

ENGAGEMENT : TRUST : CULTURE

3Qetc Tools , Frameworks & Surveys- The Self-Audit

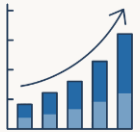


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Our partnership approach- The diagnostic: What are we solving for at the organisational level?



Retention / Attrition



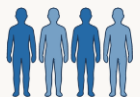
Performance and productivity



Well-being and mental health



Culture and Trust



High-performing Teams



Engagement



Diversity and Inclusion



Leadership development



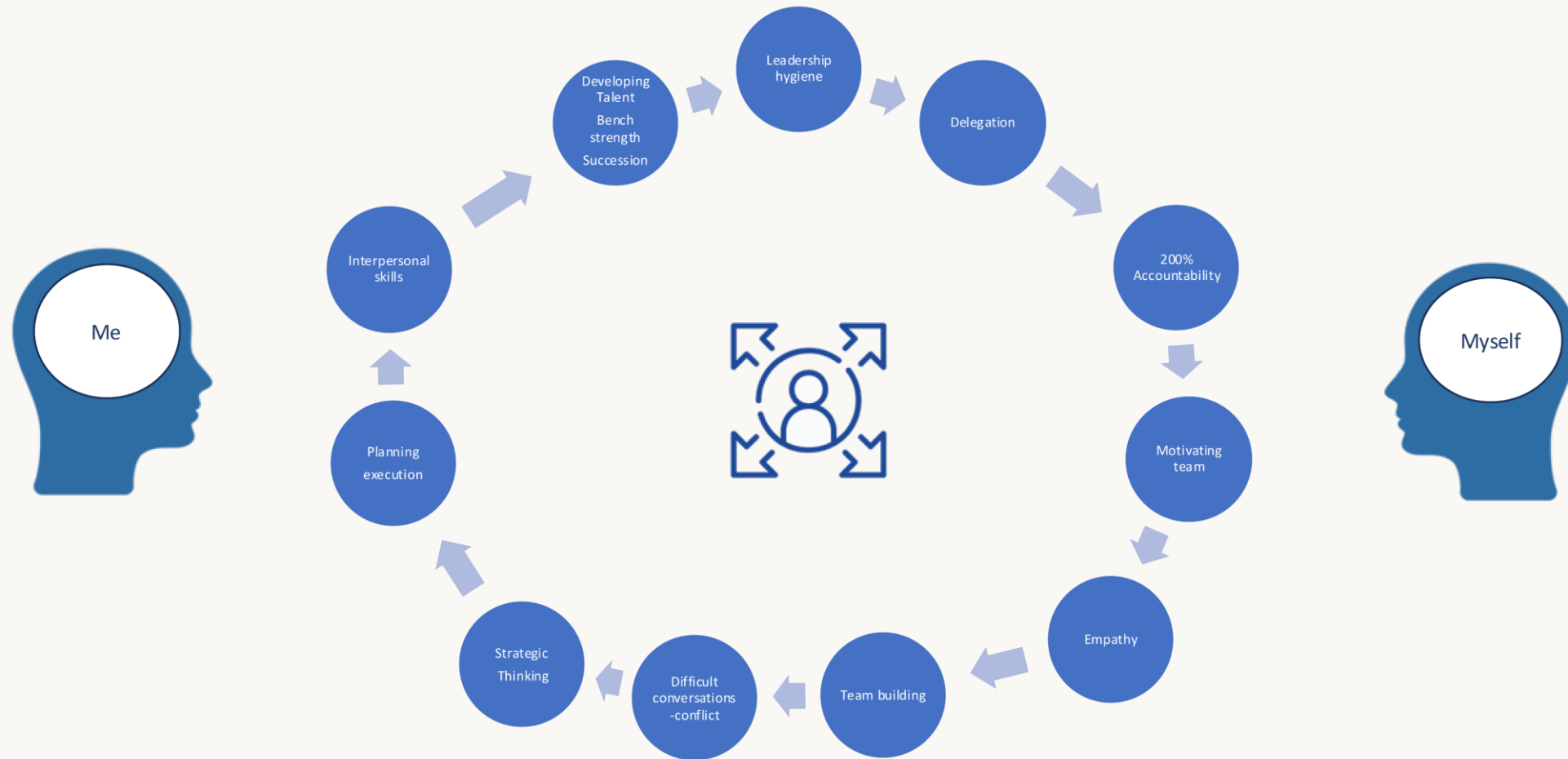
Strengths Approach



Feedback culture

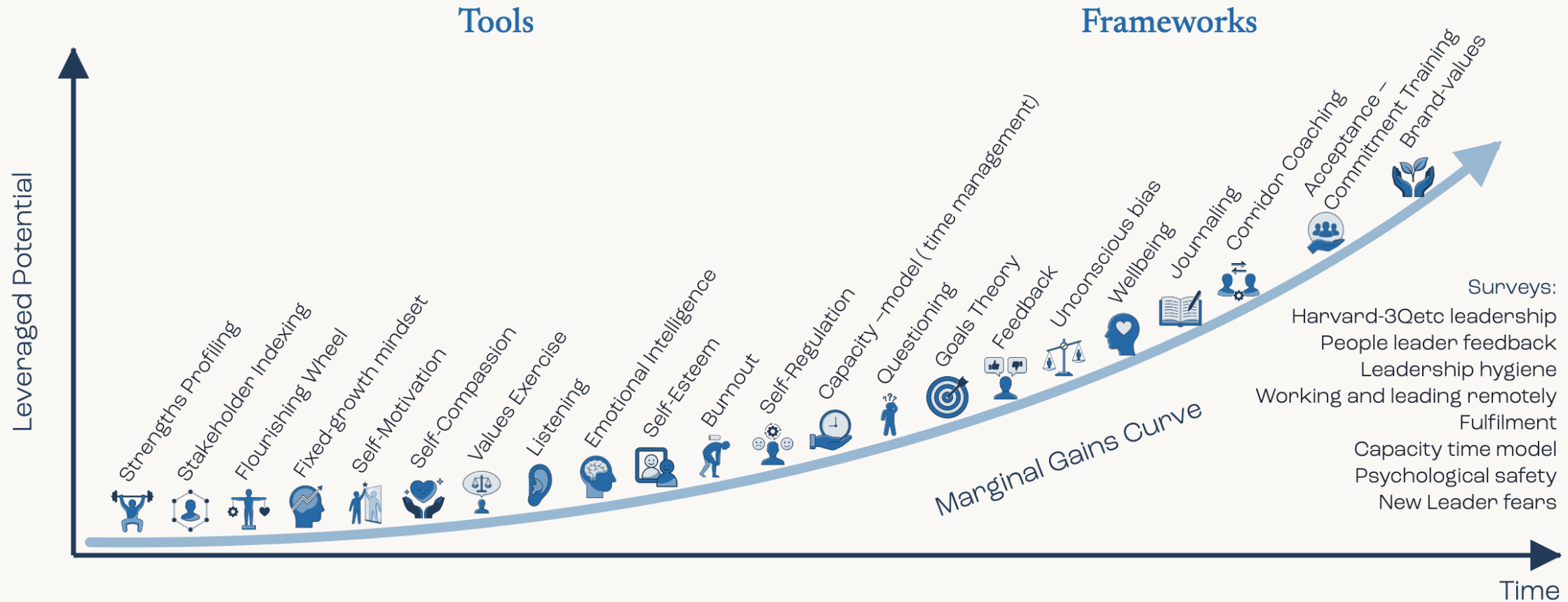
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What do I need to work on?- The individual level



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The Tools, Frameworks & Surveys – compounding effect



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3Qetc Tools Surveys & Frameworks

Tools and Surveys

 **Strengths	 Listening	 Scaling	 Psychological safety
 Stakeholder map	 Self-regulation	 Harvard 3Qetc leadership	 Career mind map
 Flourishing wheel	 Emotional intelligence	 People leader feedback survey	 **WOW – work on wellbeing
 Fixed growth mindset	 Values exercise	 Leadership hygiene	 ACT Acceptance and Commitment Training
 Self-motivation	 Goal Approaches	 Working from home	 Corridor coaching
 Self-Esteem	 Burn out	 Fulfilment	
 Self-compassion	 Time management	 New leader fears	

**External Strategic partners Langley (Capffinity)

Frameworks

 Goal theory	 Goal hierarchy	 Re-grow	 Effective language
 Feedback	 Unconscious bias	 Journaling	 Self-regulation worksheet
 Reading the room			

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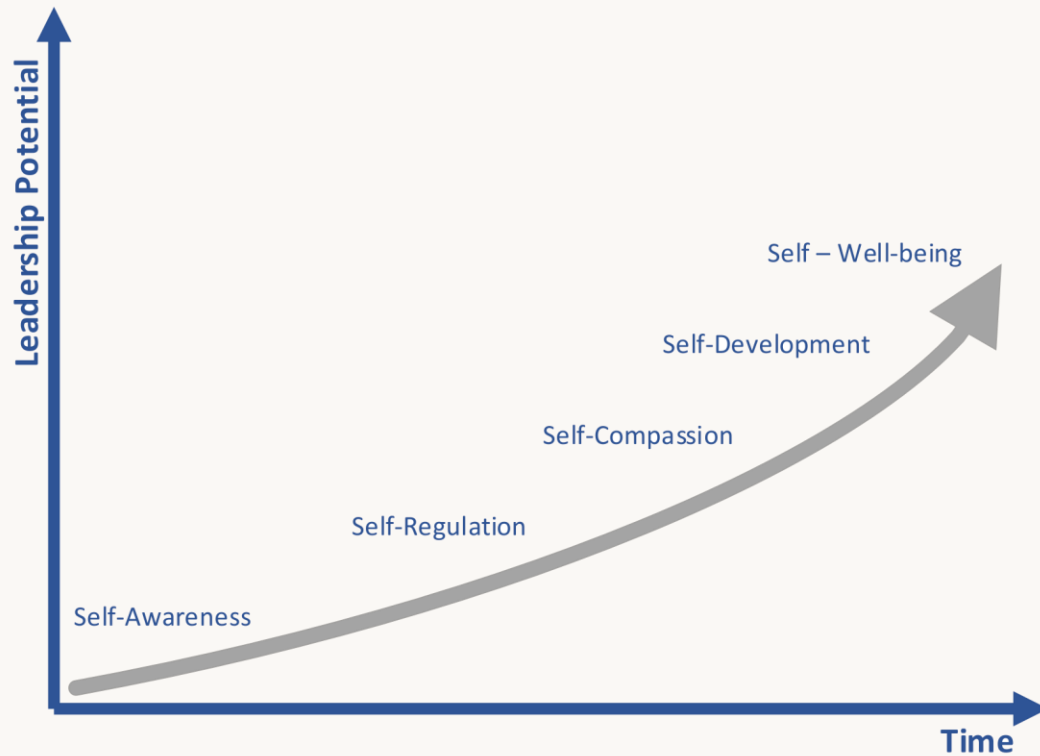
Resources (online) co-branded

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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The mindful leader

The Internal journey

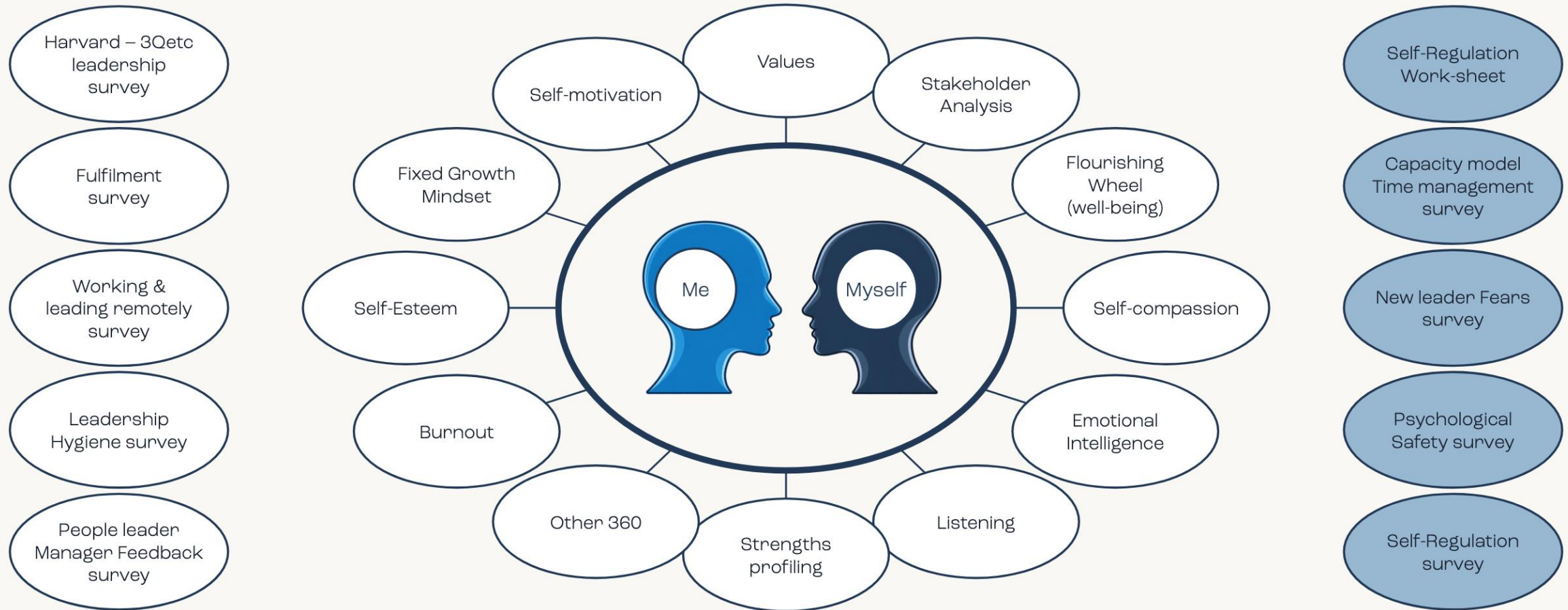


The External journey



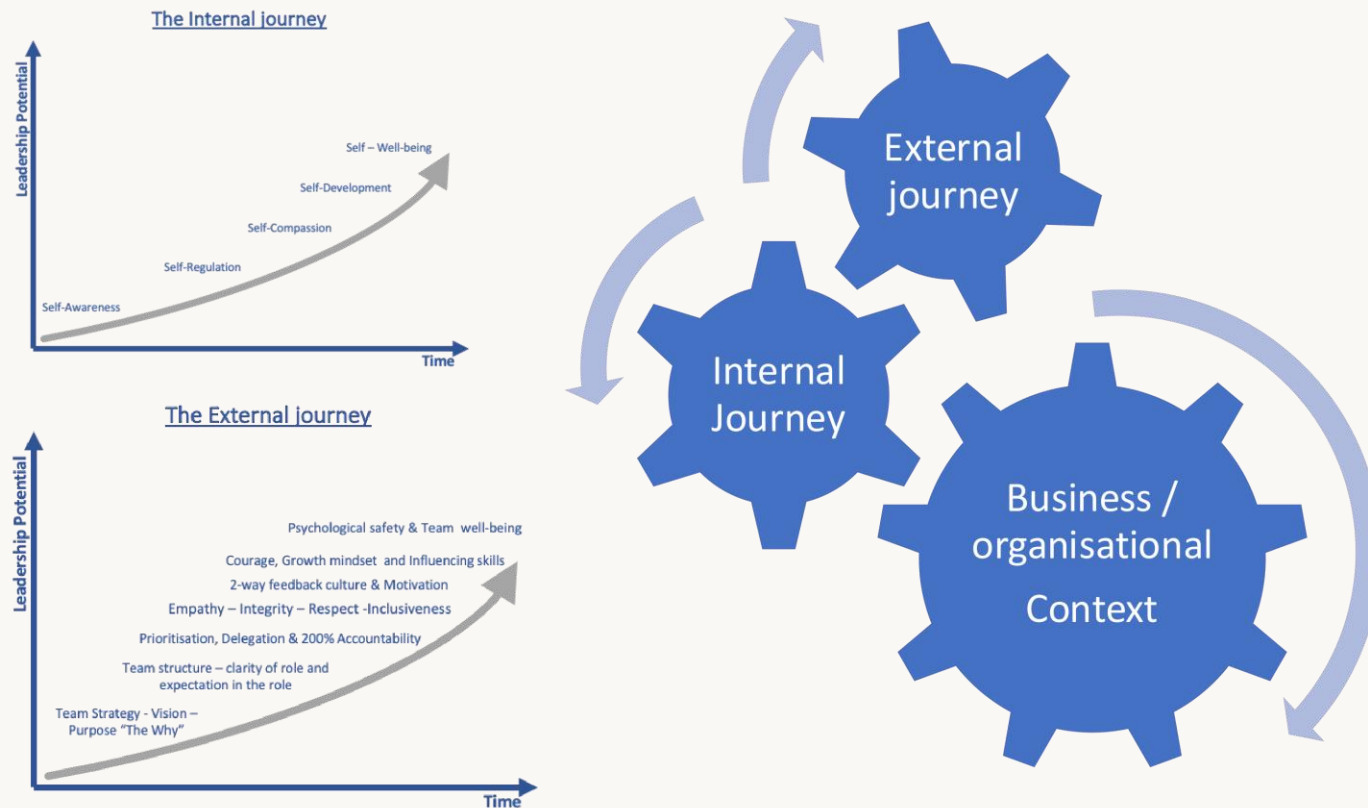
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The Full Self-audit



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



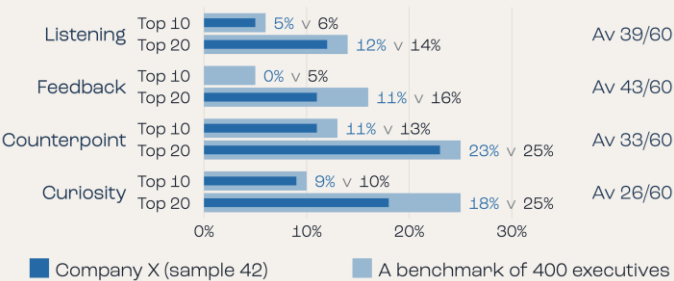
Context

- 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

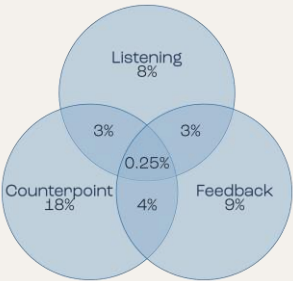
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Our data, analytics & insights

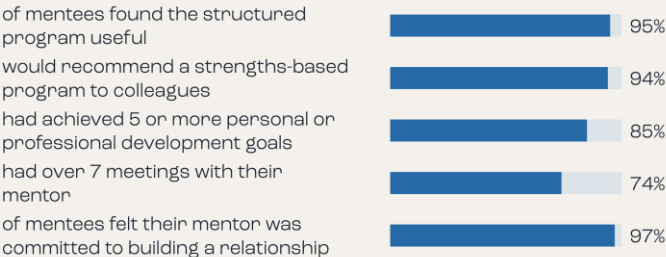
A benchmark of 400 executives V Company X (sample 42)



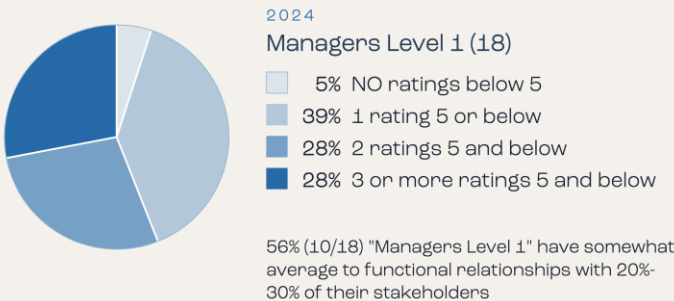
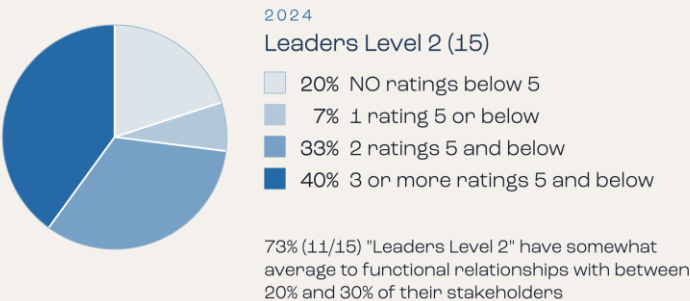
% distribution of participants that had these communication strengths in their top 20 Strengths. Sample size: 400 executives



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.