

CONSTRUCTING EQUALITY WITH CONSEQUALLY

FOR A *sustainable* WORLD



Most **committed companies** in the **mobility** and **construction** sectors know that **sustaining diversity and inclusion** for long-term development can be a **challenge**.

Consequally, is ...

your partner to **co-create tailored solutions** and drive the evolution of practises in favor of **professional equality, diversity, and inclusion** within your organization.

OUR MISSION

To make inclusion a strategic lever and give women their rightful place in technical fields.

At **CONSEQUALLY**, our **methodology** is based on **efficiency and organization's performance**.

Our **tailored and gradual support** helps **strengthen team skills** and embed **the social purpose** into the company's operational practices and core business.


CONSEQUALLY

#1

How to become a **leader in diversity** within your sector while effectively managing business-related priorities?

#2

How to structure and lead inclusion projects in organizations **without specific expertise in this area**?

#3

How to **effectively engage employees** around topics that are not perceived as the "core business"?

We know how overwhelming it can feel **to tackle all these issues at once**, especially when they are not the core of your business.

That's why we put **our 25 years of experience in managing complex organizations at the service of your company**.

Our methodology

- > **Diagnosis and analysis of practices:** Identification of **inequalities** and **cognitive biases** through a **thorough assessment** of the organization's existing practices.
- > **Co-creation of an inclusion strategic plan:** Development of an **action plan** through a **participatory approach** using **collective intelligence**.
- > **Awareness and training:** Integration of **awareness and training actions** to **mobilize** and **engage everyone** in the transformation.

Ready for an inclusive corporate culture?

With Consequally, you have the opportunity to co-create your own path to equality.

OUR SERVICES

#1 Audit & consulting

- > **Co-creation** of the **strategy and action plan** to **promote equality** within your **organization**. Establishment of **specific committees** and **expert advice**.
- > **Diagnostics, surveys, and audits** of organization and inclusion culture with a focus on gender and diversity, using an intersectional approach.

The Audit and Consulting services are based on ISO 9001 as well as the ISO 53800 methodology, 'Guidelines for the promotion and implementation of gender equality and women's empowerment'.

#2 Awareness and training

- > **Awareness and training for your teams on equality and inclusion issues** through our impactful and interactive workshops and training sessions.
- > **Development of charters, posters, podcasts, or videos** to promote an inclusive mindset within your workplace environment.

Workshops: Les Mille Pas - ACT for Inclusion
Masterclasses and Training Programs : Fundamentals of Professional Equality - Bias and Stereotypes - Fight "Everyday" Sexism - Act against Gender-based and Sexual Violence - Managing Without Workplace Discrimination - Intercultural Approach - Ageism - Masculinity & Leadership

#3 Empowerment of women and support for inclusive leadership

- > **Inspiration, information, and support for women** to raise their voices and find their paths.
- > **Development of inclusive leadership programs** tailored for mixed-gender group or affinity based group (skill-building)

Mentoring - Facilitation of inter-company networks. - Training in Inclusive Management - Team Coaching



THE FOUNDER

Lena Harikiopoulos-Cordova

has spent over 20 years managing interdisciplinary, multinational, and complex projects in the construction sector (VINCI). **Today, she is the founder of CONSEQUALLY and supports organizations in operational management, CSR, professional equality, and inclusive leadership.**

Passionate about building connections and partnerships, and winner of the 2024 Woman Engineer Award in France, Lena is also involved in associations such as STEM FOR ALL and Les SouterReines, where she inspires and mentors future generations. As active member of international standardization committees and Vice President of Centrale Nantes Alumni, she combines **local action with global influence** to build a more equitable future.

Lena Harikiopoulos-Cordova
contact@consequally.com
+ 33 (0)6 09 43 13 55
www.consequally.com
[Schedule an appointment](#)

SOME ACHIEVEMENTS

BUILD EQUALITY
WITH CONSEQUALLY

SUPPORT FOR THE PROFESSIONAL EQUALITY APPROACH

- **Conducting surveys, analyzing HR data, diagnostics,** and facilitating collaborative exchange workshops.
- **Establishment and facilitation** of the company's quarterly Professional Equality Committees and CSR Committees.
- **Implementation of specific tools** co-created with these committees (e.g., "Cool or Not Cool" box: a tool to combat sexism, charters, guides, value grids, etc.).



Lombardi x Meridiam for people and the planet x ΟΛΥΜΠΙΑ ΟΔΟΣ x SoulerReines x CONSEQUALLY



FACILITATION OF THE "ACT FOR INCLUSION" WORKSHOP

Facilitation of the "Act For Inclusion" workshop to raise awareness among managers about workplace discrimination.

"Act For Inclusion" was created by Lena Harikiopoulos-Cordova and scripted by Constance Grodner, based on real-life experiences. It invites participants to perform scenes depicting various forms of discrimination. This offers an opportunity to experience the emotions of those facing inequalities while also understanding the mechanisms behind the actions of those responsible for these discriminations.

CENTRALE NANTES ALUMNI x Lombardi x ΟΛΥΜΠΙΑ ΟΔΟΣ x Meridiam for people and the planet x CONSEQUALLY

PARTICIPATION IN THE DEVELOPMENT OF THE ISO 53800 STANDARD

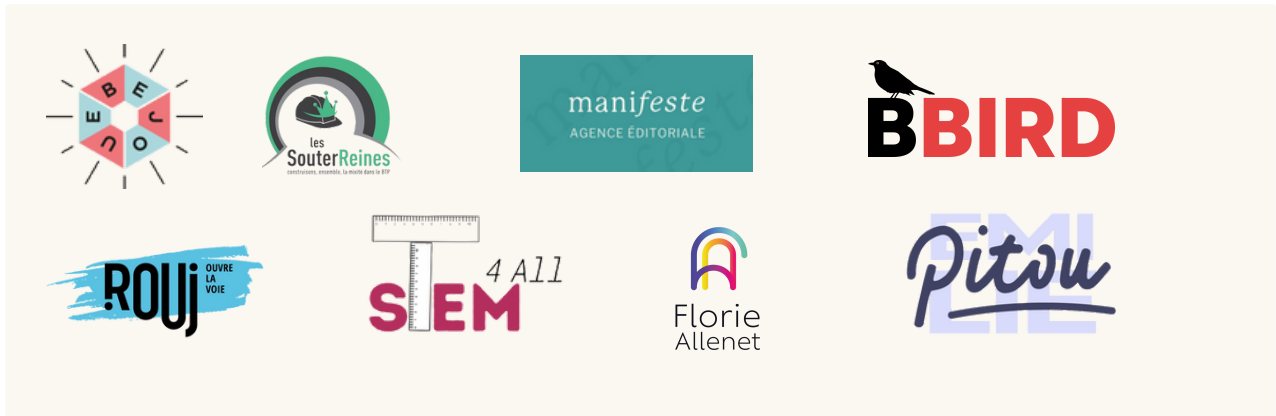
Participation in the international standardization committee for the voluntary standard ISO 53800: "Guidelines for the promotion and implementation of gender equality and women's empowerment", published in May 2024.

Lena Harikiopoulos-Cordova is a technical expert for AFNOR within the framework of the PC 337 committee responsible for this standard and is in charge of validating the French translation.



afnor GROUPE x INSTITUT NATIONAL DE NORMALISATION x CONSEQUALLY

OUR PARTNERS



OUR CLIENTS



AND ALSO...



CONSEQUALLY is part of the 5th Element collective.

CONTACT US

now to discuss your specific needs and make us your strategic partner.

Lena Harikiopoulos-Cordova

contact@consequally.com
+ 33 (0)6 09 43 13 55
www.consequally.com

