

Workshops

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

By: The Thoughtful Co. 

"They were thorough, detailed, and provided me with very good strategic advice."

- Vice president, technology industry

"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

Elevate Your Career with Sponsorship (60 minutes)

"Women are over-mentored and under-sponsored". 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. Learn how to build impactful programs and unlock the value of sponsorship in your workplace today. 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 and corporate governance.

Key takeaways include:

- Understand the impact sponsorship has on accessibility of senior positions.
- Learn the biases women face that effect their access to sponsorship.
- Discover the power of formal sponsorship programs in achieving equitable and inclusive workplaces.
- Understand how sponsorship integrates with mentorship.
- Establish strategies to implement sponsorship programs in your organizations.

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

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 1,000 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.



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 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 technical and niche experience, coupled with her passion for gender equity, to build more inclusive workplaces.