

The Thoughtful Co.

Workshops

Designing Inclusive Parental Leave Programs (60 minutes)

A parental leave policy is much more than an employee benefit, it is a powerful recruitment, retention, and inclusion strategy. Yet many organizations struggle with determining what should be included and how to structure employer top-ups.

In this workshop, we'll demystify the key components of parental leave policies and discuss practical considerations for building equitable, competitive, and sustainable programs. We'll explore common policy decisions, examples from leading employers, and strategies that support both employees and business needs. 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 how Employment Insurance (EI) interacts with employer parental leave policies.
- Designing equitable top-up programs and evaluating different approaches.
- Determining eligibility, benefits continuation, and policy inclusions.
- Identifying common policy gaps and opportunities to better support employees.
- Using parental leave policies as a competitive advantage for recruitment and retention.

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: [@thethoughtfulco](https://www.instagram.com/thethoughtfulco) | **Website:** www.thethoughtfulco.net | **LinkedIn:** [The Thoughtful Co.](#) | **Email Us**