



# **A framework for wise growth in human-centered organizations**

**SOPHIA INTRO DECK**



## Why SOPHIA exists

### The problems most organizations face:

- ✗ misalignment between teams and team members
- ✗ the use of rigid frameworks
- ✗ lost human connection

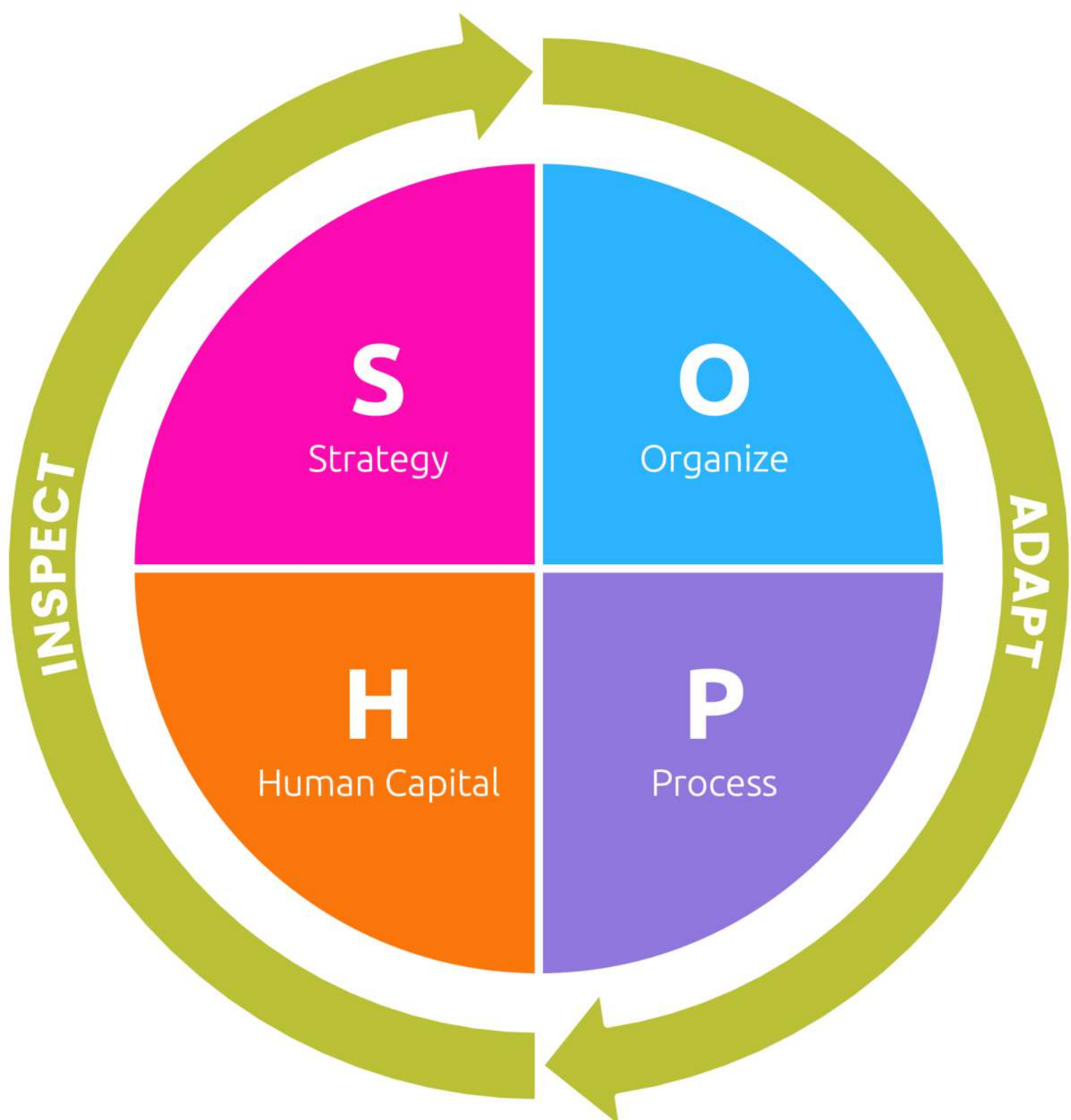
### What most organizations want:

- ✓ growth in business and people
- ✓ clarity about the work, the customers and, the purpose
- ✓ a culture where everyone evolves together

SOPHIA as a **response** to the **real needs**  
of **modern teams** and **organizations**

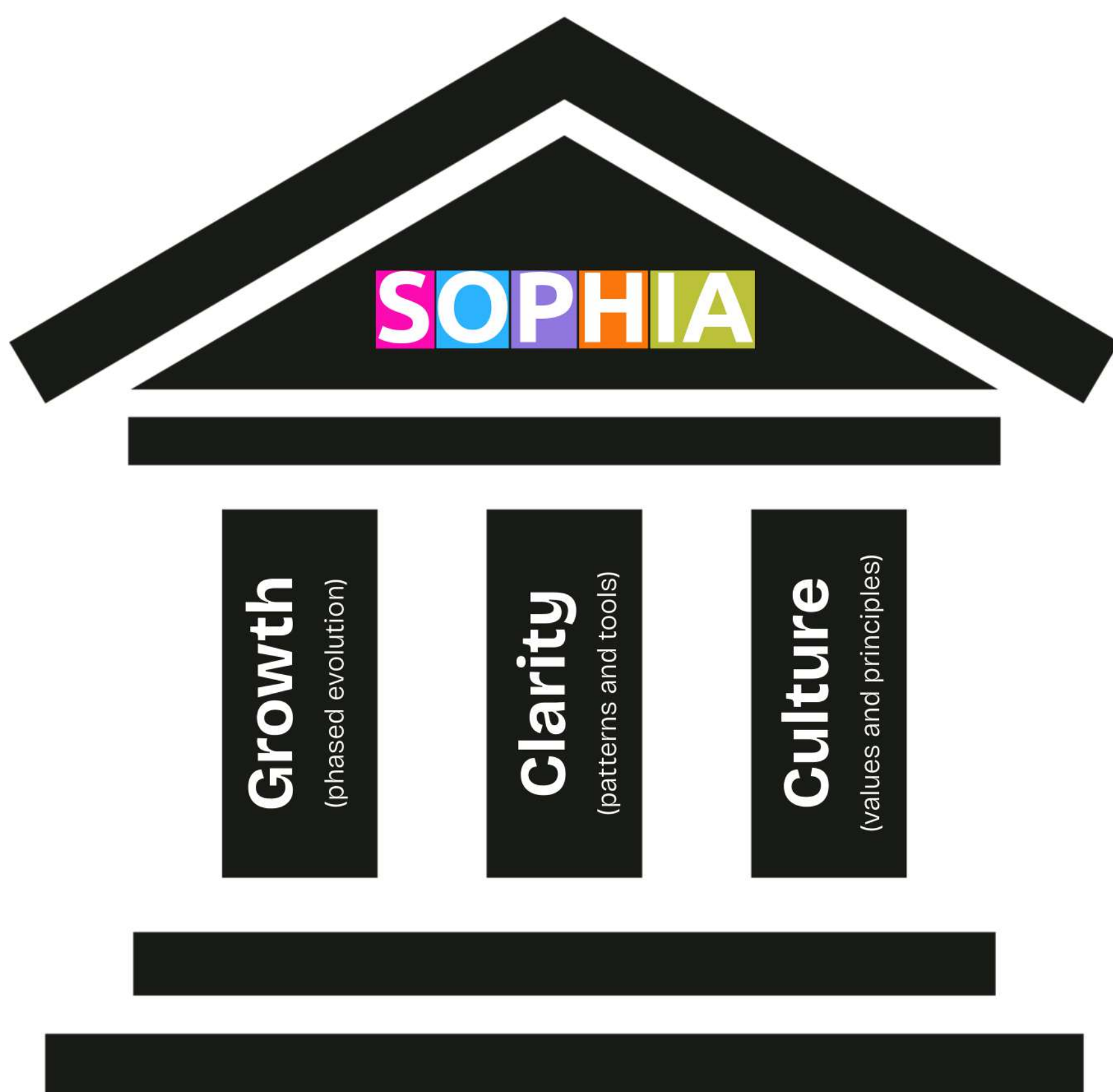
# SOPHIA

**4 important areas, supported by a  
loop of continuous improvement**





SOPHIA is a **flexible  
framework** built around  
**3 dimensions:**





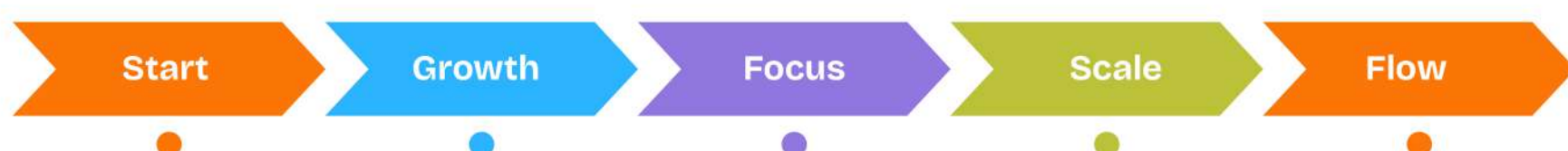
## What makes SOPHIA different?

- ✓ Pattern-based, not rule-based
- ✓ Scales with your organization
- ✓ Built for organizations of all sizes
- ✓ Human-centered by design
- ✓ Compatible with agile, but not bound by it





## The 5 phases of growth



### Start:

The beginning phase where energy is high, structure is loose, and the focus is on purpose, early rhythm, and team formation.

### Growth:

A phase of expansion where complexity increases and alignment, onboarding, and shared understanding become essential.

### Focus:

A stabilizing phase where teams clarify ownership, strengthen collaboration, and improve decision-making and delivery.

### Scale:

An advanced phase where multiple teams operate together, requiring systems for cross-team alignment, structure, and autonomy.

### Flow:

The mature phase where leadership is shared, trust is deep, and the organization adapts continuously through reflection and learning.

## Where do you think we are right now?



PATTERN MAP

	Clarity & Direction			Rhythm & Collaboration			Culture & Learning		
Start	Early ownership agreements	Shared Goals		Check-in rituals	Team canvases				
Growth	Shared Goals	Ownership models		Communication rhythms	Onboarding journeys		Feedback frameworks		
Focus	Ownership models	Roles-as-responsibility maps	Decision principles	Team canvases	Communication rhythms	Value loops	Feedback frameworks	Story-sharing	
Scale	Roles-as-responsibility maps	Decision principles		Cross-team rituals	Value loops		Ecosystem mapping	Strategic retrospectives	
Flow	Decision principles			Cross-team rituals	Value loops		Ecosystem mapping	Strategic retrospectives	Story-sharing
<div><div></div> Culture &amp; connection</div> <div><div></div> Clarity &amp; Structure</div> <div><div></div> Learning &amp; reflection</div> <div><div></div> Energy &amp; rhythm</div> <div><div></div> Systems &amp; flow</div>									

You don't adopt all patterns,  
you choose what fits your needs



A declaration of wise growth.

We believe that organizations can grow without losing their soul.

That clarity empowers more than control ever could.

That structure should serve people, not replace their thinking.

And that real progress starts with trust, rhythm, and shared learning.

SOPHIA is not a method, It's a **framework** for those who choose to **lead with wisdom, build with intention**, and **grow with clarity, culture, and care**.

Check the full manifesto at:

<https://sophiaframework.org/the-sophia-manifesto/>



## Getting started with SOPHIA

Five simple steps to begin

### Step 1: **Discover your growth phase**

Use the 5 SOPHIA phases to reflect: where is your organization now?

### Step 2: **Pick one relevant pattern**

Start small. Choose a single SOPHIA pattern that fits your phase.

### Step 3: **Use it with your team**

Introduce the pattern, apply it in practice, and learn from the experience.

### Step 4: **Reflect and adapt**

What worked? What needs adjusting? Let the pattern evolve with you.

### Step 5: **Build rhythm, not rules**

Add new patterns over time; as your clarity, culture, and confidence grow.



## Stay inspired and informed

SOPHIA is a living framework. It is constantly evaluated and improved. Make sure you stay informed, inspired, and updated by visiting our website regularly.

