

Sophion: Strategic HR Solutions for Growth-Driven Companies

At Sophion, we help scaling tech companies build resilient, future-ready people systems. Whether you're heading into a funding round, facing operational HR dysfunction, or stepping into a new leadership role, our services provide clarity, structure, and results.

HR Strategy Audits (Selective Engagements)

Duration: 2–3 weeks | Format: One-time project

Best for: Established tech companies, scale-ups preparing for Series B/C, boards and investors

When HR becomes a bottleneck to growth, Sophion delivers a rapid, high-impact transformation strategy. This deep-dive audit helps leadership diagnose people challenges, reduce risk, and prepare for investment or acquisition.

Common Challenges:

- High turnover, unclear roles, and HR dysfunction
- Compliance concerns before funding or acquisition
- Burnout across leadership or People teams

What's Included:

- 2-day virtual HR systems audit
- Stakeholder interviews (5–8 people)
- Policy, compliance & data review (turnover, engagement, costs)
- Strategic recommendations presentation

Deliverables:

- Comprehensive audit report
- Risk & compliance gap analysis
- 12-month HR transformation roadmap
- ROI projections and priority matrix
- 90-minute presentation to leadership or board

HR Advisory Retainer

Duration: 6–12 months | Format: Ongoing partnership

Best for: Founders, first-time Heads of People, early-stage scale-ups

Ideal for startups scaling from 50 to 150 people without formal HR systems. We act as your strategic HR partner—building foundational processes, reducing risk, and preparing you for the next growth stage.

Common Challenges:

- No HR structure or documentation
- Founder handling HR while running the business
- Compliance blind spots and growing pains

What's Included:

- Monthly 2-hour strategic HR session (virtual)
- Quarterly HR health check and roadmap update
- Unlimited async support via Slack/email (48-hour SLA)
- Access to HR templates, documents & compliance tools
- Escalation support for critical issues (e.g., investigations)

Deliverables:

- Custom HR strategy roadmap (updated quarterly)
- Policy/process documentation
- Compliance audit reports
- Performance and onboarding frameworks

HR Professional Mentoring (Group Program)

Duration: 8-week cohorts | Format: Group coaching | Cohorts: 6–8 HR professionals

Best for: Mid-senior HR professionals, aspiring consultants, solo HR leads

A strategic mentoring experience designed for HR professionals working in tech and remote-first environments. Participants level up their impact, build consulting skills, and grow their professional network.

Common Challenges:

- Career plateau or limited strategic exposure
- Isolation in remote roles or solo HR teams
- Desire to freelance or consult

What's Included:

- Weekly 90-minute group coaching calls
- Private cohort community (Slack or Circle)
- Monthly 1:1 coaching (30 mins per person)
- Resource library access
- Peer accountability support

Deliverables:

- Personal career development plan
- Professional brand and LinkedIn audit
- Freelance/consulting business plan

- Long-term peer network

Executive HR Coaching (1:1)

Duration: 3–6 months (renewable) | Format: Private coaching

Best for: First-time CHROs, new Heads of People, founders leading People strategy

Executive coaching for HR leaders navigating high-stakes transitions. We provide a trusted, confidential space to strengthen strategic thinking, executive presence, and decision-making under pressure.

Common Challenges:

- Imposter syndrome in a new executive role
- Lack of strategic HR experience
- Isolation in fast-paced, high-growth environments

What's Included:

- Bi-weekly 90-minute 1:1 coaching sessions
- Unlimited messaging between sessions
- Quarterly 360-feedback collection and debrief
- On-demand crisis coaching (same-day response)

Deliverables:

- Leadership development plan
- Strategic HR competency assessment (pre/post)
- 90- and 180-day milestone plans
- Executive presence & communication framework
- Confidential coaching documentation

Let's Build Better People Systems Together

Sophion partners with visionary tech leaders to solve HR problems at the root. Whether you're scaling your team, redefining HR strategy, or stepping into leadership—we're your strategic advantage.

Email us at hello@sophionhr.com to discuss your needs or book a Discovery Call by clicking the link below:

<https://calendly.com/yemisi-sophionhr/30min>