

ENGAGEMENT : TRUST : CULTURE

3Qetc : Our company : Services, Partnership approach and Point of Difference

3Qetc is a global consultancy firm specialising in leadership development, structured mentoring, executive coaching and executive search. With a team of seasoned professionals, each bringing 20 to 30 years of executive experience across sectors such as finance, banking, legal, government, healthcare, manufacturing, retail, mining, occupational rehabilitation, education, digital, pharmaceutical, agriculture, advertising, and marketing. 3Qetc employs evidence-based positive psychology frameworks and a collaborative approach to co-create tailored solutions that meet each client's unique needs. Our distinctive data-driven methodology offers clients insightful analytics into team dynamics and individual and team strengths, promoting enhanced leadership awareness and organisational growth. Through comprehensive diagnostics and a suite of tools and frameworks, 3Qetc empowers organisations to cultivate high-performing teams and resilient leaders, ensuring lasting impact and meaningful transformation.

Our current services:

- Executive Coaching
- Team Coaching
- Leadership development programs
- Structured Mentoring solutions (The Flagship)
- Sponsorship programs
- Co-created OD & LD programs
- Executive search
- Strategy facilitation (Board & C-suite)
- Coaching supervision
- Wellbeing: Individual and organisational assessment – (scaleable/digital)
- Research and data analytics
- Hosting (MC) panel discussions

We have a partnership approach. What are we solving for?

	Retention & Attrition		Engagement
	Performance and productivity		Equity and Belonging
	Strengths Awareness		Culture, Character and Trust
	Leadership and development		Well-being, Psychological safety & mental health
	High performing teams		Feedback (two-way)

3Qetc Point of Difference

	We provide insightful data and analytics on individuals and teams, adding value to our clients. 3Qetc's recent study of 400 executives over the past three years—conducted through our programs, highlighted key insights on high-performing teams, poor self-awareness and common blind spots.
	We take a partnership approach and co-create our programs, building on a comprehensive suite of evidence-based tools and frameworks grounded in positive psychology. We are committed to continuous learning and adapting to meet our clients' evolving needs. Our focus is on self-awareness, self-regulation, and self-development to cultivate mindful leaders and employees.
	Our team brings strong business experience , particularly in finance, with first-hand experience managing complex global operations. This is complemented by deep expertise in Leadership Development (LD) and Organisational Development (OD). Our approach is highly collaborative, structured, and outcomes-driven and we measure the impact of our work.
	Our programs are scalable . At 3Qetc, we partner with clients to measure the impact of our leadership, coaching, and mentoring programs. Using our proprietary data lens, we deliver actionable feedback, identify next steps, and demonstrate a clear, positive return on investment (ROI). In executive search – we integrate transition coaching into role- as part of service and fee.