

The Thoughtful Co.



We advise employers on attracting and retaining women over the long-term.

CONTACT

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OUR MISSION

To enable recognition, opportunity and influence for women in the workplace through individual and employer coaching.

THE NEED

Women are underrepresented and underutilized in the workforce, which is preventing employers from retaining diverse teams that enable them to be sustainable, profitable, and innovative.

1 in 3 women have considered changing or leaving their jobs in the past year.

Company profits and stock price performance can be almost 50% higher when women are well represented at the top.

THE SOLUTION

Through the implementation of internal support groups, tailored benchmarking & tracking of diversity metrics, enhanced communication of employee brand, and coaching for women on sharing the wealth and power within organizations - 85% of women see improvements in their career and 91% of women stay with their current employer.

"The Thoughtful Co is approachable and honest and their investment in their clients' success makes them both a pleasure to work with and effective professionals."

ABOUT US



Jillian Climie

Gender-Based Analysis+ (GBA+)



Sophie Warwick

Gender-Based Analysis+ (GBA+),
P.Eng

Jillian Climie, Co-Founder (she/her)

Jillian has spent her career advising and leading teams in executive compensation and related 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. Additionally, she led all preparation for the Compensation Committee meetings of the Board, and the public disclosure of total rewards. She has spent her career providing research, analysis, materials and recommendations to the Boards and senior executives of organizations. She is a trusted leader and subject matter expert, and is passionate about creating workplaces that enable women to succeed.

Key Skills:

- Designing equitable compensation practices in hiring, promotions, and annual reviews
- Creating dashboard and metric tracking for senior leaders and Boards
- Incorporating equity into governance structures
- Financial and data analysis
- Developing equitable benefits policies

Sophie Warwick, Co-Founder (she/her)

Sophie has spent her career in structural engineering consulting where she designs multi-use and residential buildings, from early conception to project completion. As a founding member and co-Chair of the gender equity program, she analyzes gender metrics and implements policies to improve recruitment and retention. Seeking to connect with more women in her field and increase equity in the industry, she also co-founded and co-Chaired the non-profit Women in Consulting Engineering (WCE). After seeing first hand the value gender diversity provides in company and employee success, she is passionate about improving gender equity more broadly across other industries.

Key Skills:

- Advising on equity in STEM (science, technology, engineering, mathematics)
- Implementing employee resource groups for women
- Designing equitable hiring practices and talent pools
- Developing employee engagement surveys
- Implementing retention policies



Support

\$5,000 CAD

- Detailed review of current practices including but not limited to: hiring, promotion, and performance review practices; compensation and benefits policies; employee training and support programs
- Recommendations on go-forward policy and governance based on current standing and best practice
- Support in Employee Resource Group (ERG) implementation

► Rates at all levels are applicable to companies of 150 employees or less.

► Email us at contact@thethoughtfulco.net for custom proposals for larger companies and more info on our services.

Analyze

\$7,500 CAD

- Detailed review of current practices including but not limited to: hiring, promotion, and performance review practices; compensation and benefits policies; employee training and support programs
- Recommendations on go-forward policy and governance based on current standing, engagement survey results, and best practice
- Support in Employee Resource Group (ERG) implementation
- Employee engagement survey to benchmark current position internally
- Data analysis to identify key sources of discrepancies (if any)
- Recommendation of metrics tailored to company for progress tracking

Comprehensive

\$10,000 CAD

- Detailed review of current practices including but not limited to: hiring, promotion, and performance review practices; compensation and benefits policies; employee training and support programs
- Recommendations on go-forward policy and governance based on current standing, peers and engagement survey results
- Support in Employee Resource Group (ERG) implementation
- Employee engagement survey to benchmark current position internally
- Data analysis to identify key sources of discrepancies (if any)
- Recommendation of metrics and dashboard tailored to company for progress tracking
- Analysis and comparison with peer group (where publicly available) and The Thoughtful Co. surveys