

The Thoughtful Co.

Compensation Negotiation Workshops

Structure

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

Length: 60 minutes, interactive including roundtable discussion and Q&A.

- » **Negotiate for the Compensation You Deserve.** This workshop will enable you to feel confident in asking for the compensation you deserve. We'll guide you through the entire process, from navigating conversations with leadership about salary increases to understanding critical details before signing a new employment contract.
- » **Negotiating Your Entire Compensation Package: Executive Level.** This workshop is designed for women who are moving to more senior stages of their career, and want to ensure they're being paid appropriately for the value they're delivering. We touch on publicly disclosed executive compensation, and how you can use this information to negotiate.
- » **Unlocking Wealth: Mastering Stock Options & RSUs.** This workshop will teach you the fundamentals of stock options and restricted stock units (RSUs), and give you the knowledge and tools to confidently negotiate your equity compensation. We will demystify stock options and RSUs, guiding you through how they work, the essential questions to ask, and which aspects are most open to negotiation.
- » **Powerfully Negotiating Your Value.** This workshop will help you frame your compensation ask. We walk through our compensation negotiation template that helps our clients achieve a +25% increase in their compensation package on average, and practice using it with other attendees.
- » **Getting the Promotion: Positioning Yourself for the Next Step.** This interactive workshop will give you the tools, language, and strategy to confidently advocate for your next career move. Whether you're preparing for a formal performance review or an ad hoc one-on-one conversation with your leader, we'll walk through exactly how to position yourself for success.
- » **Charging What You Deserve: Rate-Setting for Entrepreneurs.** This workshop equips consultants, coaches and entrepreneurs with the tools they need to make effective rate-setting decisions that maximize profitability. Discover alternative payment methods and gain the confidence to articulate your unique selling points, ensuring you bill all hours effectively.

Testimonials

"One of the most impressive aspects of The Thoughtful Co.'s workshop was its focus on compensation negotiation. This is an area where many women face significant challenges, and the workshop offered guidance on how to overcome these obstacles. We learned strategies for conducting research, presenting our value, and confidently negotiating for fair and equitable compensation.

These workshops empower female professionals to take control of their career and strive for the recognition and compensation they deserve. Thank you, The Thoughtful Co, for your unwavering commitment to empowering women and fostering their success."

- Tara York, CFA
Cincinnati

"Your advice changed my life!"

-Workshop Attendee

For full workshop descriptions, see our website here.

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

Professional Development Workshops (1/2)

Structure

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Length: 60 minutes, interactive including roundtable discussion and Q&A.

- **Advocating for Yourself at Work.** This workshop will help you understand your value, and teach you how to communicate what you need to be successful in your role. We'll review how to articulate your strengths, navigate difficult conversations, and set boundaries at work.
- **Confidence Unleashed: Excelling in Performance Reviews & Interviews.** This workshop will teach you how to communicate your unique strengths and skillset with confidence to excel in your next performance review or job interview. We discuss what you can be doing throughout the year to ensure you're prepared well in advance of the review, and focus on strategies that enable you to concisely but confidently articulate your value to an employer.
- **Mentorship with Purpose: Empowering Growth Together.** This workshop will discuss how to foster impactful and sustainable mentorship and sponsorship relationships – both as a mentor and a mentee. We'll teach you actionable strategies to build mutually beneficial connections that will grow with you over your career.
- **Building Your Career Plan.** This workshop will support attendees in building out a concrete career map that sets the stage for them to achieve their goals. We'll work on actionable planning you can start today, that will help you get to where you want to be in the future.
- **Career Boost: Authentic Networking for Impact.** This workshop guides attendees on how to network with confidence and build meaningful long-term connections. Participants will learn essential networking strategies that go beyond mere introductions, focusing on creating authentic relationships that foster professional growth.
- **Understanding and Combating Workplace Biases.** This workshop will explore the common biases that often manifest in workplace settings. Through real-life scenarios, attendees will gain insight into how these biases can impact decision-making, team dynamics, and overall workplace culture.
- **Effective Communication.** This workshop focuses on enhancing interpersonal communication skills at work by emphasizing empathy and fostering confident and value-driven interactions. Participants will learn techniques to communicate effectively, build stronger relationships, and create an inclusive environment.

Testimonials

"The Thoughtful Co put on a terrific workshop for Edmonton CREW focusing on all aspects of compensation and negotiation. They are incredibly knowledgeable and skilled in the 'why' and the 'how' of negotiation and were able to provide perspective on how compensation decisions are made on the executive level. Edmonton CREW highly recommends The Thoughtful Co. for group education workshops and our members look forward to working with TTC on an individual basis!"
– Jane Pascal, CREW Edmonton Director

"I left the session wishing I had you as my coach right out of university!"
– Workshop Attendee

"It was really educational and provoked meaningful conversations."
– Workshop Attendee

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Professional Development Workshops (2/2)

Structure

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

Length: 60 minutes, interactive including roundtable discussion and Q&A.

- » **Articulating Your Key Strengths.** This workshop is designed to help you identify and confidently communicate your unique strengths within your organization. You will explore ways to understand and define your skillset, and learn how to effectively articulate the value and impact you bring to your leader and the wider organization.
- » **Confident Conversations: Empowering Managers on Compensation.** This workshop will discuss how to have these compensation conversations in a candid, productive way, without sacrificing who you are as a leader. You'll leave equipped with tools to foster transparency and trust, ensuring your team feels valued and motivated while maintaining alignment with organizational goals.
- » **Own the Room: The Art of Authentic Public Speaking.** This workshop focuses on building confidence and authenticity in public speaking by helping participants develop a presentation style that feels natural, engaging, and aligned with their strengths. Through practical strategies and interactive exercises, attendees will learn how to communicate with impact, manage nerves, and create meaningful connections with their audience.

Testimonials

"I really enjoyed working with The Thoughtful Co. We chose to do a four-workshop series with them and got great feedback from our community after each event. They are extremely well-versed in their subject matter and were able to easily answer even the most technical of questions from our audience.

Would definitely recommend."

- Ashley van der Pouw Kraa, SCWIST

"The Thoughtful Co led a session on negotiation for our career accelerator program in 2023. It was the highest ranked session (out of 5). TTC gave some great insight and perspective on why negotiation is important from the start of their career. They also explored barriers that women face when negotiating.

Excellent session and we will have them back!"

- Tarah McMaster, Senior Director, Events, Program Strategy & Stakeholders

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Policy & Inclusion (1/5)

Structure

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

Length: 60 minutes, interactive including roundtable discussion and Q&A.

- » **Unlocking the Value of Gender Equity at Work.** This workshop outlines how gender equity in the workplace enhances long-term financial performance, creates innovation, facilitates retention, and builds culture. By prioritizing gender diversity, your organization can unlock untapped potential, drive competitive advantage, and create a more resilient and sustainable workforce.
- » **Leading Impactful Employee Resource Groups.** 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.
- » **Active Allyship: Paving the Way to Inclusivity.** This workshop will help you understand the meaning of true inclusion by exploring what it means to be a dedicated and engaged ally. We'll teach you practical strategies to transform your positive intentions into meaningful actions that uplift and empower diverse experiences.
- » **Actionable Strategies for Building Diverse & Inclusive Workplaces.** This workshop is designed to empower leadership teams to foster inclusive workplaces. We'll share practical strategies to start making meaningful change tomorrow. Discover how these approaches can create a workplace culture that values diversity, equity, and belonging, ultimately enhancing employee satisfaction and organizational success.
- » **Building Equity Through Sponsorship Programs.** This workshop equips attendees with an understanding of the value and importance of sponsorship. Sponsorship programs help create equitable access to career opportunities, especially in senior positions, which is critical in closing the gender pay gap.
- » **Navigating Microaggressions.** This workshop is designed to equip you with the knowledge and tools to navigate microaggressions. Participants will learn to identify various forms of microaggressions, understand their impact, and develop strategies to address and overcome them.

Testimonials

"Our non-profit organization has been working with The Thoughtful Co for over a year running their workshop series. The Thoughtful Co prioritizes gender equality and inclusivity throughout its services, fostering an environment encouraging women's active participation and advancement. They recognize women's unique challenges in negotiation and leadership roles and provide tailored strategies and insights to overcome these obstacles. The Thoughtful Co.'s dedication to promoting gender diversity and inclusion shines through in its content, discussions, and overall approach, making them an excellent choice for organizations seeking to cultivate an inclusive and empowering workplace."

- Director, Non-Profit

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Policy & Inclusion (2/5)

Structure

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Length: 60 minutes, interactive including roundtable discussion and Q&A.

- » **Breaking Barriers: Mental Health & Work-Life Balance for Women of Colour.** A transformative and honest conversation about the challenges women of colour face in today's workplace, designed to support inclusion, well-being, and bold leadership. We'll unpack key terms and concepts, examine common microaggressions, and discuss how unconscious bias, tokenism, and invisibility can shape daily workplace experiences.
- » **From Intention to Impact: Driving Equity in Engineering.** This engaging workshop empowers professionals in the engineering and construction industries to understand the importance of building equitable, inclusive workplaces – and equips them with practical tools to take action, both as individuals and as employers.
- » **Unmasking The Gender Pay Gap.** This workshop delves into the complexities of the gender pay gap, exploring the key factors that contribute to this persistent issue. Participants will gain a comprehensive understanding of how the pay gap has evolved over time, the role of intersectionality, and how different industries are affected.
- » **Building Meaningful Mentorship Frameworks.** 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.
- » **Building Energizing Employee Resource Group Events.** This workshop will help you align your ERG with company culture and develop energizing programming for years to come. We'll discuss strategies for building an impactful calendar and events that are unique and engaging for all employees. By creating inclusive and dynamic initiatives, your ERG can foster a stronger sense of community and drive meaningful change within your organization.
- » **Leading with Equity: Making Fair Compensation Decisions.** 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.

Testimonials

"The two workshops offered by The Thoughtful Co were truly a transformative experience. The Thoughtful Co. is a remarkable organization dedicated to empowering women and fostering their professional and personal growth. The content was thoughtfully curated, covering a wide range of topics essential for selfadvocacy in the workplace. They are incredibly knowledgeable and passionate about the subject matter. They created a safe and inclusive environment, encouraging open discussions and providing practical advice that could be immediately applied to real-life situations. Their insights were invaluable, equipping our group with the skills and confidence we needed to effectively negotiate our worth and advocate for ourselves."

-Workshop Attendee

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Policy & Inclusion (3/5)

Structure

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Length: 60 minutes, interactive including roundtable discussion and Q&A.

- **Building Inclusive Workplaces: Track & Measure Success.** This workshop will help you set and track key gender equity metrics within your organization that lead to impactful change. We discuss how metrics should be linked to company strategy, and be objective and measurable to ensure their efficacy. By establishing clear benchmarks and tracking progress, you'll be able to drive meaningful improvements, hold your organization accountable, and demonstrate tangible results in your commitment to gender equity.
- **BC Pay Transparency Reporting Made Clear: Practical Steps & Strategic Insights.** British Columbia's new Pay Transparency requirements are rolling out and the clock is ticking! Organizations with 300+ employees in BC must now publish annual reports detailing gender-based pay data and other key metrics. By November 2026, this reporting obligation will apply to all organizations with 50+ employees in BC. In this session, we'll walk through what the new regulations mean in practice, including what must be included in your report, how to collect and analyze the necessary data, and common challenges organizations are facing.
- **Foundations of Diversity, Equity & Inclusion (DEI).** This 4 hour interactive workshop explores DEI through reflection and real-world examples. It begins with a privilege exercise to visualize how systemic factors shape opportunity and builds a shared understanding of concepts like equity, privilege, and intersectionality. Participants also examine how unconscious bias influences workplace decisions. The session connects DEI to organizational purpose, showing how inclusion drives innovation and retention.
- **Total Rewards That Work: Attracting and Keeping Top Talent in Engineering & Construction.** This workshop will teach you how to strategically use the total rewards package to influence your ability to attract and retain top talent. We break down what "total rewards" really means, from base pay and bonuses to benefits, perks, and long-term incentives, and explore how each component plays a role in building a competitive and sustainable workforce. We'll discuss Engineering & Construction specific challenges, what candidates value most today, and how employers can stand out.

Testimonials

"The insights shared by the Thoughtful Co were beyond valuable. Learning to network authentically has significantly enhanced my confidence and impact in various professional settings. They truly understand their subject matter. Their workshops are a must for anyone looking to elevate their career. Grateful for the invaluable skills gained."
-Workshop Attendee

"Our workshop with the The Thoughtful Co was a great experience for our community. The session provided them with practical tools and strategies to navigate negotiations with confidence. They were engaging and responsive, and created a welcoming environment that encouraged open dialogue. The feedback from our attendees has been overwhelmingly positive, and we look forward to working with The Thoughtful Co again."
-Workshop Attendee

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Policy & Inclusion (4/5)

Structure

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Length: 60 minutes, interactive including roundtable discussion and Q&A.

- **Beyond One Lens: Understanding Intersectionality at Work.** This workshop explores how overlapping identities shape workplace experiences and how bias can be experienced differently based on someone's intersectional identity. Through real-life scenarios, attendees will gain insight into how multiple factors such as race, gender, class, ability, and more, interact to influence opportunity and outcomes at work.
- **Designing Inclusive Parental Leave Programs.** This workshop will 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.
- **Supporting Employees Before & During Parental Leave.** This workshop explores practical strategies for supporting employees throughout the parental leave journey. We'll discuss planning conversations, workload transitions, maintaining appropriate communication during leave, and ensuring employees feel supported without feeling pressured. We leave time for group discussion and Q&A to ensure all your questions are answered.
- **Returning to Work: Turning Parental Leave into a Retention Strategy.** This workshop explores practical strategies for supporting employees as they reintegrate into the workplace. We'll discuss the emotional realities of returning to work, manager responsibilities, flexibility, career development, and how organizations can create an experience that long-term retention. We leave time for group discussion and Q&A to ensure all your questions are answered.
- **Leading Before the Title: Building Influence at Every Career Stage.** This workshop is designed to help emerging professionals build credibility, take ownership of their careers, and positively influence their teams from any position. We'll explore how to communicate with confidence, build strong relationships with leaders and colleagues, proactively seek opportunities for growth, and develop a professional reputation that demonstrates readiness for greater responsibility.

Testimonials

"The workshop was seamlessly delivered, professional and had lots of great takeaways. I loved the post session takeaway sheet which had all the important info covered during the session available for future reference."
-Workshop Attendee

"The Thoughtful Co. did a great job of delivering what we asked for. They were skilled moderators that led the conversation in a way that felt natural while still focusing on the points that were where there was value and learning. The entire process from planning the session to delivery on the day of the workshop was a great experience!"
-Workshop Attendee

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Policy & Inclusion (5/5)

Structure

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Length: 60 minutes, interactive including roundtable discussion and Q&A.

» **Bridging the Generational Divide: Communicating and Collaborating Across Career Stages.** Today's workplaces bring together people at many different career stages, each with their own expectations and approaches to work. Differences can emerge around communication, feedback, flexibility, career progression, and leadership, but they can also create valuable opportunities to learn from one another. This interactive workshop provides practical strategies for navigating these differences with curiosity, and building stronger, mutually beneficial working relationships.

» **Pressure, Perception and Professional Reputation: Navigating the Early Years of Your Career.** The early stages of a career can come with significant pressure to prove yourself and appear confident. This workshop helps emerging professionals navigate that pressure while building a strong and trusted professional reputation. We'll explore how to respond constructively when things don't go as planned, communicate through challenges, and build trust through effective communication.

Testimonials

"The workshop was seamlessly delivered, professional and had lots of great takeaways. I loved the post session takeaway sheet which had all the important info covered during the session available for future reference."
-Workshop Attendee

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The Thoughtful Co.

Facilitators

Jillian Climie, Co-CEO & Co-Founder (she/her)

Jillian specializes in leveraging her strategic human resources background to help women advocate for themselves 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., she has partnered with organizations across North America, including QuadReal, Thurber Engineering, IPassword, Article Furniture, ISL Engineering, and Nokia.



Sophie Warwick, Co-CEO & Co-Founder (she/her)

Sophie equips both individuals and organizations to achieve measurable results through equitable compensation and workplace strategies. She coaches women to confidently advocate for themselves, and advises employers on gender equity policies, fair promotion frameworks, and impactful Employee Resource Groups (ERGs). With over a decade of industry experience and a Master's in Structural and Earthquake Engineering from UBC, 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.

Staphanie Leah, Workshop Facilitator (she/her)

Staphanie is a dynamic Human Resources leader and facilitator with over a decade of experience transforming workplaces across the non-profit and social impact sectors. She is deeply passionate about building equitable, inclusive, and compassionate organizations where people feel seen, supported, and empowered to thrive. Beyond her HR leadership, Staphanie has championed organization-wide initiatives that center equity, belonging, and employee well-being, working hand-in-hand with executive teams to cultivate cultures grounded in empathy and accountability. As a woman of colour, Staphanie brings both expertise and lived experience to her work.



Katherine Eriksen, Workshop Facilitator (she/her)

Katherine Eriksen is the founder of Cat & Mouse Recruitment and a recruitment/HR leader with more than 25 years of experience supporting employers through complex hiring and retention challenges. After building her career in both agency and in-house leadership roles, Katherine launched Cat & Mouse Recruitment in December 2023 to deliver practical, highly customized recruitment and fractional HR support for small to mid-sized organizations across British Columbia and Alberta.

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“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

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The Thoughtful Co.

About Us

The Thoughtful Co. is a consultancy that supports women in negotiating their compensation and advises employers on improving gender equity in the workplace. Our mission is to enable recognition, opportunity and influence for women in the workplace.



COMPENSATION IS MORE THAN JUST A PAY CHEQUE.

We specialize in guiding women through the intricacies of compensation and contract negotiations to get you paid what you deserve.

WHY WORK WITH US?

25% average increase in compensation

- We are dedicated to providing support within 24-48 hours
- We provide leading industry data & recommendations
- Leave with a negotiation blueprint

Employers Our Clients Have Negotiated With



**BOOK A FREE
INTRO CALL**



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