

Client Case Studies

Outcome

Description of Work

Increase representation of women in senior leadership.



Developed a formal Sponsorship Program to create equitable opportunities for career advancement for top performers from underrepresented and minority groups. Our scope of work included:

- Stakeholder meetings to understand the culture & existing challenges
- Creation of the program vision, mission, and goals
- Support in selection of sponsors and pairing recommendations
- Development of program structure, guidelines & commitment expectations
- Integration with existing succession planning activities

Launch Impactful Employee Resource Groups (ERGs).



Developed a Terms of Reference for the successful implementation and management of two Women's ERGs, including both an Advocacy Group and Support Group. Our scope of work included:

- Establishing the mission and purpose of the groups
- Organization structure including succession planning for ERG leaders
- Ownership and collaboration with HR and senior leadership
- Resource tracking to mitigate burnout
- Coaching ERG leaders through the launch

Industry wide influence on equitable practices.



Advised Project Delivery Team on the successful implementation of Equity, Diversity, and Inclusion assessment criteria in Request for Proposal of a multi-billion dollar public project. Our scope of work included:

- Analysis of evaluation criteria in public procurement across North America
- Assessing strategies for ensuring objectivity in evaluations
- Interviewing external stakeholders to understand industry accessibility to the criteria
- Preparing a final recommendation for a weighted scoring matrix

Implement more inclusive workplace policies.



Provided staged policy and program recommendations to build a more equitable, diverse, and inclusive workplace. Our scope of work included:

- Interviewing key stakeholders
- Reviewing existing policies and procedures
- Introducing objectivity into hiring and promotional strategies
- Development & delivery of an engagement survey for tracking retention
- Presented a detailed report of long and short-term policy recommendations including metrics to track and measure the success of each program

*"It is rare in my career that my expectations have been exceeded by a consultancy, but TTC has certainly delivered to this standard. **We left our time together more informed and ready to face the gender equity opportunity in front of us.** We are excited to implement the recommendations and are confident that they will serve us for many years to come."* – Board of Director, Syncra Construction

The Thoughtful Co.



Contact Us

Learn more today.

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*"TTC has the ability to absorb a large amount of information in a short period of time. They quickly became one of the team. Their work was delivered on time, and was clear and well thought out. **They provided practical and actionable recommendations. I would absolutely recommend working with them.**"*

- Chief People Officer, IPassword

*"Working with TTC was effortless. **They were incredibly knowledgeable** and took the time to not only understand the problem we were trying to solve but also understand the cultural nuances in which it was situated." - VP People & Culture, Article*

We've worked with **public sector clients** (including MetroVancouver), **engineering firms** (including Thurber Engineering), **construction companies** (including Syncra Construction), **technology companies** (including IPassword), and more.

Jillian Climie (she/her)

Jillian Climie, Co-Founder of The Thoughtful Co, has spent her career advising and leading teams in executive compensation and corporate governance, both as a consultant, and in-house at two global retailers. Most recently at Lululemon, she led the global equity and executive compensation programs. After taking a pause, she realized she wanted more of three things in her professional life: thoroughness, passion and freedom. She Co-Founded The Thoughtful Co so she can leverage her niche and technical experience, coupled with her passion for gender equity, to empower women to get paid what they deserve.



Sophie Warwick (she/her)

Sophie Warwick, Co-Founder of the Thoughtful Co, specializes in developing in-house gender equity policies, chairing Employee Resource Groups, and supporting women in advocating for themselves at work. She uses her data analysis expertise from her engineering background to define targets and track growth and retention. In 2018, she Co-Founded Women in Consulting Engineering (WCE), a non-profit organization with over 500 members and monthly events to support and empower women in engineering. She co-founded The Thoughtful Co so she could build more gender inclusive workplaces and build representation of women at senior levels in all industries.