



Erik Lundquist, Senior Manager at Navigio

From Associate Consultant to Senior Manager and Future Co-Owner:

Erik's Navigio Story

At Navigio, we believe growth happens when people are trusted to take ownership of their journey.

For more than 20 years, we have invested in helping people unlock their full potential; creating opportunities to rise, contribute, and ultimately share in the success of the firm. Erik Lundquist's journey from Associate Consultant to Senior Manager reflects this commitment. His story shows how culture, development, and ownership come together at Navigio.

The Foundation: Culture That Changes Everything

Erik's development journey shows what happens when talent meets the right environment. "The support from my performance coach and senior colleagues has been crucial for me to develop into the person I am today," he reflects. "I am proud of my achievements, but above all grateful for the opportunities to grow in ways I could not imagine when I first started."

Culture makes the real difference. "Since my first day at Navigio, the incredible warmth and team spirit has been truly inspiring. Solving difficult problems becomes so much easier when doing it together with great colleagues and a lot of laughter."

This people-first approach has contributed to Navigio being recognized as a Great Place to Work for over a decade. Our Navigio Academy, where consultants develop both as professionals and leaders, is one of the ways we systematically invest in talent growth.

Beyond Partnership: Redefining Ownership

As Erik steps into expanded responsibilities, he also gains access to something distinctive: the chance to become a co-owner through our 'Ownership Before Partnership' program.

"Personally, it means a lot to get the opportunity to become a shareholder in a firm where the sky is truly the limit," Erik says. "At Navigio, the people are everything. This program reflects just that, and sends a strong signal that Navigio is the place to be for growth and personal development."

Peter Westford, Co-Founder & Managing Partner, adds:

"Erik's journey represents what we hoped to achieve with our Ownership Before Partnership program. It's not simply about promotion. It's about entrusting our future to those who contribute, collaborate, and live our culture."

Looking Forward: Creating Conditions Where Talent Thrives

Erik's story reflects a bigger truth about talent development. The best organizations are built on trust, collaboration, and shared success.

Research shows that companies with strong development cultures and employee ownership models achieve higher engagement, stronger retention, and better performance.

This philosophy guides how we think about careers at Navigio.

For more than 20 years, we have built one of the Nordics' leading consultancies. Today, we are creating something more: a place where people can build meaningful careers and share in the success they help create.

As our Managing Partner Måns Nordgren noted in Dagens Industri, "adaptability outweighs tenure" in today's leadership landscape. Organizations facing disruption require leaders who can drive transformation rather than simply manage within static frameworks. That philosophy is also reflected inside Navigio. By giving people ownership early, and the tools to develop through initiatives like Navigio Academy, we prepare our own colleagues to grow into the kind of leaders that tomorrow's world demands.

When asked what he would tell someone considering Navigio, Erik's enthusiasm is clear:

"Come join us! You will get the opportunity to work with inspiring colleagues and clients on business-critical projects, and the experiences and relationships you will gain will help you develop in ways you cannot imagine."

Congratulations Erik. And to those ready to begin their own journey, your story could start here.