

Workshops

See our website to learn more about the other workshops we offer.

By: The Thoughtful Co. 

"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

Building Meaningful Mentorship Frameworks (60 minutes)

This workshop will help you define the philosophies and goals that underpin impactful mentorship programs, providing a clear vision that aligns best with your workplace's unique needs. We'll explore various structures and delve into strategies for building mentorship programs that leave a lasting impact. This workshop is led by Sophie Warwick, who specializes in developing in-house gender equity policies and chairing Employee Resource Groups, and Jillian Climie, who has spent her career in executive compensation.

Key takeaways include:

- Defining mentorship philosophies & goals to establish vision and purpose.
- Understanding the different types of mentorship structures to identify which is most suited for your workplace.
- Finding the balance between authenticity & structure in building impactful mentorship programs.
- Developing guidelines & expectations for Mentors and Mentees.
- Defining pairing & matching recommendations.

Format: we offer both virtual and in-person workshops. Contact us today to learn more about our fees.

Jillian Climie (she/her)

Jillian Climie, Co-Founder of The Thoughtful Co, has spent her career advising and leading teams in executive compensation and 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. After taking a pause, she realized she wanted more of three things in her professional life: thoroughness, passion and freedom. She Co-Founded The Thoughtful Co so she can leverage her niche and technical experience, coupled with her passion for gender equity, to empower women to get paid what they deserve.



Sophie Warwick (she/her)

Sophie Warwick, Co-Founder of the Thoughtful Co, 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. She co-founded The Thoughtful Co so she could build more gender inclusive workplaces and build representation of women at senior levels in all industries.