

# Advance Your Career with Confidence: Master Compensation Negotiation

**Are you ready to transform your approach to compensation negotiation?** The Thoughtful Co's Group Coaching is here to guide you on this journey. Our expertly designed sessions, led by seasoned industry professionals, are crafted to equip you with the essential skills and strategies for successful negotiation. Tailor-made for the ambitious professional, our program goes beyond basic preparation; it's a deep dive into building the confidence and skills you need to not just participate in, but lead, those all-important pay conversations.

## Achieve a 25% Increase in Your Compensation

Women who have worked with The Thoughtful Co on average received a 25% increase in their compensation. This notable achievement underscores the effectiveness of our program in equipping women with the skills and confidence needed for successful negotiations.

## How We'll Spend the Time

All sessions offer a blend of training from our compensation experts, and an opportunity to practice the skills you've learned and receive real-time feedback. Each session is 75 minutes and hosted virtually. Exact dates to be scheduled based on each cohorts' attendees availability.

### Session 1: Setting the Foundation

- Kick-off: short presentation on the fundamentals of compensation negotiation, how employers make pay decisions, and the different elements in a compensation package that can be negotiated.
- Exercise: we'll share our best practice compensation checklist to work through with participants, including the important elements of a contract to focus on, and highlight where you can ask for more.
- Open format discussion: we encourage open sharing of personal negotiation experiences to create a transparent and collaborative environment. By normalizing the negotiation process, our goal is to foster a space where successes, challenges, and lessons learned can be collectively explored.
- Q&A: we'll finish the session with Q&A on different structures in your compensation package.

### Session 2: Articulating Your Unique Skillset

- Kick-off: short presentation on how to identify and articulate your unique strengths, and why this is so important to compensation negotiation.
- Exercise: participants will delve deep and explore their unique strengths. Each participant will construct a comprehensive strength portfolio, identifying and leveraging their distinctive skills.
- Sharing: an opportunity for participants to present their strengths and receive feedback from the group. This session establishes a supportive environment for honing and refining skills, setting the stage for self-discovery and mutual empowerment.
- Q&A: we'll finish the session with Q&A on confidently articulating your unique skillset.

### Session 3: Negotiate with Confidence

- Kick-off: short presentation on using our negotiation script structure to confidently ask for the compensation you deserve, as well as biases women face in negotiations and how to work around them.
- Exercise: participants will craft their negotiation scripts with support from the facilitators, including scenario testing different responses.
- Sharing: an opportunity for participants to present their script to the group and hear feedback to refine it. You will leave this session with a ready-to-use script to negotiate your compensation with confidence.
- Q&A: we'll finish the session with a final Q&A for anything that came up during the three sessions.

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## Program Structure

- **Time Commitment:** Our first 2024 group coaching cohort consists of three 75-minute interactive sessions.
- **Facilitators:** Each session will be hosted by Jillian Climie and Sophie Warwick (see bios below).
- **Platform:** All sessions will be hosted virtually over Zoom.
- **Scheduling the Session:** Once each cohort is registered, we will schedule timing of each of the three sessions in three week increments.
- **Group Size:** Space will be limited in each cohort to maximize engagement and participation.
- **Confidentiality:** All participants will sign a confidentiality agreement to confirm that anything shared in the session will be kept completely confidential.

## Investment

**Price:** \$360.00 + tax for all three sessions.

**Can only attend one session?** Individual sessions can be attended for \$155 + tax, but full programs will be prioritized.

### Facilitator: 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. 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.



### Facilitator: Sophie Warwick (she/her)

Sophie Warwick, Co-Founder of the Thoughtful Co, specializes in developing in-house gender equity policies, chairing Employee Resource Groups, and supporting women in advocating for themselves. 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.

# The Thoughtful Co.



## Contact Us

Please reach out to us if you're interested in attending!

Email: [contact@thethoughtfulco.net](mailto:contact@thethoughtfulco.net)

Website: [www.thethoughtfulco.net](http://www.thethoughtfulco.net)

Instagram: [@thethoughtful.co](https://www.instagram.com/thethoughtful.co)

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*"The Thoughtful Co reviewed an offer I had and provided me with a much needed sanity check, particularly on private company stock options. They were insightful, knowledgeable, **raised the right questions and understands the nuances in programs across various industries.** I highly recommend The Thoughtful Co!"*

- Director, Technology Industry

*"One thing I've learned is to not fake expertise when you can just talk to an expert. I was excited about my job offer but hadn't negotiated a new job in years. The Thoughtful Co helped me understand the questions to ask, where to push, how to think about private company stock options. They listened to my needs and applied their expertise to help me make sure I was getting what was fair. As important, **The Thoughtful Co made me feel more confident with this big life decision.** I highly recommend The Thoughtful Co."*

- Chief Design Officer, Technology Industry

*"I would recommend The Thoughtful Co to anyone looking to negotiate their salary. From our very first session, it was evident that they are not only experienced in these conversations but also have a strong understanding of the market and how compensation works across different industries and geographies so all of the advice provided was always relevant. The Thoughtful Co is **approachable and honest and their investment in their clients' success makes them both a pleasure to work with** and effective professionals. I am very happy to have worked with them and I'm very grateful for the outcomes of my sessions."*

- Associate, Investment Industry

*"I am incredibly grateful to the thorough, professional, and, yes, thoughtful approach that The Thoughtful Co has provided me in not only salary negotiations but also in helping see different perspectives on major career decisions. They **helped me not just with tips on negotiation but such a detailed view of the market that I was able to go in to all conversations with deep confidence.** The Thoughtful Co is providing services that I wish I had access to early in my career - it would have changed the way I advocated for myself and how I coached other women to advocate for themselves. I know I'll work with them again in the future and could not more highly recommend The Thoughtful Co."*

- President, Retail Industry