

The Thoughtful Co.

Workshops

Supporting Employees Before & During Parental Leave (60 minutes)

The employee experience doesn't begin on the first day of leave, it starts long before. Organizations that thoughtfully prepare employees and leaders before leave begins create smoother transitions, reduce stress, and set the foundation for successful returns.

This workshop explores practical strategies for supporting employees throughout the parental leave journey. We'll discuss planning conversations, workload transitions, maintaining appropriate communication during leave, and ensuring employees feel supported without feeling pressured. 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:

- Preparing employees and managers for successful parental leave conversations.
- Creating effective transition and knowledge transfer plans.
- Determining appropriate communication while employees are on leave.
- Supporting different family structures and parental leave experiences.
- Building trust and connection that sets employees up for a successful return.

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.

Instagram: [@thethoughtful.co](https://www.instagram.com/thethoughtfulco) | **Website:** www.thethoughtfulco.net | **LinkedIn** | **Email Us**