



Workshops

Leading with Equity: Making Fair Compensation Decisions (60 minutes)

This insight-driven workshop is designed to equip people leaders with the confidence and tools to make equitable, informed compensation decisions, aligning with key Diversity, Equity and Inclusion principles. We'll explore the importance of making your team feel valued and supported, and leave you with tools to foster transparency and trust in your compensation conversations.

This workshop is led by either Jillian Climie or Sophie Warwick, see speaker bios below.

Key takeaways include:

- Recognize common biases in compensation decisions, and learn strategies to interrupt them.
- Understand how compensation structures can drive equity.
- Appreciate the impact of making your team feel valued for long-term talent retention.
- Explore how to think beyond salary: other elements of roles, responsibilities, recognition and total rewards.
- Prepare effectively for successful and confident compensation conversations.
- Learn from real stories of navigating tough conversations.

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