

# Workshops

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

By: The Thoughtful Co. 

*"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

## Confidence Unleashed: Excelling in Performance Reviews (60 minutes)

This workshop will teach you how to communicate your unique strengths and skill-set with confidence to excel in your next performance review. We discuss what you can be doing throughout the year to ensure you're prepared well in advance of the review, and focus on strategies that enable you to concisely but confidently articulate your value to an employer. 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:

- Communicating your strengths with confidence & leveraging your unique skill set.
- Setting the stage for a positive & productive conversation that serves you and your employer.
- Asking questions to ensure you have the information needed to make an informed decision.
- How to research effectively and learn from your network to lead an impactful discussion.
- Understanding your non-negotiables & where you do, and don't, have room for flexibility.

**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.