

The Thoughtful Co.

Workshops

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. You'll leave equipped with tools to foster transparency and trust, ensuring your team feels valued and motivated while maintaining alignment with organizational goals. 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:

- 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.

Testimonials

"It was really educational and provoked meaningful conversations."

- Workshop attendee

"It was fantastic and eye opening!"

- 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."

- 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 equips both individuals and organizations to achieve measurable results through equitable compensation and workplace strategies. She coaches women to confidently negotiate salary, equity, benefits, and parental leave, and advises employers on gender equity policies, fair promotion frameworks, and impactful Employee Resource Groups (ERGs). With over a decade of industry experience, she brings analytical rigor and strategic insight to her work. Sophie also co-founded Women in Consulting Engineering (WCE) Vancouver, now a national organization with thousands of members.

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**