

# The Thoughtful Co.

## Workshops

### Understanding and Combating Workplace Biases (60 minutes)

This workshop will explore the common biases that often manifest in workplace settings. Through real-life scenarios, attendees will gain insight into how these biases can impact decision-making, team dynamics, and overall workplace culture. We leave time for group discussion and Q&A to ensure all questions are answered.

This workshop is led by either Jillian Climie or Sophie Warwick, see speaker bios below.

#### Key takeaways include:

- Learn to recognize various types of workplace biases, such as unconscious bias, affinity bias, and confirmation bias.
- Understand how these biases manifest in everyday work situations through detailed examples.
- Discover how biases can influence hiring, promotions, team interactions, and performance evaluations.
- Gain tools and techniques to mitigate biases in yourself and your team, promoting fair and objective decision-making.
- Learn how to actively contribute to a work environment that values diversity and fosters equity through conscious, bias-free practices.

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

#### Testimonials

"The Thoughtful Co's dedication to promoting gender diversity and inclusion shines through in its content, discussions, and overall approach."

- Workshop host

"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 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:** [@thethoughtfulco](https://www.instagram.com/thethoughtfulco) | **Website:** [www.thethoughtfulco.net](https://www.thethoughtfulco.net) | **LinkedIn:** [The Thoughtful Co.](#) | **Email Us**