

COMPENSATION SERVICES FOR WOMEN

The Thoughtful Co. 

Our mission is to enable recognition, opportunity and influence for women in the workplace through individual and employer coaching



One-on-one prep sessions for negotiations & year-end reviews



Contract review & commentary, including key questions to ask & where to negotiate



Support in understanding and valuing equity compensation



Preparation of negotiation "scripts" highlighting most impactful points



Financial modelling of compensation under various performance scenarios



Public company peer analysis (for senior executives)

Note: "Women" includes anyone who identifies as a woman.

Trusted by clients at: UBER, Wealthsimple, CBRE, Expedia, TELUS, Stripe, Canopy Growth, JP Morgan, CPPIB, Deloitte, Shopify, General Electric, SSENSE, and more.

TESTIMONIALS

"I would recommend The Thoughtful Co to anyone looking to negotiate their salary. From our very first session, it was evident that Jill is not only experienced in these conversations but also has a strong understanding of the market and how compensation works across different industries and geographies so the advice she provided was always relevant. Jill is approachable and honest and her investment in her clients' success makes her both a pleasure to work with and an effective professional. I am very happy to have worked with Jill and I'm very grateful for the outcomes of my sessions with her."

- Associate, Investment Industry

"One thing I've learned is to not fake expertise when you can just talk to an expert. I was excited about my job offer but hadn't negotiated a new job in years. The Thoughtful Co helped me understand the questions to ask, where to push, how to think about private company stock options. Jill listened to my needs and applied her expertise to help me make sure I was getting what was fair. As important, she and The Thoughtful Co made me feel more confident with this big life decision. I highly recommend Jill and The Thoughtful Co."

- Chief Design Officer, Technology Industry

ABOUT US

Jillian Climie, Co-Founder (she/her)

Jillian has spent her career advising individuals and teams in executive compensation, both as a consultant and in-house at two global retailers. Most recently at Lululemon, she led the global equity compensation and executive compensation teams. At The Thoughtful Co she leverages her niche and technical experience, coupled with her passion for gender equity, to empower women to get paid what they deserve.

Sophie Warwick, Co-Founder (she/her)

Sophie specializes in developing in-house gender equity policies and chairing Employee Resource Groups and advocacy groups. She uses her data analysis expertise from her engineering background to define targets and track growth and retention. In 2018, she Co-Founded Women in Consulting Engineering (WCE), a non-profit organization with over 500 members and monthly events to support and empower women in engineering.

CONTACT

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