



Interview - Christina Shailas

WP 2

Activity 1 (Leaders Interview)

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Interview Metadata

Date of Interview:	10/07/2025
Interviewer Name:	Antonia Nikolaidou, Senior Project Manager at Eurosuccess Consulting
Consent for data collection	Yes - signed consent form.
Additional remarks on the interview	

Meet the leader

Name:	Christina Shailas
Age:	35
Gender:	Female
Current role and position:	Director of Gear Education
Years of Work Experience:	10+
Years in Leadership Roles:	10+
Organization:	Gear Education
Sector of Activity:	Education Technology
Country / City:	Cyprus / Limassol
Organization Size:	<input checked="" type="checkbox"/> Micro <input type="checkbox"/> Small <input type="checkbox"/> Medium <input type="checkbox"/> Large



Main Interview Content

Interview Section	Summary of Answers	Selected Quotes
<p>The Path to Leadership Key moments, challenges, values</p>	<p>Christina’s leadership journey began unexpectedly as a mathematics educator. Her transition into EdTech started when she acted as a bridge between educators and IT teams, which exposed her to the technology integration needs of schools. This experience, combined with her father’s influence in tech, led her to found Gear Education, establishing a new market for educational technology in Cyprus. Overcoming challenges like delegation and execution helped her grow into her leadership role.</p>	<p>“Creating a non-existent market for educational technology in Cyprus... was a proud moment.”</p>
<p>Your Approach to Leading Inclusion, decision-making, vision</p>	<p>Christina promotes a team environment rooted in loyalty and trust. Her leadership emphasizes trusting team members with their areas of expertise and allowing space for input. She relies on intuition in decision-making and is driven by a deep sense of responsibility toward clients and community impact. Internally, she values intergenerational wisdom, blending input from younger staff and her father’s experience.</p>	<p>“My main guide is my gut, and always prioritizing what’s right for the client.”</p> <p>“Giving my team space to voice their expertise marked a personal growth curve in delegation.”</p>
<p>Driving Change Strategies for sustainable and positive outcomes</p>	<p>Gear Education helps schools navigate digital transformation with tailored support, especially in the under-resourced Cypriot context. They offer granular, long-term solutions over trend-based approaches, ensuring sustainable integration of technology. Christina’s mission is to ensure inclusion in both client-facing work and internal dynamics.</p>	<p>“Sustainability means empowering users to decide if technology actually works for them.”</p>
<p>Bias & Belonging Tools, practices, awareness</p>	<p>As a female founder in a male-dominated field, Christina is aware of gender bias and strives to be a role model for young women. While her team is small, inclusivity is built into their practices, such as offering diverse communication</p>	<p>“I want to inspire young women to pursue leadership without feeling constrained by societal expectations.”</p>





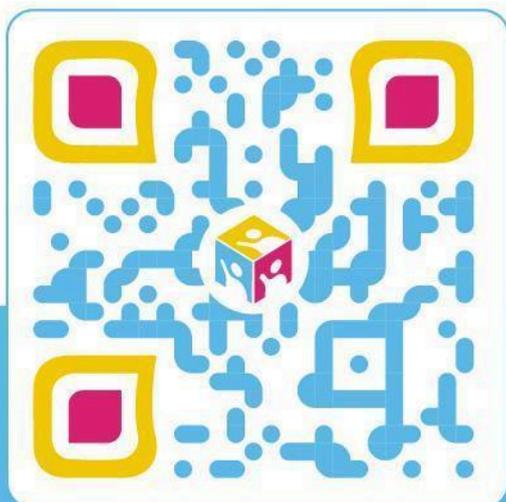
	styles and reflecting on team dynamics. Her experiences as a mother have deepened her empathy and awareness of accessibility and inclusion.	
Sharing What Works Inspiration, examples, transferable tools	Christina believes in the power of intentional listening, face-to-face communication, and manageable goal setting. She encourages aspiring entrepreneurs to break down challenges and not obsess over long-term plans. She also stresses the value of mastering project management tools and staying open to evolving needs.	“One step at a time, don’t worry about the next 10 years.” “Face-to-face conversations are irreplaceable for resolving misunderstandings.”





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