

Feedback that fuels **success.**

360 FEEDBACK

LEADERSHIP EFFECTIVENESS



HELPING ORGANIZATIONS MAKE **DATA DRIVEN DECISIONS** FOR OVER 25 YEARS



## 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 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.

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### Expert Service

Our assessment experts manage your project, mastering the details and proactively working to improve results for you, your organization, and your employees. Behind the scenes, seasoned leadership consultants and technologists support all phases of implementation, providing advice and guidance as needed.

### Best Practical Solution

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.

# 360 Feedback

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We tailor your **process** to fit your **purpose**.

Effective 360 Feedback isn't a one-size-fits-all method. 3D Group starts by identifying your unique priorities—and tailors the rest of your process to fully meet those needs.

## CONTENT

Whether you need validated, role-specific content or the flexibility of a blank canvas, we've got you covered!

Our proprietary 360 Feedback software is among the best in the industry.

## TECHNOLOGY

## REPORTING

The 360 reports we provide are powerful, easy to interpret, and help leaders quickly hone in on top priorities.

Feedback alone does not create change. Our seasoned coaches guide leaders to insights that move the needle.

## COACHING

## Leadership Effectiveness



We help your leaders reach their **full potential**.

When leaders improve, organizations succeed. We believe all leaders can reach their unique potential when supported with insight, practical planning, and accountability. That's where we can help.

### LEADERSHIP ASSESSMENT

Our in-depth assessments identify leaders' strengths and potential risk areas, so you can make the best decisions around hiring and promotion.

### LEADERSHIP COACHING

With an average of 20+ years of experience, our coaches help leaders gain clarity, identify next steps, and evaluate progress for extraordinary results.

### LEADERSHIP WORKSHOPS

Our I-O psychologists work with you to develop a custom program for your leaders to improve their skills, create shared goals, and work better together.

Call us today!

## OUR SERVICES



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[3DGroup.net](http://3DGroup.net)

### 360 Feedback

Custom Surveys  
Leadership Navigator®  
360 Coaching  
360 Coach Training &  
Certification

### Leadership Effectiveness

#### FOR INDIVIDUALS

Leadership Coaching  
Leadership Workshops  
Leadership Assessment

#### FOR TEAMS

Team Effectiveness  
Team 360  
Board Support

#### FOR ORGANIZATIONS

Employee Engagement  
System-wide 360

## A SAMPLING OF OUR CLIENTS

#### Business Services

- AECOM
- Aramark Corporation
- Parsons Corporation
- ServiceMaster

#### Consulting

- Right Management
- Axiom Consulting
- PricewaterhouseCoopers

#### Education

- KIPP Foundation
- Stanford University
- University of Pennsylvania

#### Energy

- AERA Energy LLC
- Kinsale Energy
- Southern California Edison

#### Financial

- Chevron FCU
- Fiserv
- Rabobank

#### Government

- NASA's Jet Propulsion Lab
- NOAA
- OSHA
- Social Security Administration

#### Healthcare

- Cardinal Health
- El Camino Hospital
- Kaiser Permanente

#### Insurance

- Great West Casualty
- Liberty Mutual
- NORCAL Mutual

#### Manufacturing

- A. Schulman
- Illinois Tool Works
- Tesla Motors

#### Non-Profit

- Exploratorium
- Teach for America
- UMWA Funds

#### Pharmaceuticals/Biotech

- Abbott Laboratories
- Actelion
- Allergan
- Johnson & Johnson

#### Philanthropy

- Gates Foundation
- Gordon & Betty Moore Foundation
- United Negro College Fund

#### Real Estate/Construction

- Irvine Company

#### Retail

- Gap
- The Home Depot

#### Technology

- GE Digital
- Google
- Juniper Networks
- Plantronics

#### Transportation

- United Airlines

