

# The Thoughtful Co.



## Workshops

### Building Equity Through Sponsorship Programs (60 minutes)

"Women are over-mentored and under-sponsored". This workshop equips attendees with an understanding of the value and importance of sponsorship. Sponsorship programs help create equitable access to career opportunities, especially in senior positions, which is critical in closing the gender pay gap. Learn how to build impactful programs and unlock the value of sponsorship in your workplace today. 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:

- Understand the impact sponsorship has on accessibility of senior positions.
- Learn the biases women face that effect their access to sponsorship.
- Discover the power of formal sponsorship programs in achieving equitable and inclusive workplaces.
- Understand how sponsorship integrates with mentorship.
- Establish strategies to implement sponsorship programs in your organizations.

**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 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. She co-founded The Thoughtful Co. so she can leverage her niche and technical experience, coupled with her passion for gender equity, to 1) empower women to get paid what they deserve, and 2) empower employers to build more inclusive workplaces. She supports clients across Canada, the US and the UK.



### Sophie Warwick (she/her)

Sophie Warwick, Co-Founder of the Thoughtful Co., specializes in developing in-house gender equity policies and chairing Employee Resource Groups and advocacy groups. 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 to support and empower women in engineering. She co-founded The Thoughtful Co. so she could build more gender inclusive workplaces, help women in advocating for their value, and build representation of women at senior levels in all industries.

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](http://www.thethoughtfulco.net) | **LinkedIn** | **Email Us**