

# The Thoughtful Co.



## Workshops

### Negotiating Your Entire Compensation Package: Executive Level (60 minutes)

This workshop is designed for women who are moving to more senior stages of their career, and want to ensure they're being paid appropriately for the value they're delivering. We touch on publicly disclosed executive compensation, and how you can use this information to negotiate. We also discuss how bias impacts women in negotiations at all levels of their career, and how to navigate these biases. 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:

- How to read a proxy circular / management information circular (MIC) and what to look out for.
- The importance of negotiating equity and bonus as you get more senior in your career.
- How to frame your compensation ask.
- Questions to ask on your equity compensation (stock options, restricted stock units, performance stock units, or share appreciation rights).
- The biases women face in negotiations, and how to work around them.

**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 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**