

The Thoughtful Co.



Workshops

Negotiating Your Entire Compensation Package: Executive Level (60 minutes)

This workshop is designed for women who are moving to more senior stages of their career, and want to ensure they're being paid appropriately for the value they're delivering. We touch on publicly disclosed executive compensation, and how you can use this information to negotiate. We also discuss how bias impacts women in negotiations at all levels of their career, and how to navigate these biases. We leave time for group discussion and Q&A to ensure all questions are answered.

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

Key takeaways include:

- How to read a proxy circular / management information circular (MIC) and what to look out for.
- The importance of negotiating equity and bonus as you get more senior in your career.
- How to frame your compensation ask.
- Questions to ask on your equity compensation (stock options, restricted stock units, performance stock units, or share appreciation rights).
- The biases women face in negotiations, and how to work around them.

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

Testimonials

"Your advice has changed my life. I've been re-sharing the heck out of the workshop that I attended... You do amazing work, thanks for helping me get a raise!"
- 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. We look forward to collaborating with The Thoughtful Co. again."
- 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 Warwick is an experienced public speaker who delivers evidence-based keynotes and workshops on negotiation, career advancement, inclusive leadership, and equitable policies. She has facilitated sessions for organizations including Cambridge University, Oxford University, Stantec, Wealthsimple, Nokia, Ledcor, ISL Engineering, ACEC-BC, VRCA, CFA Vancouver, and Women in Transportation. With over a decade of industry experience and a Master's in Structural and Earthquake Engineering from the University of British Columbia, Sophie brings analytical rigor, facilitation expertise, and practical insight to every session.

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

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