



REINVENT YOUR BUSINESS.

WHO WE ARE

3STEPS4WARD is a full-service marketing consultancy group founded on the principles of business for **positive social causes**. We help mission-driven startups and small businesses succeed through our expertise in marketing, strategy, brand ideation, and more. Our agency's work enables clients to focus on growing their businesses.

"We truly feel like 3STEPS4WARD is a part of the Cohesic team. We are growing our organization from a startup to a global company and 3STEPS4WARD took the time to understand our business and advise on what the best marketing and sales approach was for our needs, scoped to our resources and stage of company."

—JORDAN ENGBERS, PHD,
CEO OF COHESIC

OUR SERVICES

EXECUTIVE CONSULTATIONS

DIGITAL MARKETING

CONTENT MARKETING

BUSINESS STRATEGY

PERSONAL BRANDING

LEAD GENERATION

SOCIAL MEDIA

HOW WE WORK

01

A UNIQUE BUSINESS MODEL

We primarily work with pre-Series A startups and entrepreneur-owned small businesses that can't afford their own in-house marketing team.

02

LONG-TERM PARTNERSHIPS

We are invested in our clients' long-term success, especially startups in their infancy. We become an extension of their teams.

03

GIVING BACK TO COMMUNITY

We partner with local organizations and chambers of commerce in the communities we live in: Northern and Southern California, Chicago, Cleveland, and Miami.

04

A CORE TEAM APPROACH

Each client is assigned a small group with of experts representing each of our internal "factions": marketing strategists, program managers, designers, developers, and writers.

05

TECH-FORWARD MARKETING

We make innovative marketing techniques and leading-edge software accessible to small businesses and entrepreneurs from all walks of life.



COMPANY HIGHLIGHTS

Our CEO, Doug Younger III, brings 20 years of international marketing, commercialization, and technology experience to the 3STEPS4WARD family. In his previous corporate life, he was an executive at leading enterprises, startups, and nonprofits such as Siemens Healthcare, GE Healthcare, Baxter Healthcare, and Ekso Bionics.

30+

Employees
(FTEs, PTEs, project-based contractors, interns)

67%

BIPOC Executives

51%

Women

43%

POC

JANUARY 2020 | INCORPORATION OF 3STEPS4WARD LLC

MARCH 2020 | 3STEPS4WARD BEGINS MARKETING SERVICES WITH FIRST CLIENT

JULY 2020 | BETTER BUSINESS BUREAU ACCREDITATION

FALL-WINTER 2020 | SMALL BUSINESS WEBINAR SERIES FOR THE SAN DIEGO CHAMBER OF COMMERCE

NOVEMBER 2020 | 3STEP4WARD SPONSORS SMALL BUSINESS SATURDAY AT DOCO IN SACRAMENTO

DECEMBER 2020 | CALIFORNIA SMALL BUSINESS CERTIFICATION

FEBRUARY 2021 | MINORITY BUSINESS ENTERPRISE CERTIFICATION

APRIL 2021 | 3STEPS4WARD BECOMES OFFICIAL PARTNER WITH THE SACRAMENTO KINGS

MAY 2021 | 3STEPS4WARD SPONSORS CAPITALIZE 2021 PITCH COMPETITION

FALL 2021 | 3STEPS4WARD PLANS NEW SPORTS PARTNERSHIPS WITH THE SACRAMENTO KINGS AND SAN DIEGO GULLS

CERTIFICATIONS



MEMBERSHIPS



PARTNERS



BLACK CAPITAL

CLIENTS

We have a growing client roster including several international companies based in Canada, Australia, Brazil, and Israel. Some of the industries we have worked with in the past include: cardiology, orthopedics, ultrasound, dialysis, exoskeletons, ventilators, medical education, real estate, venture capital, and women's health.



Take your first step with us.

LEARN MORE AT WWW.3STEPS4WARD.COM

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TEAM DIVERSITY

MILESTONES