



LIVE.  
GROW.  
MATTER.  
*by Jan Aquarius*



**PERSONAL  
DEVELOPMENT  
FOR PROFESSIONALS**

**INTEGRATED PROGRAMS FOCUSED ON SUSTAINABLE CHANGE.**





# VISION.

## Develop happy high-performers.

We all want to live our best life, contribute to something meaningful and make impact in some way. Companies as well. But it might be overlooked or forgotten when we get tangled up in the day-to-day routines, making us lose track of **what really matters**: growth, impact, meaning, connection, and happiness.

If you, as an organization, can stimulate and support what really matters in a sustainable way and put the individual at the heart of what you do, you will not only contribute to your employees' happiness, which is the foundation of a **high-performing culture**, you will also increase your impact and your bottom line.

The business case for this investment is rock solid IF you take an integrated, long-term approach.

- Happy people are friendly, empathetic, and respectful and are the foundation of high-performing teams. Happy people are also more productive (+13%\*) and adaptive, the 2 crucial skills to thrive in the 21st century.
- You attract the right people more easily and will increase engagement and the connection your employees feel with your company (less employee turnover).
- Your market value increases (on average +2%\*).
- You'll have less absenteeism and will strengthen the resilience of your employees, preventing burnout.

We bring programs that contribute to what really matters. We bridge the knowledge-behavior gap and in doing so increase significantly the chance for tangible results.

We put quality above quantity in everything we do and aspire to a **positive ripple effect** in society. Our goal is to impact 1 million people by 2030.

\*David, S.A., Boniwell, I. & Conley Ayers, A. (eds) (2014). *Oxford Handbook of Happiness*. Oxford University Press, 671-675 & 693-710.

\*De Neve, J. & Ward, G. (2017). *Happiness at work*. *World Happiness Report 2017*, 144-171.

**If you want to develop happy high-performers in a way that suits your organization, break through old paradigms and make a shift to continue thriving in the 21st century, these programs are for you.**





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# APPROACH.

## WE BRIDGE THE GAP BETWEEN

- training and tangible results,
- knowledge and behavior,
- hard- and soft skills,

allowing you to strongly accelerate change.

## WE VALUE

- Results
- Hands-on
- Walk the talk
- Together
- Positive & fun
- More with less
- Integrity
- Respect

## WITH EVERY PROGRAM

- We focus on your precise needs: we have an in-depth intake and finetune the program together.
- We take an integrated approach: an organization is a system that needs to be taken into account when looking at successfully and sustainably changing something.



An integrated approach focused on sustainable change and tangible results.

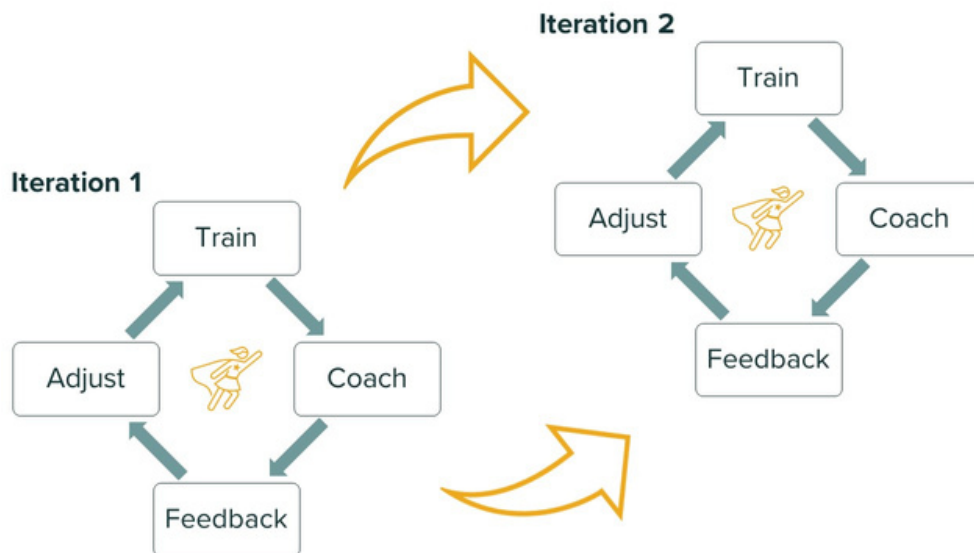




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# APPROACH.

- We incorporate iterations, allowing us to assess and adapt: practice gives more insight than theory and circumstances change. We want to make sure that we are at all times guaranteeing the best possible pay-off for the program by adjusting to the current reality.
- In every iteration, we train and coach, we gather feedback from the participants and from management, and use this information to adjust where needed.
- We put the individual at the heart of sustainable change: people drive performance, people create the culture, people set the rate of change.



We focus on the core of growth which guarantees that the foundations for mastering hard- and soft skills are strengthened. The foundation to build upon gets stronger and bigger, which accelerates and deepens growth and adaptability, resulting in more profound and lasting results.



**We make sure that the employees get the foundation to become their best selves, in a system that supports growth and change.**







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# PROGRAMS.

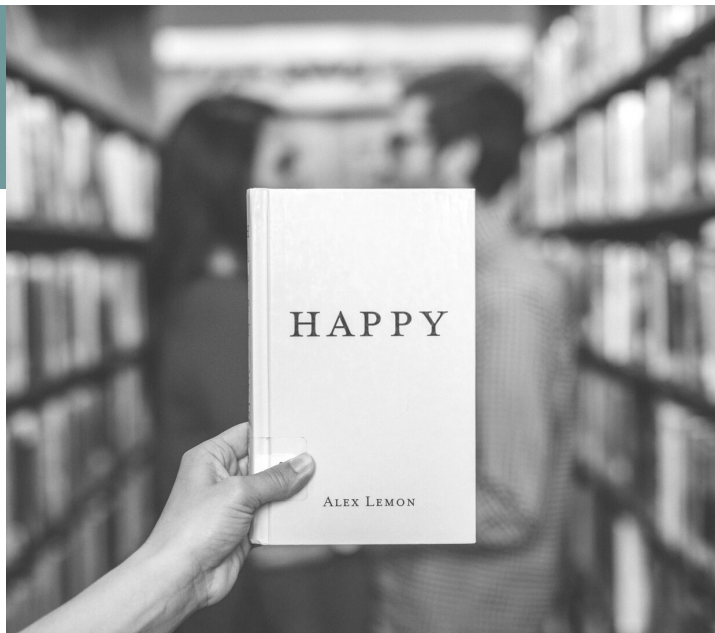
OFF THE SHELF YET ALWAYS CUSTOMIZABLE  
TO YOUR PRECISE NEEDS.



*Do you regularly hire young potentials and want to accelerate their personal & professional growth?*

## **YOUNG POTENTIAL ACCELERATOR**

- 6-10 sessions of 0.5d
- Monthly
- Up to 12 participants per session
- Online or offline
- [More info](#)



*Do you want to provide your employees with the tools & skills to thrive?*

## **THE HAPPINESS ADVANTAGE**

- 1-10 sessions of 1-2h
- Weekly or bi-weekly
- Up to 12 participants per session
- Online or offline
- [More info](#)

*Do you want to strengthen connection and trust among your employees and let them grow together as a team?*

## **STRONG TOGETHER**

- 3-4 sessions of 2h
- Every 3-4 weeks
- 4 participants per session
- Offline



**GIVE US A CALL AT**  
+32 494 946 616



**EMAIL US AT**  
info@janaquarius.com



*Do you want your employees to harness the benefits of mindfulness and meditation so they can become more productive, creative and stress-resilient?*

## **MIND IN BALANCE**

- 2 theory sessions of 2h
- Weekly 1h meditation + Q&A session
- Up to 20 participants per session
- Online or offline
- [More info](#)

*Do you want to strengthen the leadership and coaching skills of your leaders?*

## **COACHING SKILLS FOR LEADERS**

- 3-5 full-day sessions
- Monthly
- Up to 12 participants per session
- Preferably offline
- [More info](#)



*Do you want to strengthen the personal and team adaptability (AQ) in your organization?*

## **ADAPTIVE INTELLIGENCE**

- 2-day retreat or in-house program
- In collaboration with Tim Vermeire & Rudi Francken
- [www.adaptieveintelligentie.be](http://www.adaptieveintelligentie.be)







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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



## CONTACT

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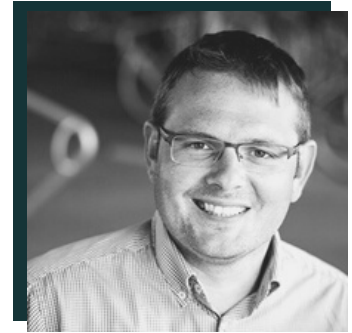




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# WHAT OTHERS SAY.

The Young Potential Accelerator program has given our young potentials a head start in their career. We believe that personal development accelerates professional development and the results don't lie: we've seen high performance, high engagement and responsible independent people as a result of the program, year after year. They are bringing extra energy and optimism to our company and are well on their way to be the future leaders. - Bert, HR Director.



Jan's program helped me to better articulate thoughts and feelings that were often at the back of my mind, but which have a great impact on my performance, happiness and general well-being. From not blaming and complaining, the power of self-awareness and self-confidence to taking responsibility for my actions and not breaking agreements. Becoming more aware of these aspects and how they relate to my values and beliefs helped me grow as a person and a consultant. - Justine, CRM consultant.



We had 4 goals when stepping into a collaboration with LGM: 1/ rebuild connection amongst our employees after a long period of home office, 2/ create an open and safe space for our employees to share, learn and grow in, 3/ to accelerate their personal and professional growth, and 4/ to encourage ownership and drive. The Strong Together program fully lived up to these expectations. We've seen an immediate shift in drive and energy. They found support in each other, connected on a deeper level and became stronger as a team. And as a plus, we got a better understanding of what was living beneath the surface and where we, as an employer, could improve. - Jeroen, CEO.



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