

The Thoughtful Co.

Workshops

Unlocking the Value of Gender Equity at Work (60 minutes)

Did you know share price performance can be almost 50% higher when women are well represented at the top of employers? This workshop outlines how gender equity in the workplace enhances long-term financial performance, creates innovation, facilitates retention, and builds culture. By prioritizing gender diversity, your organization can unlock untapped potential, drive competitive advantage, and create a more resilient and sustainable workforce. We leave time for group discussion and Q&A to ensure all your questions are answered.

This workshop is led by either Jillian Climie or Sophie Warwick, see speaker bios below.

Key takeaways include:

- Understanding the financial implications of employee retention.
- Learning the impact diversity has on creative innovation and responsive strategies.
- Understanding the improvements on employee performance.
- Attracting top talent in a workforce that seeks employers with values alignment.
- Learning the financial benefits of diversity in leadership.

Format: we offer both virtual and in-person workshops. Contact us today to learn more about our fees.

Testimonials

"It was really educational and provoked meaningful conversations."

- Workshop attendee

"It was fantastic and eye opening!"

- Workshop attendee

"The session was excellent and the feedback from our community was very positive with many benefiting from the interactive approach. The content was rich and informative and provided exceptional value to attendees."

- Workshop host organization

Jillian Climie (she/her)

Jillian specializes in leveraging her strategic human resources background to help women get paid what they deserve and to support employers in building more equitable workplaces. A graduate of Ivey Business School, Jillian built her career in executive compensation and corporate governance, advising organizations both as a consultant and in-house at two multinational retailers. Most recently at Lululemon, she led the global equity and executive compensation teams. At The Thoughtful Co., her clients on average achieve +25% increases in their pay, and have successfully negotiated at leading companies worldwide.



Sophie Warwick (she/her)

Sophie equips both individuals and organizations to achieve measurable results through equitable compensation and workplace strategies. She coaches women to confidently negotiate salary, equity, benefits, and parental leave, and advises employers on gender equity policies, fair promotion frameworks, and impactful Employee Resource Groups (ERGs). With over a decade of industry experience, she brings analytical rigor and strategic insight to her work. Sophie also co-founded Women in Consulting Engineering (WCE) Vancouver, now a national organization with thousands of members.

See our website to learn more about the other workshops we offer.

Instagram: [@thethoughtful.co](https://www.instagram.com/thethoughtfulco) | **Website:** www.thethoughtfulco.net | **LinkedIn:** [The Thoughtful Co.](#) | **Email Us**