

# The Thoughtful Co.



## Workshops

### Confidence Unleashed: Excelling in Performance Reviews & Interviews (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 or job interview. 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 employer.
- Asking questions to ensure you have the information needed to make an informed decision.
- How to research effectively & 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

"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.

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