

Feedback that fuels **success.**

**360 DEGREE FEEDBACK**

**EMPLOYEE SURVEYS**

**LEADERSHIP DEVELOPMENT**

- Assessments for businesses, nonprofits, and government agencies worldwide
- Customized and off-the-shelf tools
- Easy-to-understand reports
- Expert training, guidance, and support



HELPING ORGANIZATIONS MAKE **DATA DRIVEN DECISIONS** SINCE 1994

## Data Driven Decisions

Peak performance doesn't just happen. To achieve excellence, organizations and employees need actionable feedback to know where they stand and how they can improve. 3D Group provides businesses, nonprofits, and government agencies throughout the world with thoughtful, scientifically valid evaluation processes to drive individual and organizational change. 3D Group's expert consultants work closely with each client to create and implement assessment solutions that are easy to use and include the training, guidance, and support needed to ensure success.

### We Understand the Challenges You Face

- You are busy.
- You want a tool that fits.
- You need flexibility and responsiveness.
- Quality matters.

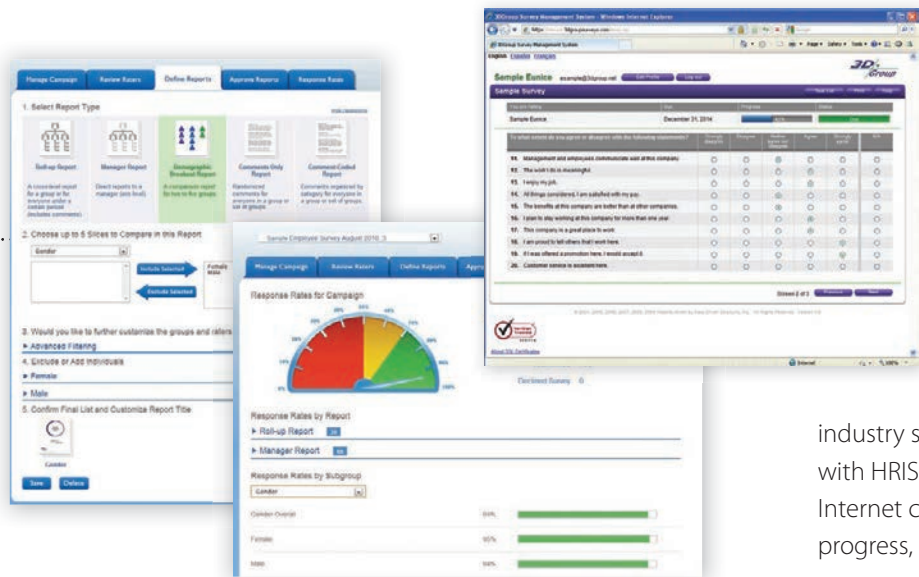


#### **Best Practical Solution**<sup>SM</sup>

Because your organizational priorities don't always allow assessment projects to go "by the book," we pursue innovative, flexible implementation strategies that balance industry best practices with practical business needs.

#### **Expert Service**<sup>SM</sup>

Our senior-level measurement experts are directly involved with all phases of implementation, personally provide advice and guidance, and proactively seek to improve results for your organization and your employees.



# 1. Easy-to-Use Technology

Our online system was specifically designed for employee surveys and 360° feedback. Conforming to all industry standards, the system is easy to integrate with HRIS systems and anyone with access to the Internet can use it to complete surveys, monitor progress, or view their reports.

# 2. High-Impact Reports

Receiving feedback data can be difficult and emotionally challenging, so reports need to be easy to read and understand. Our reports are clear and to the point, so employees can quickly see their strengths and areas that may need improvement.

Individual reports are available online, and when printed in color, they look sharp and professional. Our standard formats can be customized by including norms, logos, name changes, added rater groups, and more.



# 3. Expert Follow-Up

Our experienced consultants and coaches work with your employees to ensure that the survey feedback is understood and put to good use. Whether working with individuals or groups, our goal is to improve decisions about how to develop more effective leaders and more effective workplaces.

Call us **today!**



1250 45th Street, Suite 360  
Emeryville, CA 94608

510.463.0333  
[3dgroup.net](http://3dgroup.net)

## Our Services

### 360 Degree Feedback

Custom Surveys

Leadership Navigator®

- Senior Executives
- Executives
- Corporate Leaders
- Individual Contributors
- Executive Directors
- Organizational Leaders
- Retail Managers

### Employee Surveys

Employee Engagement

Board Evaluation Assessment

### Leadership Development

Executive Coaching

Workshops

Online Learning

### Program Evaluation

HR Programs

K-12 Education

Training Evaluation

## A Sampling of Our Clients

### Consulting

- Center for Creative Thinking
- PricewaterhouseCoopers
- PRISM

### Education

- KIPP Foundation
- Stanford University
- University of Pennsylvania

### Energy

- Buckeye Partners, L.P.
- Marathon Oil
- Southern California Edison

### Financial/Insurance

- Federal Reserve Bank of Chicago
- Fiserv
- Norcal Mutual Insurance

### Government

- British Transport Police
- City of Fort Worth
- National Oceanic and Atmospheric Administration

### Healthcare

- Jefferson Memorial Hospital
- Kaiser Permanente
- Stanford University School of Medicine

### Manufacturing

- HEICO Aerospace
- The HON Company
- Select Comfort

### Membership

- Girl Scouts of the USA
- International Society of Aborigiculture
- Soap & Detergent Association

### Non-Profit/NGO

- The Bill and Melinda Gates Foundation
- UMWA Health & Retirement Funds
- Susan G. Komen for the Cure

### Pharmaceuticals

- TAP Pharmaceuticals

### Real Estate/Construction

- Irvine Company
- Suffolk Construction
- US Installation Group

### Retail

- Eye Care Centers of America
- The Home Depot
- Sears & Roebuck

### Technology/Software

- Google
- Juniper Networks
- Rambus

### Telecommunications

- AT&T
- DoCoMo Communications Labs USA

### Transportation

- PACAM
- United Airlines
- Warren Distribution

