

The Thoughtful Co.

Workshops

Leading Impactful Employee Resource Groups (60 minutes)

This workshop will help you develop and maintain successful Employee Resource Groups (ERGs) that effectively improve gender equity in the workplace. ERGs are critical in building a sense of community and belonging, identifying areas for improvement, and developing company specific policies that suit your culture and 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:

- Understanding & communicating the value of advocacy and support groups.
- How to develop an engaging group structure that can be maintained long-term.
- Selecting and coaching the right group champions, empowering them to succeed.
- Appreciating intersectionality and how different groups may work together.
- Setting up an annual calendar and enrolling key senior leaders.

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/thethoughtfulco) | **Website:** www.thethoughtfulco.net | **LinkedIn** | **Email Us**