

The Thoughtful Co.



Workshops

Negotiate for the Compensation You Deserve (60 minutes)

This workshop will enable you to feel confident in asking for the compensation you deserve. We'll guide you through the entire process—from navigating conversations with leadership about salary increases to understanding critical details before signing a new employment contract. Plus, we'll highlight common negotiation pitfalls and how to avoid them. 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:

- All the elements of compensation & benefits that are negotiable (beyond salary).
- How compensation decisions are made within employers.
- What you should and shouldn't use as rationale for a pay increase.
- The biases women face in negotiations, and how to work around them.
- When you should be bringing up compensation, and how to frame the ask in a positive & confident manner.

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