

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

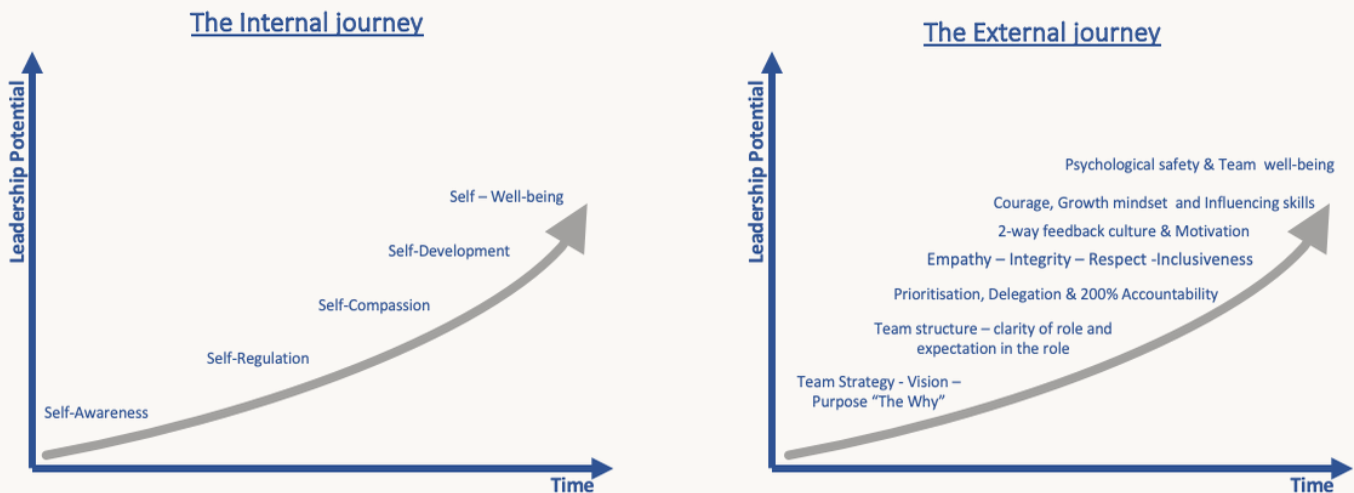
We have a partnership approach. What are we solving for?

	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.

Our program philosophy is to increase self-awareness and develop individuals; we create leaders who develop themselves and their teams. Our approach to many of our programs involves a self-audit of individuals, including but not limited to understanding their strengths, EQ, and stakeholder relationships. We look to help individuals uncover their “blind spots”. We look to create high-performing teams. We use data and analytics to support our programs, which gives insights and feedback into potential future development requirements.



The self-audit -



Resources. This is an inventory of the current available Tools, surveys and frameworks. These are found in the handbooks for the programs (Leadership, coaching, and Mentoring) and online <https://www.3qetc.com/resources>

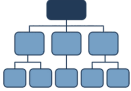
(individual resources email 3Qetc for PW). There are short 3-5-minute videos on all the tools online.

Tools & Surveys

	Strengths*
	Stakeholder Map
	Flourishing wheel - wellbeing
	Fixed growth mindset
	Self-motivation
	Self-esteem
	Self-compassion
	Listening
	Self-regulation
	Emotional intelligence
	Values exercise
	RE-grow
	Burnout (i & ii)
	Time management
	scaling
	Harvard 3Qetc leadership survey
	People leader feedback survey
	Leadership hygiene survey
	Working and leading remotely survey
	Fulfilment survey
	New leaders fears survey
	Psychological Safety Survey
	Career mind map
	WOW Work on Wellbeing*

*External strategic partners: Langley (CAPfinitly)

Frameworks

	Goal types		Unconscious bias
	Goal hierarchy		Journaling
	Regrow		Self-regulation worksheet
	Effective language and communication		Reading the room
	Feedback		

Our philosophy is one of partnership. We incorporate a suite of evidence-based positive psychology tools, surveys and frameworks into all our programs, which are consistently updated and continually enhanced. (We digitally share them with the client as resources.)

At a high level, our services are :

- Executive Coaching (Leader growth & Leader intervention & aspiring new leaders)
- Team Coaching
- Leadership development programs
- Structured mentoring solutions (Flagship service)
- Sponsorship programs (D&I)
- Strengths Analysis and Debriefs
- Wellbeing: Individual and organisational assessment – (scalable /Digital)
- Research and data insights
- Executive Search

In the examples of recent programs below, the design of the programs follows a client diagnostic: what are we solving for? Then, we co-create a program to meet the client's requirements. As much as 3Qetc provides all the IP, we co-create, integrate and work with a client's processes and methodologies. One will notice that in one engagement, 3Qetc was brought in to conduct a cultural survey of 1,000 people using the client's materials. (Our team was chosen because of their psychology coaching backgrounds and also, notably, their deep business industry experience (each team member 25 years+)

Examples of programs and engagements: coaching & leadership

Client	What and How
European Investment Bank AUS	■ Individual Leadership Development Coaching assignments for executives 12m. 10 Leaders ■ 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.
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

Client	What and How
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 WILMP (aspiring women leaders) 2024 ■ Executive coaching (GMs+ senior leaders) ■ 10 Executive -separate coaching assignments
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
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
European 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) ■ Individual Leadership Development Coaching assignments for 6 MDs. 12m. + group work as a Team, succession planning for country Head

Structured strengths-based mentoring programs (Flagship program)

INV Banks, Commercial banks Corporates 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 anomynous psychometric tests.
Global Agriculture AUS/USA/CANADA	■ Global Mentoring program Pilot – launch training workshops, mentors and mentees ■ All resources – uploaded on line – (Tools Frameworks surveys) ■ 6 Check in workshops ■ Surveys – measuremenet

Notes