

The Thoughtful Co.

Workshops

Charging What You Deserve: Rate-Setting for Entrepreneurs (60 minutes)

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. 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:

- Gain the expertise to set rates strategically, whether by the hour, on retainer, or per project.
- Optimize billing cadence for invoicing to ensure you receive fair compensation for your work.
- Recognize the influence of location and client type on your pricing strategy.
- Identify your non-negotiables and confidently communicate your unique value to clients.
- Appreciate the impact of taxation on your earnings.

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

Testimonials

"They were thorough, detailed, and provided me with very good strategic advice."
- Vice president, technology industry

"It was fantastic and eye opening!"
- Workshop attendee

"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."
- 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 equips both individuals and organizations to achieve measurable results through equitable compensation and workplace strategies. She coaches women to confidently negotiate salary, equity, benefits, and parental leave, and advises employers on gender equity policies, fair promotion frameworks, and impactful Employee Resource Groups (ERGs). With over a decade of industry experience, 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.

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

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