



DEMOSOPHIA

The Demosophia Methodology

Our methodology was developed through 50 years of scientific research and application. We lead the process and the participants provide the knowledge and insight. All individuals are equally valued along with the ideas they offer - the participants create the learning, understanding, and solutions together. This collaboration creates energy and alignment making the desired changes easier to achieve. Through our methodology, everyone understands the dynamics of the system they face so that they efficiently improve outcomes by pulling on the key levers.



Discover

The Discovery phase utilizes surveys, interviews, focus groups, forums, and data analysis to understand the boundaries of the problem, document the breadth of perspectives, and identify the stakeholders needed for adequate diversity to fully understand the situation and design the best path forward.

Diagnose

The Diagnose phase begins by determining THE question that focuses and guides the efforts of participants in a structured dialogue to understand the problem. Participants work together in a Colab, with its meticulously selected group processes and enabling technology, to understand the dynamics of the system they face.



Design

The Design phase focuses participants in a Colab on what to do to overcome the most influential challenges now that the diagnosis is complete. The Colab software once again makes the process more efficient, and ultimately produces influence maps that display the collective wisdom of the participants. These maps show the actions that when taken will exert the most leverage to create positive change.

Define

The Define phase starts with the selection and formal approval of a few strategic priorities to pursue (the What and Why) based on the results of the Diagnose and Design Phases. Implementation teams then determine the tasks, resources, and timelines necessary to meet the intent (the How). Experts with their best-practices in specific areas can be used help inform the implementation plan. This methodology also separates the role of governance from that of management, and creates the infrastructure to support successful implementation.



Do

The Do phase provides the ability for those closest to the work to make decisions and adapt as conditions change. As implementation proceeds, tools such as dashboards, status reports, and in-depth back-briefings are utilized per a defined communications rhythm so that the information flow is crisp and clear, activities are monitored, results are measured, and the desired outcomes are achieved. Since the implementation plan adapts as conditions change (the process "lives"), this rhythm with these tools assure continuous alignment between leadership and the implementation teams.