

# EQUITY TARGETS, METRICS & EFFECTIVE DATA TRACKING WORKSHOP

Our mission is to enable recognition, opportunity and influence for women in the workplace through individual and employer coaching.

How to identify key metrics to track in your organization (& frequency of tracking)

How to interpret results and when to make policy changes if the needle isn't moving

How to implement meaningful tracking tools & enroll senior leaders

Defining realistic and ambitious goals to make impactful change

Understanding the significance of the data analysis and what flags to watch out for

## SUGGESTED STRUCTURE

Welcome & introductions (5 minutes)

Targets, metrics & tracking presentation (30 minutes)

Breakout rooms (15 minutes)

Questions & answers (10 minutes)

## ABOUT US

### Jillian Climie, Co-Founder (she/her)

Jillian has spent her career advising individuals and teams in executive compensation, both as a consultant and in-house at two global retailers. Most recently at Lululemon, she led the global equity compensation and executive compensation teams. At The Thoughtful Co she leverages her niche and technical experience, coupled with her passion for gender equity, to empower women to get paid what they deserve.

### Sophie Warwick, Co-Founder (she/her)

Sophie 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.

## CONTACT

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

 [The Thoughtful Co.](https://www.linkedin.com/company/the-thoughtful-co)

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

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

\*Fees are dependent on course structure and group size. Contact us today to get a quote and schedule a workshop.

\*\*"Women" includes anyone who identifies as a woman.