



LIVE
GROW.
MATTER.
by Jan Aquarius

COACHING SKILLS FOR LEADERS.

INTEGRATED PROGRAMS FOCUSED ON SUSTAINABLE CHANGE.



Coaching skills are essential to let your team thrive.

WHY

Great leadership requires:

1. A clear vision and clear goals;
2. A good organisation and delegation of work;
3. Great support of the team members in order to achieve in the most effective way the vision and the goals.

Coaching skills are a must for leaders to provide that support effectively. They are essential to let team members thrive, to build trust and to strengthen collaboration.

It's also a skill that is becoming increasingly important. The world and businesses are changing faster than ever before. In the next 10 years, we will see more change than in the last 100. To continue thriving as a company, it's important that leaders focus on building **strong, adaptive teams** with autonomy in order to keep up with the fast pace of change. Not only is the example behavior of the leader crucial in this, the support he or she provides is fundamental as well.

PROGRAM APPROACH

- Six to ten 0.5d sessions, every 2-3 weeks. (The number of sessions varies based on the time we take for practice and real-life use cases)
- Duration: minimum 3 months to give enough time and opportunity to practice what is learned.
- Hands on: every session includes coaching exercises.
- Interactive: we focus on the main challenges of the group and take time for the real-life use cases that take place in between the sessions.
- Recommended: we start with an individual intake of the participants and their managers (1h) to understand the current vibe and challenges of the individual, team and company.
- Optional: individual coaching can be foreseen for the participants if desired.

CONTACT

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GOALS

- 1 **Personal growth:** increasing self-knowledge and self-awareness to master the fundamental abilities of a great coach.
- 2 Learning how to **structure a coaching conversation** for optimal results.
- 3 Mastering the **7 skills of a great coach:**
 - Explore: The art of active listening and exploring what really matters.
 - Appreciate: Seeing the strengths and building the foundation for self-confidence and trust (in oneself, in the coach, in the process).
 - Compassionate confrontation: Daring to confront what doesn't work.
 - Challenge: Stimulating to take action courageously and confidently.
 - Inspire: Broadening perspectives and developing new points of view.
 - Allow: The art of transforming by allowing.
 - Relax: Lightness and humor to build a great learning environment.

SESSION TOPICS

- What is coaching? And what are the fundamental mindsets for effective coaching?
- How to structure a coaching conversation and achieve results?
- Coaching skills deep dive: Explore
- Coaching skills deep dive: Appreciate
- Coaching skills deep dive: Compassionate confrontation
- Coaching skills deep dive: Challenge
- Coaching skills deep dive: Inspire
- Coaching skills deep dive: Allow & Relax
- The coaching dance

MATERIALS

- Slides

The sessions can be given in Dutch or English.

The content is inspired on the "Inspirerend Coachen" methodology from Jef Clement.

For the full LGM vision, approach and program overview, you can check [this document](#).

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What others say.

Jan ademt een en al positieve mindset en coaching uit. Hij is helemaal doordrongen van deze materie en beheerst dit perfect. Hij zet de theorie naadloos om naar de praktijk. Coacht tijdens zijn sessies warm en to the point. Sterke vaardigheden, vlotte coachingsstijl en toegankelijkheid, zijn maar enkele van zijn vele kwaliteiten. Dit alles geeft heel leerzame en inspirerende sessies. - Pieter



I followed Jan's coaching program to become a better coach, boss and friend myself. Jan is an amazing coach who takes the time to explain everything very clearly and he gives you plenty of practical tips and tricks. He even makes sure you get a personal feedback every week to help you become an even better coach. I strongly recommend Live. Grow. Matter. !
- Ellen



Met een statement als 'Live.Grow.Matter' in het achterhoofd, koesterde ik wel wat m'n verwachtingen voor het coach-training traject. Na 4 maanden training, bevestig ik dat Jan de beloofde missie met passie en dedication omzet in een praktische training, open begeleiding en rust in de gedachten. Hij beheerst de technieken om zowel coachees zichzelf uit te dagen, als in mee op zoek gaan naar opties, als in voldoende ritmiek in de vooruitgang te stoppen. Ik beveel Jan graag aan.
- Joris



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ABOUT JAN.

Founder of LGM.

**"People are key in everything you do.
That's what we focus on."**

Having worked in companies for 14 years as a consultant, project manager and team manager, Jan knows the ins and outs of organizations, people management, transformation and the importance of coaching and change management in this process.

It allowed him to build a unique skill set as a coach and trainer, which he used to build programs that focus on the core of growth and well-being, bridging the gap between training and tangible results, between knowledge and behavior.

Jan has always been passionate about personal growth and is driven to help people and organizations get to the next level.

Mission: help people & organizations thrive, leaving no one behind.

CERTIFIED

- Mastership "Inspirerend Coachen"
- AQai Coach & Consultant
- Career coach
- Canfield trainer and coach



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