

To whom it may concern,

I have had the pleasure to know Sophie since 2011. Our work together has been largely centred on the [Challenge Dialogue System](#) and [Integral Strategy](#). These highly complementary, sophisticated management consulting methodologies are used to **help multiple stakeholders address complex challenges** of strategic importance, improving the performance of organizations, teams and individuals.

After some specialized training, action learning, mentoring and practicums in both methodologies, I now recognize Sophie as a highly competent and close colleague. She has also become a friend. The communities of practices associated with these two methodologies formally acknowledge and benefit from Sophie's *Facilitator* status.

Sophie's education and knowledge in ecological systems and sustainability have provided her with a sound foundation on which to address the rapidly growing number of complex challenges we are facing in the natural environment and society today. These challenges also require **strong people skills** along with instinctive and practice-based principles, processes and tools to enable collaboration in diverse teams. Sophie has these skills in spades and therefore **achieves relevant and significant results** in her work with clients and the organizations she serves. As her experience has grown — which has been very fast — she is also taking on increasingly greater facilitative leadership roles.

In summary, Sophie demonstrates an impressive potpourri of highly valued experience and skillsets, which include:

- Helping teams articulate their key challenge
- Setting the necessary context for the (complex) task at hand
- Practicing the power of dialogue and co-creation
- Developing and applying constructs and frameworks to help client-stakeholders grapple with their challenges
- Advocating for and advancing collaboration as the critical element for success
- Developing and using practical tools to increase efficiency
- Helping groups define their expectations for events or processes
- Practicing synthesis, integration and strategic communication
- Engaging people's imagination to help them think outside-of-the-box
- Applying systems thinking and helping others to think more systemically
- Applying information and communication technologies creatively and effectively
- Nurturing high-level conversations by posing high level questions
- Understanding the importance of not only having a sense of humour, but also recognizing the sense in humour.

Keith Jones

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Integral Strategy™ Lead Facilitator and Practitioner / Strategy Roadmaps: integralstrategy.net/facilitators/keith-jones/

Challenge Dialogue System Trainer and Lead Facilitator and Practitioner: challengedialoguesystem.net

Innoweave Collective Impact / Coach: innoweave.ca/en/modules/collective-impact/coaches/