**Positive Development Website Content**

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Lead Better. Train Better

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**About Us**

Positive Development Sprl. offers tailor-made innovative solutions for organisational and individual excellence. We strive to transform the capacity and impact of non-profit organizations, international development and public-private projects and SMEs through customised services in leadership development, executive coaching and training.

**Mission Statement**

We share innovation, inspiration and collaborative partnership to our clients to support their learning and development capacity and increase the impact of their projects and initiatives.

**Our Core Beliefs for Global Organisations**

*Context.*Understanding and being able to respond to changes in the external environment. The pace of change, technologically, politically and socially is systematically increasing, leaving individuals permanently with the need to learn and to adapt to a constantly new and changing environment and set of relationships. More often than less we need ‘ad-hoc’ and contextual solutions that require a more complex decision making process

*Complexity.*Having the skills to survive and thrive in situations of low certainty and low agreement. The diversity of social rules and conventions in intercultural environments that we are exposed to makes increasingly difficult to find ‘the right way of doing’ both in our private and professional lives.

*Connectedness.*The uncertain economic environment and the interdependence of the economic actors makes increasingly difficult for leaders and organisations, and individuals in general, to anticipate the immediate future.The ability to communicate, to create resilient relationships and teams that can absorb and create change is more and more pressing, and there are neither simple solutions nor magic recipes, just the willingness to explore and be confronted with the uncertainty

**Our Team**

Jon Echanove

His experience includes coaching senior leaders working in multicultural teams in banking, insurance, international trade and professional associations. He has been a pioneer bringing internationally recognised executive coaching training into the Chinese market. Working with international organisations and international development projects at management level for the last decade, Jon has developed an outstanding record in building multicultural teams and promoting cross-cultural communication and negotiation. His research focuses on leadership and human experience in multicultural, complex, uncertain environments and the impact of new technologies in interpersonal and group communication in global organisations.

Zhuohua Chen

A highly experienced professional in trade-related non-profit organisations in the EU and qualified expert in migration, Zhuohua has the experience of advocacy and policy development in the environment of EU institutions and member-based organisations. Highly knowledgeable about the political environment in the EU and its institutions, she has developed a broad network in the public and private sector institutions. Acknowledged as a diligent and committed professional with a natural aptitude for developing cross-cultural partnerships, she has managed multi-ethnic teams and is highly knowledgeable in emerging economies and multi-stakeholder consultation and negotiation.

**Services**

**Leadership and Organisational Development**

Positive Development’s leadership and management development programs help managers develop themselves, develop others, improve work processes, lead organizational change, and improve team effectiveness and processes.

Whilst most businesses are based on continuity by doing repetitive tasks in a more efficient and effective way, the environment that organizations face today requires permanent adaption and change.

We use our long and deep experience in organizational change and interpersonal communication to help organizations develop a coherent leadership style that ensures adaptation.

We offer a new shared learning experience in:

Leader as a coach

It is designed for organisations who want to equip their line managers with the skills needed to demonstrate a more facilitative style and to get the best out of their people through a balanced use of active support and constructive challenge.

Interpersonal Communication

We offer leaders and managers the opportunity to understand the underlying mechanisms of interpersonal communication and discover their strengths and weakness, as well as the content of the beliefs and value systems

Managing cross-cultural and virtual teams

There is an increasing pressure on organizations to work with highly cross-cultural and virtual team where the traditional management techniques do not provide always the expected outputs. We offer leaders and managers alternatives paths for engaging their team members and improve performance

Team Cooperation

It is designed for team willing to understand the development of a group culture and the implications of the competition-cooperation dynamics in their performance

**Executive Coaching**

Positive Development’s coaching programs, which are either face-to-face or by Skype, help middle managers and senior leaders:

* Find practical solutions to leadership challenges, in particular for virtual and multicultural environments
* Identified conflicts, resources and the small actions to achieve big impact
* Build on the leader’s capacity to develop teams and relationships with stakeholders
* Improve confidence and clarify goals

**Training**

For Organisations and Projects

We provides services to enhance the effectiveness of technical and skill-based trainings conducted by organisations and projects through tailor-made evaluation and training skills coaching for trainers, training audience expectation and profile analysis and innovative curriculum design.

Our Approach to Training

*Knowledge into Training.* We work with our clients in transforming their technical knowledge into high-impact training adapted to the targeted audience based on state-of-the-art adult learning theory and practice.

*Public Speaking into Facilitation.* We ensure that the technical experts and managers of organizations that have to deliver trainings add facilitation skills for specific workshops and programmes.

*Training Delivery*. Our trainers and facilitators lead 1-2 day workshops at the client location, week-long off-site programs, or several-month extended programs linked by intersession activities, such as individual coaching or mentoring projects.

Virtual Learning

We design e-learning programs that reflect the learner’s actual work and reality so that the material is relevant and engaging. We employ various methods that capture and sustain the learner’s interest throughout an e-learning program

**Clients**

**Non-profit organisations**

Many NGOs have an international or global mandate supported by a slim organizational structure. The budget limitation of those organization often limit their capacity to invest in state-of-the-art training or leadership development capacity in order not to hamper their advocacy, technical and project management needs.

**Small and Medium Enterprises**

Similar to NGOs, the commercial urgency and limited budget of small organizations often leaves training and leadership development outside the immediate strategic priorities.

[**Multilateral organisations**](http://eqoglobal.com/portfolio-item/multilateral-organisations/) **& Projects**

Responsible for the implementation of international development or public-private projects, they rely often of external professionals to develop a team of experts and management practices in order to translate technical content in very limited period of time.

**Testimonials**

“I have been impressed by Jon’s capacity to coach and train high level government officials with success. My reports show he has been able to increase their motivation in increasing their capacities of driving complex change management processes” Mr. LV. Business Development in Emerging Markets. Spain

“Jon’s professionalism and dedication to his field is remarkable as is his strength and confidence as a coach. A careful listener, Mr. Echanove helped each of the training participants individually and uniquely, focused on developing confident skilled coaches” Mr. SR. Training Director. Executive Search and HR Consulting. China

“Jon is among the very few individuals I have met who has such well grounded coaching capabilities” Mr. JCP. General Manager. Pharmaceutical. China

“Jon is one of the finest communicators that I have had the pleasure to work with… He has challenging and unconventional ideas about organization and people’s development and he has also the courage to put them into practice” Mr CC. Director. SMEs support services. China

“Jon is in an industry and profession that he feels strongly about. He goes the extra mile” Ms AG. Leadership Expert. Australia

**Blog**

**Contact Us**

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