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3Qetc Company Overview



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What is 3Qetc

3Qetc is a global consultancy firm that focuses on L&D (Learning and Development) and OD (Organisational Development).

3Q

The **Quality** of our conversations determines the **Quality** of our relationships, which determines the **Quality** of our organisations.

ETC

Engagement, Trust, and Culture

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Our philosophy and our How

Our philosophy

Our work is grounded in systems thinking, evidence-based positive psychology and sustainability. We draw on systems theories, cognitive-behavioural, adult developmental, motivational interviewing and solution-focused approaches.

We aim to develop mindful leaders, and our methodologies utilise Kaizen theory and Marginal gains theory.

Our How

Our partnerships with our clients are essential.

We co-create and design our programs with you. We have a structured, measurable approach. We have a suite of globally recognised psychometric positive psychology tests and a comprehensive set of tools and frameworks and surveys to help our participants develop and build self-awareness.

We collect and aggregate insightful data on your teams and individuals we take a wide systems view, which we feed back to create value. We create thought leadership. We build high-performing teams.

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Our services

Our current services

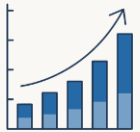
- Executive Coaching (Leader growth & Leader intervention)
- Team Coaching
- Executive Search
- Leadership development programs
- Structured mentoring solutions
- Sponsorship programs
- Talent mapping
- Strategy facilitation
- Supervision
- Hosting (MC) Panel discussions
- Wellbeing: Individual and organisational assessment – (scalable /Digital)
- Research and data insights

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Our partnership approach- The diagnostic What are we solving for ?



Retention / Attrition



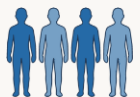
Performance and productivity



Well-being and mental health



Culture and Trust



High performing Teams



Engagement



Diversity and Inclusion



Leadership development



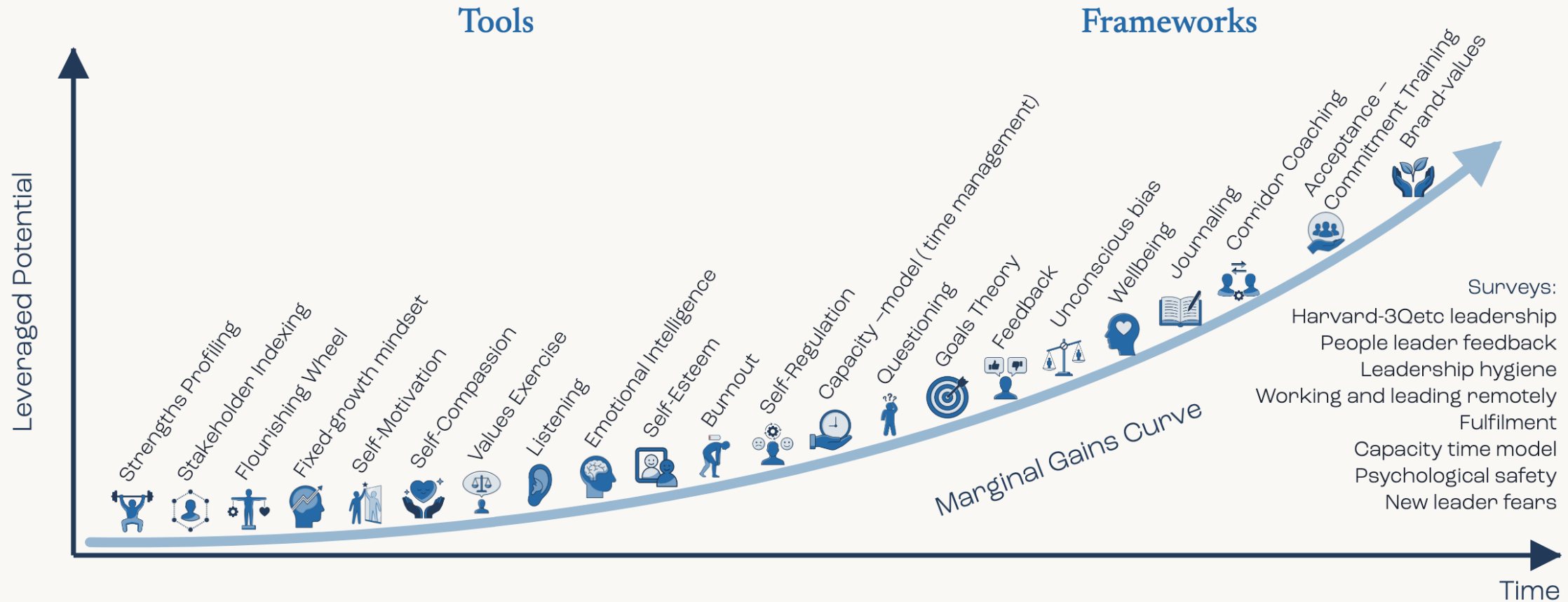
Strengths Approach



Feedback culture

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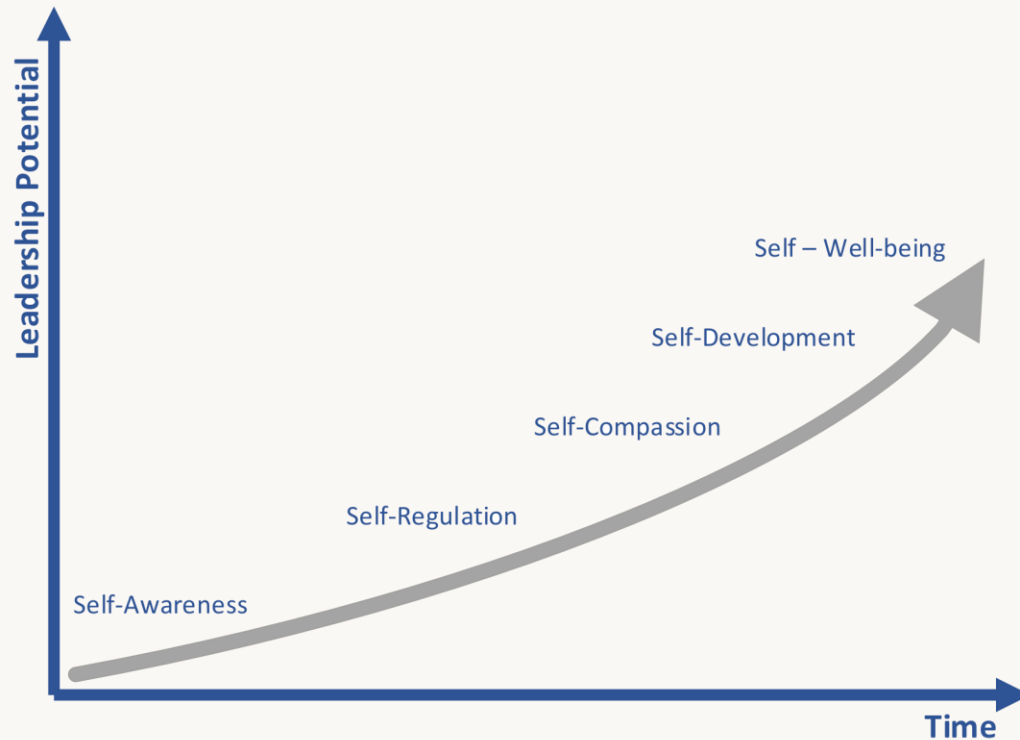
The Tools, Frameworks & Surveys – compounding effect



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The mindful leader

The Internal journey

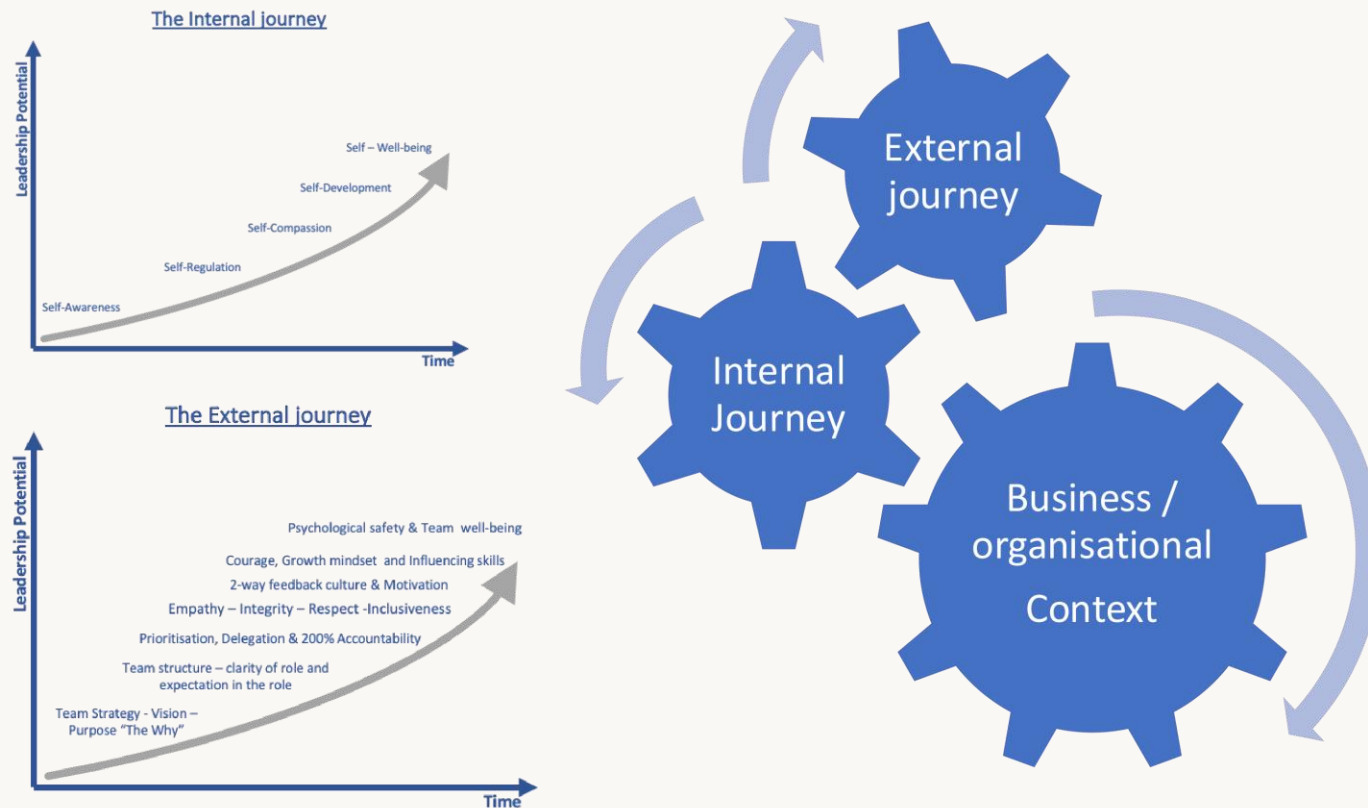


The External journey



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I.C.E. Internal journey & Context & External Journey Leadership model



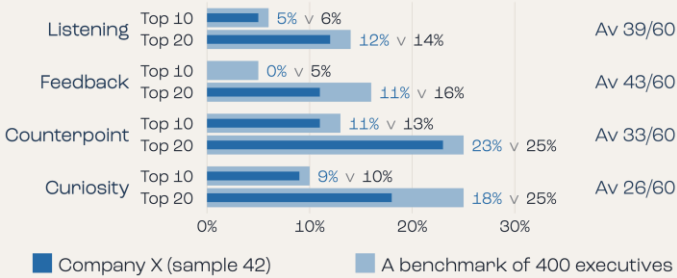
Context

- Organisation's strategy, Vision, purpose "The Why"
- Organisational Culture & Values
- Leadership Hygiene
- On-boarding
- Development – Training
- Collaboration & Innovation
- Internal & External Stakeholder Management
- VUCA environment
- Customers & Clients
- Growth & Performance
- Technology
- Data insights - AI

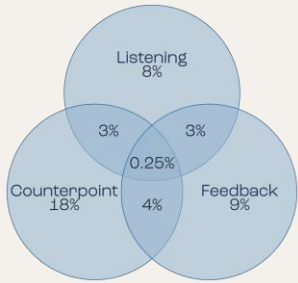
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Our data, analytics & insights

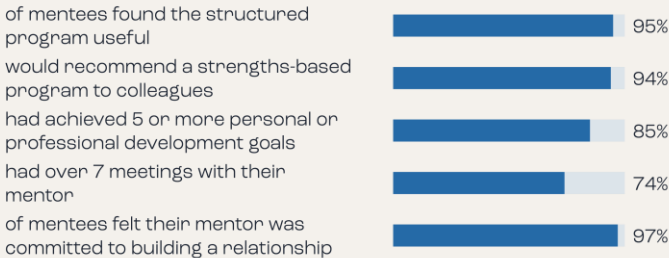
A benchmark of 400 executives V Company X (sample 42)



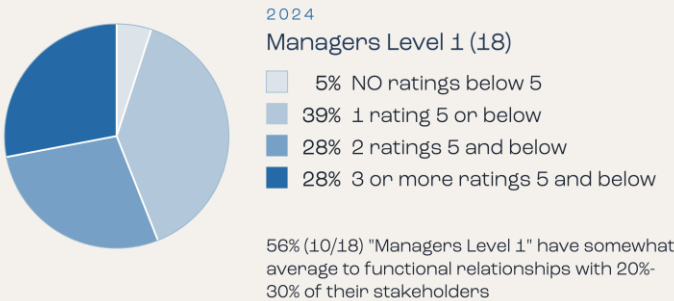
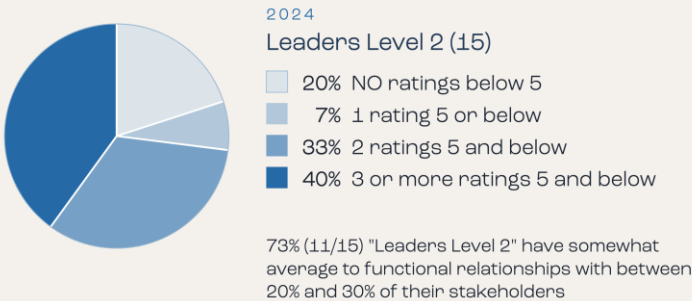
% distribution of participants that had these communication strengths in their top 20 Strengths. Sample size: 400 executives



End of 12-month mentoring program client survey (150 participants)



Stakeholder relationship mapping data



The Leadership Lens: What 39 Leaders Told Us

Insights from 39 leaders following a leadership development program with 1:1 coaching. Exploring performance improvements, business risks and opportunities over the next three years.



The takeaway: Collaboration, leadership and aligned incentives unlock potential.

Scores reflect the relative importance of each theme, not respondent percentages.

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Our clients and partners



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Appendix

- The Team
- Our online resources Tools, Frameworks & Surveys
- What CEOs are being coached in (Harvard)
- The Self Audit
- People Development on a page
- 3Qetc program examples
- 3Qetc resource example (Co-branded + Video)
- Our research 400 executives (High performing teams + blind spots)

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Our diversified team

Our team has extensive business experience across multiple industries and geographies

These include finance, banking, legal, government, health care, manufacturing, mining, occupational rehabilitation, education, consulting, digital, advertising and marketing. We are connected through our shared purpose to bring sustainable change to workplaces and communities.

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Our Team www.3qetc.com/about



Richard Attrill



Monika Gisler



Simon Popley



Morgan Maguire



Kevin Sinclair



Renee Lockwood



David Armsworth-Maw



Melanie Weeks



Chris Collings



Matthew Robinson



Jamie Bergin



Jacqui Martin



Sarah Hood

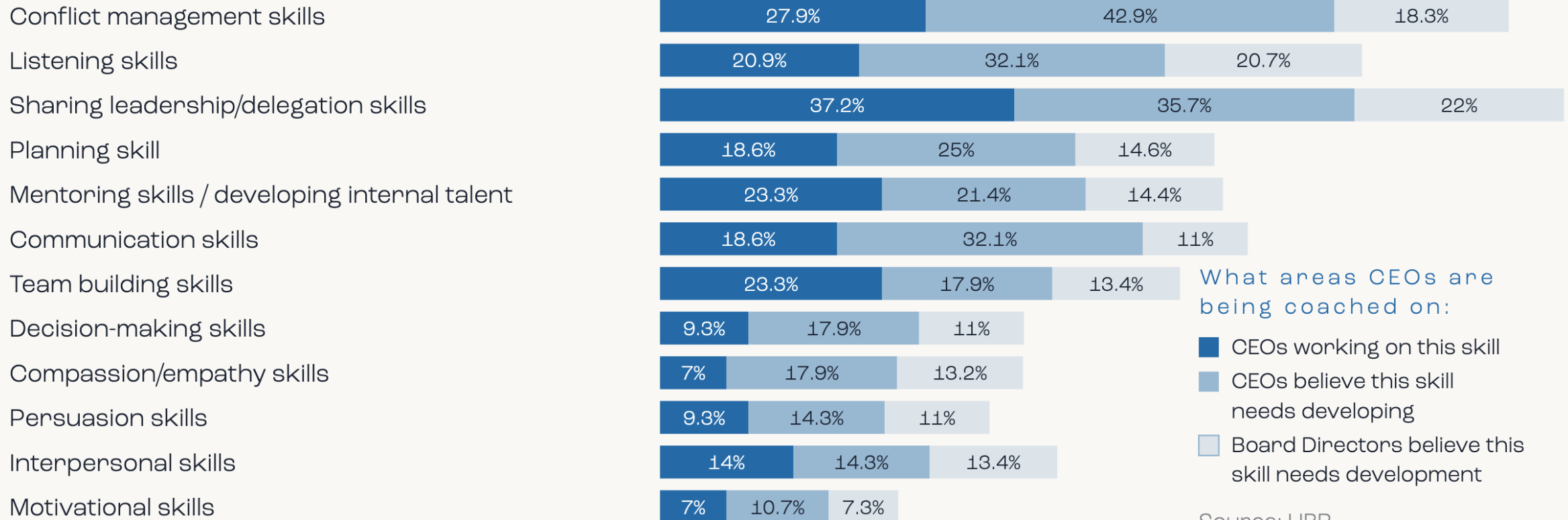
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Resources (online) co-branded

Tools (+Videos 3-5mins))		Frameworks	Surveys
Strengths. (external)	V	Effective Language	Harvard/3Qetc Leadership**
Flourishing wheel.	V	Goal theory	Leadership Hygiene
Stakeholder wheel.	V	Goal approaches and scaling	Capacity time management
Fixed-growth mindset.	V	Listening overview	People Leader feedback**
Emotional intelligence.	V	Feedback	New Leader fears
Motivation	V	Unconscious bias	Working and leading remotely
Self-compassion	V	RE-GROW model	Fulfilment
Self-Esteem	V	ACT (acceptance commitment training)	Psychological safety
Values	V	Journaling	
Burn out	V	Capacity time model – strategic v Management	
Listening	V		
Self-Regulation	V		
Career Map	V		** involve feedback(line Manager and or Team)**

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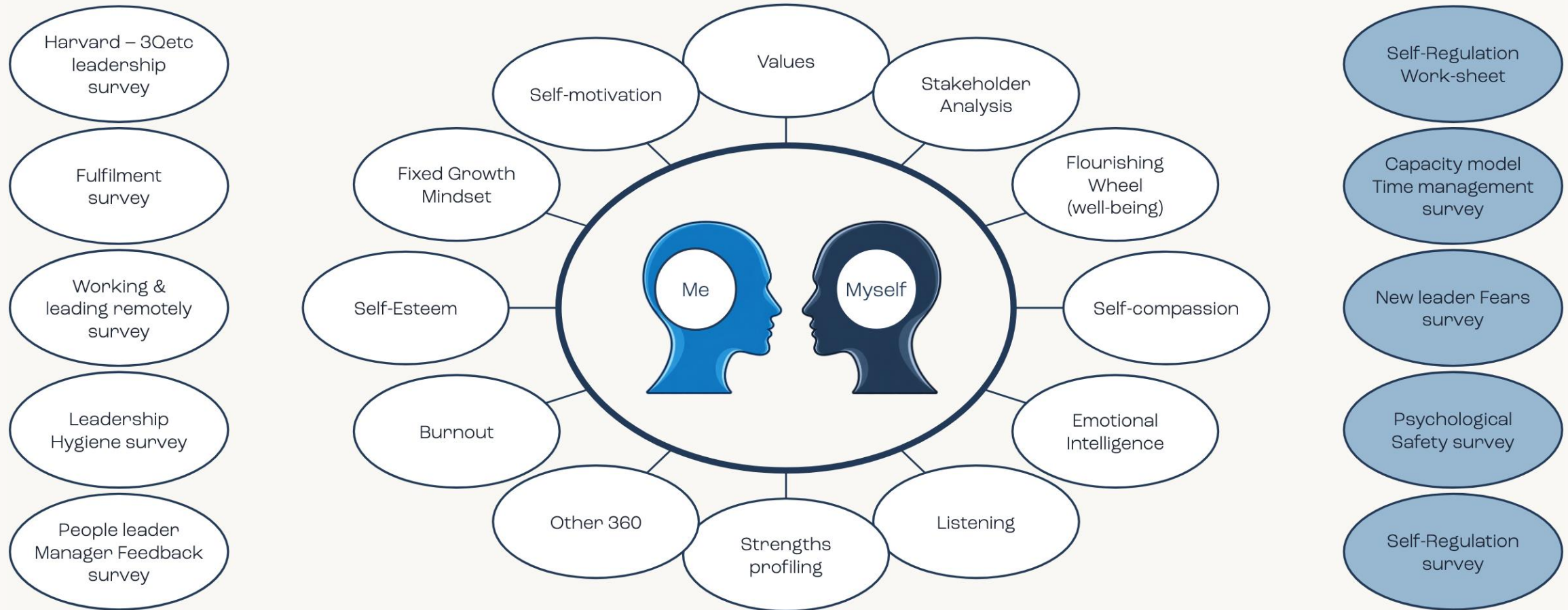
Areas in which CEO's are being coached today



Source: HBR

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The Full Self-audit



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“People Development” On a Page Strawman

	Values: Trust, Teamwork, Accountability			Purpose: Make a positive difference		
Programs & Processes MD=Managing Director ED Executive Director D= Director AD =Associate Director A= Associate (graduate) SL =school leaver	Coaching	Executive Leadership	Emerging Leaders	Structured Mentoring	Role + Succession	Talent mapping
	- Executive 1:1 - Co-head - Team coaching Types: - Development - Intervention	Designed for: ELT, SLT, GLT combination of workshops, 1:1 coaching and group – peer to peer learning	Designed for : SLT, GLT, PL (Leaders with limited formal leadership training)	Different programs:- - Emerging leaders - D&I (sponsorship) - Career + Personal development - Reverse - Technical or Standard	- Define role criteria across performance and behavioural Metrix - Role evaluation process (structured and transparent)	9 Quadrant approach to identify development needs (See Pack) by corporate title
Potential Programs by Title						
Executive Leadership Team (ELT) (MD)	✓	✓		✓ Mentors	✓	✓
Senior Leadership Team (SLT) (MD)	✓	✓	✓	✓ Mentors	✓	✓
Global Leadership Team(GLT) (MD&ED &D)	✓	✓	✓	✓ Mentors / Mentees	✓	✓
People Leader (PL) (D, AD)			✓	✓ Mentors / Mentees	✓	✓
(People) AD,A, SL				✓ Mentees	✓	✓
3Qeto Resources Academy / Library embedded into the Client's current library to create consistent organisational language	Tools & Videos:	Strengths Stakeholder Growth mindset Motivaton Wellbeing EQ Sel-esteem listening Self-compassion self- regulation ACT Values Burn-out Time Management Scaling				
	Frameworks:	Goal theory Goal hierarchy Effective Language Feedback Unconscious bias RE-GROW Reading the room Journaling-reflection				
	Surveys:	Harvard-3Qetc leadership People leader feedback Leadership Hygiene New leader fears Psychological safety Sponsor coaching Qs Working –Leading from home Fulfilment Career-mind-map				
Insights	Data, Analytics: by individual, by team, by division, Organisation Feedback – Through pulse surveys in programs, group Check-ins within programs, and targeted, specific development surveys					

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3Qetc Program Examples

Organisations	Leadership development & coaching programs
European Investment Bank AUS	- Individual Leadership Development Coaching assignments for executives 12m. 10 - Includes 3-way , with People leader inception /6m and close
European Investment bank AUS/SING/HK	- CO Head coaching assignments (3 pairs of senior (MD) co-heads of businesses across ASIA.) 12m. - Individual and pair coaching and group work (cross learnings) - Includes 3-way , with CEO inception/6m and close
European Investment bank AUS/SING/HK/NZ	Strengths assessments of 180 executives + debriefs 3m
Australian Investment Bank AUS	- Team coaching – HIGH PERFORMANCE TEAM. (3m) - Executive + Team (10) Leadership development workshops x3 - Includes strengths. Self-audit, and individual debriefs, - Leadership workshops for new leaders
European Investment bank SING/HK	- D&I sponsorship program (20 people). 12m 10 senior females paired with 10 senior executives as sponsors
Financial services company Superannuation / investment products / banking services AUS	- Cultural survey of company (1,000 people). (3m) 3Qetc contributed 2 coaches to help deliver the cultural survey using the clients' materials.

Organisations	Leadership development & coaching programs
Australian Industry superannuation AUS	Individual development COACHING developing self awareness – and improve engagement of team – how to become a leader who coaches and develops their leaders
Australian Industry superannuation AUS/UK	- High performing team Leadership development & coaching (m) (4) + Executive - Leadership workshops for Team leaders- and how to be effective as a Leadership team+ and developing Leaders as coaches.
Australian commercial bank AUS	- Individual Leadership Development Coaching assignment for executive 12m. - Includes 3-way , with People leader =inception/6m and close
Australian mutual bank AUS	Strengths profiling of c-suite and debrief + leadership team (15) – HIGH performing team analysis. Group+ individual work (2m)
Australian manufacturing company AUS	- Coaching of 21 executive leaders as part of a wider leadership development program. (9m) - Coaching assignment extended by 3m
Global (Canadian) agricultural products and services AUS	Coaching following streams part the Leadership program 19 executives (strategic leaders) 2022/2023 21 executives (aspiring new leaders 2022/2023 18 executives (strategic leaders) 2023/2024 20 executives (aspiring new leaders 2023/2024 Coaching + leadership part of D&I initiative 15 executives "SHE Lead"s program. (senior) 2024. 18 women in WLMP (aspiring women leaders) 2024 Executive coaching (GMs+ senior leaders) 10 Executive -separate coaching assignments

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3Qetc Program Examples

Organisations	Leadership development & coaching programs
Non for Profit Global AUS	Individual Leadership Development Coaching assignments for executive 12m. (CFO)
UK MERCHANT BANK UK	- Board well-being assessment (8) - SELF-Audit - Awareness coaching
US Investment Bank AUS	Working with CEO to deliver strengths assessment to leadership team of 50, Debrief – self-Awareness, Development goals as part of strategic Annual Strategy Offsite
Canadian Bank Can /USA	- Strengths assessment and group debrief 47 leaders 3 workshops: 1 x Leadership workshop, (17) Leadership Hygiene +High performing teams – what the data shows us 2 x Strengths debriefs in group workshop(30) - Goal: 3 development goals for all participants - Follow up initiatives from feedback
European IB AUS	6 month leadership program 48 participants - A six workshops program, Education , Self-Audits, - High-performing teams / Strengths assessments - Leadership hygiene - Individual executive coaching sessions(5) each

Organisations	Leadership development & coaching programs
US mining exploration company USA/AUS/Mexico	- Strengths assessment (9 Strategic leaders) - Clear PD(position descriptions) Leadership Team - Group sessions / “self Audit “2 workshops - Individual 1:1 coaching - What we learned – whats next workshop
Euopen IB Aus	- Individual Leadership Development Coaching assignments for 2 Female executives Both MDs. 12m. - Includes 3-way , with People leader inception/6m and close (Self-audit – self-confidence / Imposter syndrome /courage + self-belief)

Organisations	Mentoring programs & pilots
INV Bank + Commercial bank 3Qetc – flagship program (see mentoring flyer) AUS/UK/NZ/SING/NY/HK/USA	- Structured strengths based mentoring programs from 50 to 1000 people across multiple clients, going from pilots to full launches, with repeat programs, executed internationally. - Workshops mentees and mentors – (suite of tools & frameworks)- Partnership approach + resources , supervision and supervisory framework. Insightful data insights from surveys and aggregated anonymous psychometric tests.
Global Agriculture AUS/USA/CANADA	- Global Mentoring program Pilot – launch, training workshops, matching, engagement and comms strategies - All resources – uploaded online – (Tools Frameworks surveys) 6 Check in workshops - Surveys – measurement

Resources example – Stakeholder wheel co-branded



Links:

3Qetc - website and resources

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Strengths Survey- High performing teams – Blind spots- 400 executives

CAPPFINITY online strengths test.
60 strengths across four domains
(realised and unrealised
strengths, Learned behaviours
and weaknesses) and split 60
strengths also across five families :

- Communicating
- Being
- Motivating
- Relating
- Thinking

Sample:

- 9 Organisations
- 400 Executives
- CEOs, GMs , MDs , Leaders,
- 61% male. 39% female

Conclusion

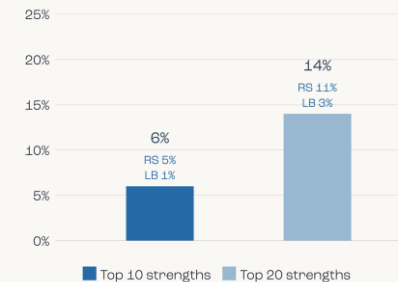
- Observations in the communication family, listening , feedback and counterpoint are extremely poor.
- Implications on the performance of leadership and high-performing teams
- Constructive work to be done on communication, language, and two-way feedback culture
- Work to be done on self-awareness of leaders

Example – output of strengths report summary:

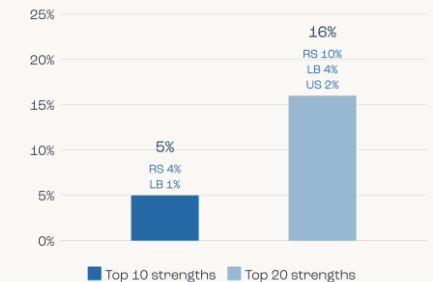


A sample of 400 executives:

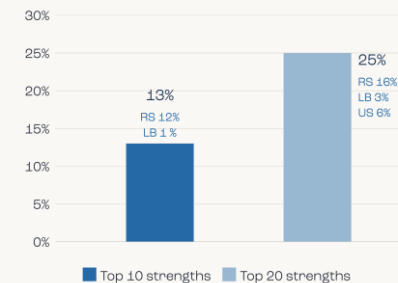
% of Participants with **Listening** in top 10 and 20 listed strengths



% of Participants with **Feedback** in top 10 and 20 listed strengths



% of Participants with **Counterpoint** in 10 and 20 listed strengths



% of Participants with **Curiosity** in top 10 and 20 listed strengths

