

# Workshops

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

By: The Thoughtful Co. 

*"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

## Negotiate for the Compensation You Deserve (60 minutes)

This workshop will enable you to feel confident in asking for the compensation you deserve. We cover everything from how to navigate asking your manager for more money, to what you should be looking for before signing a new employment contract. We leave time for group discussion and Q&A to ensure all your questions are answered. This workshop is led by Jillian Climie, who has spent her career in executive compensation, and Sophie Warwick, who specializes in developing in-house gender equity policies and chairing Employee Resource Groups.

### Key takeaways include:

- What pieces of compensation & benefits are appropriate to push on (beyond salary).
- How compensation decisions are made within employers.
- What you should and shouldn't use as rationale for a pay increase.
- The biases women face in negotiations, and how to work around them.
- When you should be bringing up compensation, and how to frame the ask.

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

## 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 compensation 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 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 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.