

The Thoughtful Co.

Workshops

Returning to Work: Turning Parental Leave into a Retention Strategy (60 minutes)

Many organizations invest significant effort preparing employees for parental leave, but far less attention is paid to what happens when they return. Yet the transition back to work is often the most challenging stage of the employee experience, and one of the greatest opportunities to retain talented employees.

This workshop explores practical strategies for supporting employees as they reintegrate into the workplace. We'll discuss the emotional realities of returning to work, manager responsibilities, flexibility, career development, and how organizations can create an experience that long-term retention. 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:

- Understanding the emotional and practical realities employees experience.
- Conducting meaningful return-to-work conversations and setting clear expectations.
- Rebuilding confidence, connection, and belonging after extended leave.
- Supporting career progression and reducing the "parenthood penalty."
- Developing strategies that improve engagement beyond the first weeks back.

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 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.

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