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ACTIVITY REACHED
\$876.7 BILLION IN
Q1 2019, ACCORDING
TO BLOOMBERG
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EMINENT FINANCIAL
RESTRUCTURING
SUMMIT RETURNS
TO DUBAI THIS
SEPTEMBER

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WE ARE A
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How to manage and lead so you raise results, reduce costs and boost joy of work

For a third year in a row our readers voted to award Martin Lagerström the International Game changer ACQ Global Award. To get the highest score three years in a row by our voters says a lot about the power of Martin's quality of work, i.e. his custom-built support for firms, top-management teams and managers. This year there were over 97 000 voters from all over the world. Martin is also the first person to win our award three times in a row. Many managers gave detailed comments why they voted for him. [Click on this link](https://dreambroker.com/channel/57e6g2cx/z4c2h38x) to see some comments from our voters <https://dreambroker.com/channel/57e6g2cx/z4c2h38x>. We invited Martin to tell us more.

How does it feel to win International Game Changer three times in a row?

In a couple of words – I feel happy, grateful and honored. Three times in a row is a hattrick. That so many of your 215 000 subscribers voted for me feels incredible. The fact that they feel and perform so much better results due to my support is the greatest reward for me. Big thanks to all of you! These three awards along with the other five awards I have won recently is a great receipt of the quality of my work too.

What is the essence of your support for firms, top-management teams and managers?

The core in my tailor-made support is my adage *"As managers lead themselves, they lead their co-workers. As they lead their co-workers, they lead their groups. As they lead their groups, they lead teams. As they lead teams, they lead entire businesses and organizations. It is like the links in a chain. It hangs together"*. My custom-built support creates great outcomes for each link in this chain.

This is what one of my clients says about that: *"Martin has helped our managers to grow from a group to a true team with an efficiency of 81 percent. Only 20 percent in Sweden and the United States succeed to achieve this. Martin also taught us how to transform W. Edward Deming's management principles into practice in a good way. These management processes go beyond high performance teams, i.e. that's the last step in Martin's support"*. To see some more sample results that others have achieved along each link in this chain see below under the heading "What results can firms and managers expect?".

“As managers lead themselves, they lead their co-workers. As they lead their co-workers, they lead their groups. As they lead their groups, they lead teams.”



Why does the support work so well?

It helps firms, top-management teams and managers combine fact-based methods to raise results, reduce costs and boost joy of work, at the same time too. Why it works so well is due to the approaches that are included in it. They fulfill the five criteria below:

1. Research-/fact-based.
2. Proven to be best-practice within each area,
3. Practical to use (know-how),
4. Comprehensive to both breadth and depth
5. System-based.



What and how they are combined is why it creates such powerful outcomes for each link and the whole chain in my adage. For more details about how this is achieved click here: <https://bit.ly/2QfgXWJ>.

What has happened since you received the Award 2018?

One of many great things that has happened is that I have been head hunted as a board member for a large (300 consultants) and a successful company named Berotec AB (<https://f.ls/GG8PE>). They want me to challenge them to work on new and better ways to improve results for its customers and consultants. So hopefully I will contribute as a Game changer for this firm too this year.

A second thing that has happened is that even more countries besides Sweden have contacted me and want to use this tailor-made support over time, e.g. countries in Africa, South-America and Europe.

Also this year I have been invited by Professor Lars-Eric Uneståhl to speak at the World Congress on Mind Training for Excellence in Sport and Life: <https://www.wcecongress.com>. If you are a manager who aims to achieve elite results, then this type of mind and brain training is a must. When I teach my clients mental training we explore the following things: why does mental training works so well when it comes to management and leadership? How do you combine it with proven methods for how to manage and lead? Which programs are the best? How do you train to get great results? How long does it take? How can you use it to set goals in a better way, i.e. goals that steer and motivate you to achieve great results with less effort? To create flow and a laser-like focus on commando ? To build true self-esteem? To cope better with stress? That is why it creates such positive results for my clients – both in their business and life.

After I received the Award Statistician of the Year by the Swedish Statistical Society (<https://bit.ly/2N9eq27>) they wanted me to write more about how managers can raise results, decrease costs and boost joy of work, all at the same time. This is a fourth example. If you are curious to know more about this, just click on this link: <https://bit.ly/2Jlyllt>.

Finally, my custom-built support has also been noticed by many networks which aim to improve how to manage and lead in the public sector. One recent such example is the network for effective management in the public sector: <https://www.effektivstyrning.se/martin-lagerstrom/s>. If firms strive for true excellence they should teach its managers how to manage and lead systems in practice. In order to achieve that end firms need to teach its managers many competencies and traits along each link in my adage, i.e. when it comes to how to manage and lead well. What competencies and traits do they need to learn? Some samples along each link in my adage are given in the end of this interview.

What are the challenges for firms and managers ?

The problems and challenges most firms face today and in the future, are highly related to how they are managed and lead. This is described in much more details in my second article for the Statistical Society (<https://bit.ly/2Jlyllt>). The next articles in that series describe what firms need to do to solve the challenges and how. The few great firms that learn this better way to manage and lead will raise results, reduce costs and boost joy of work, at the same time.

If you are a manager who is reading this interview, I wonder if any of the questions below sound familiar to you?

Do you work hard every day as a manager, but still feel you don't get the results you deep down inside know you are capable of?

Is it unclear what is expected of you as a manager? As a leader? Do you wish for much more clarity from your firm in these issues?

Is it hard to get others to support your vision, goals and strategies? Do you need more know-how in how to inspire others to take more action and better results?

Do you wish that your firm be more precise when it comes to what should be achieved, why, by whom and how?



Do you feel that you are wasting too much time on wrong things such as administration, filling in checklists or templates etc. that improve nothing? Or

Do you feel that you spend too much time on solving conflicts e.g. on co-workers that don't cooperate well enough and the like?

Do these issues drain you of energy as a manager? Do they make you feel frustrated? Tired? Angry? Stressed? Do you feel that these things limit your true potential?

If you answered yes to any or all of the above questions you are not alone. The sad fact is that you are in very good company with many other managers then. My support and tailor-made program precisely addresses these issues and solves them. This is not only related to the results, costs and joy of work you will achieve as a single manager, but also to how your whole firm performs. If you are a manager who is tired of this and wants to solve this once and for all, I want to assure you that there exists a solution. A solution that works well too.



What is the solution?

The true cause behind these challenges or problems are highly related to the type of management and leadership your manager follows, i.e. what approaches managers choose to manage and lead and how well they can use them. If the bull's eye for a manager is to manage and lead for true excellence then he or she needs to learn the right competencies and traits when it comes to lead themselves, others and the whole firm. The payoffs are huge for the ones who invest time to do that.

What results can firms and managers expect?

They can expect to achieve the same results that firms and managers describe above. For example: *"Through our work with Martin, we have avoided unnecessary and very costly reorganizations. Only these are savings whose value can be counted in several million kronor for us".* More sample results from clients are given on the last page if you click on this link <https://lnkd.in/gXqRq2D>.

What is the best way for firms and managers to achieve great results?

The best and fastest way to create great results is to tailor-made a support based on clients true needs, goals, challenges etc. along each link in my adage and then give a support over time both for the manager and his or her management team. Just as described **in the more detailed samples from my clients**. The samples contain why they needed to change, what they did, how they did it and the results they achieved, such as e.g. in **this link** <https://dreambroker.com/channel/57e6g2cx/sjqiu68>. In this way competence is transferred from words, actions to results in a much faster and better way.

What competencies and traits do you mean?

I repeat my adage here: "As managers lead themselves, they lead their co-workers. As they lead their co-workers, they lead their groups. As they lead their groups, they lead teams. As they lead teams, they lead entire businesses and organizations. It is like the links in a chain. It hangs together".

If a manager wants to create great results for each link in this chain two things are vital: the right competencies and traits, i.e. for how she or he manage and lead each link in this chain. They need to know why certain approaches works, what approaches to use, and learn how to apply them well for each link in this chain.

I give some samples of competencies and traits along each link in my adage below.

“...they lead entire businesses and organizations. It is like the links in a chain. It hangs together”.

1. When it comes to **lead yourself**, please **click on this link**

2. If you are more interested in **lead your co-workers**, please **click on this link**

3. Regarding **lead your groups and teams**, please **click on this link**

4. As to **lead your whole firm**, please **click on this link**

The firms that invest to train their managers how to combine and use these four principles will raise results, reduce costs and boost joy of work, at the same time. They will have managers who create great results for themselves, others and the whole firm.