meetings, turning transparency and participation into daily practice.</p> <p>Draws inspiration from authentic communication and a desire to create a better world for the next generation.</p>	<p><i>“We don’t care who provides the solution—we care about the solution itself.”</i></p> <p><i>“My inspiration is my daughter’s future; I want her to live in a better world.”</i></p>



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