

The Thoughtful Co.

Workshops

Confidence Unleashed: Excelling in Performance Reviews (60 minutes)

This workshop will teach you how to communicate your unique strengths and skill-set with confidence to excel in your next performance review. We discuss what you can be doing throughout the year to ensure you're prepared well in advance of the review, and focus on strategies that enable you to concisely but confidently articulate your value to an employer. 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:

- Communicating your strengths with confidence & leveraging your unique skill set.
- Setting the stage for a positive conversation that serves you and your leader.
- Asking questions to ensure you have the information needed to make an informed decision.
- How to research effectively and learn from your network to lead an impactful discussion.
- Understanding your non-negotiables & where you do, and don't, have room for flexibility.

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

"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 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/thethoughtful.co) | **Website:** www.thethoughtfulco.net | **LinkedIn** | **Email Us**