

# Workshops

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

By: The Thoughtful Co. 

*"They were thorough, detailed, and provided me with very good strategic advice."*

*- Vice president, technology industry*

*"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*

## Actionable Strategies for Building Diverse & Inclusive Workplaces (60 minutes)

This workshop is designed to empower leadership teams to foster inclusive workplaces. We'll share practical strategies to start making meaningful change tomorrow. Discover how these approaches can create a workplace culture that values diversity, equity, and belonging, ultimately enhancing employee satisfaction and organizational success. This workshop is led by Sophie Warwick, who specializes in developing in-house gender equity policies and chairing Employee Resource Groups, and Jillian Climie, who has spent her career in executive compensation and corporate governance.

### Key takeaways include:

- Understand the impact diversity has on innovation and engagement.
- Discover practical steps and strategies to cultivate a positive and inclusive workplace culture.
- Learn the benefits of inclusive policies in developing diverse talent, fostering leadership skills, and creating a supportive environment for career growth.
- Establish transparent communication to create a culture where diverse voices are heard and valued.

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

## 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.



## 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. 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 technical and niche experience, coupled with her passion for gender equity, to build more inclusive workplaces.