

# Workshops

See our website to learn more about the other workshops we offer.

By: The Thoughtful Co. 

*"It was really educational and provoked meaningful conversations."*

*- 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*

## Confident Conversations: Empowering Managers on Compensation (60 minutes)

One of the hardest parts of becoming a people manager is having to decide on and communicate compensation increases for your team. In this workshop, we'll discuss how to have these compensation conversations in a candid, productive way, without sacrificing who you are as a leader. We leave time for group discussion and Q&A to ensure all your questions are answered. This workshop is led by Jillian Climie, who has spent her career in executive compensation, and Sophie Warwick, who specializes in developing in-house gender equity policies and chairing Employee Resource Groups.

### Key takeaways include:

- Prepping for compensation conversations outside of year-end.
- How to frame year-end compensation discussions with your team.
- Biases you should be aware of when making compensation decisions.
- Strategies on getting creative for budget-constrained situations.
- Sharing stories on tough conversations.

**Format:** we offer both virtual and in-person workshops. Contact us today to learn more about our fees.

## 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 compensation 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.



## 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 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.