

The Thoughtful Co.

Workshops

Building Energizing Employee Resource Group Events (60 minutes)

This workshop will help you align your ERG with company culture and develop energizing programming for years to come. We'll discuss strategies for building an impactful calendar and events that are unique and engaging for all employees. By creating inclusive and dynamic initiatives, your ERG can foster a stronger sense of community and drive meaningful change within your organization. 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:

- Aligning your event cadence & structure with company culture.
- Determining who should be attending which events.
- Identifying & empowering champions who can amplify the event.
- Finding the balance between educational & community building programming.
- Learning about different event structures & how to build a unique and impactful calendar.

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