

Re-engaging Club Leaders

A 3-Part Series · Part One

Re-engaging former leaders, women who have “been there, done that” and stepped back, requires a fundamentally different approach than developing emerging or early-career leaders. Traditional incentives like title elevation, basic committee seats, or standard promotional roles often feel like “more of the same” work without new value or inspiration.

To stimulate leadership in experienced women who have stepped back, the focus must shift from operational execution to **high-impact influence, purposeful legacy, and low-friction engagement.**

1 Shift from Executive Execution to Strategic Mentorship & Legacy

When seasoned leaders step back, it is often due to burnout, administrative fatigue, or a feeling that they have plateaued in their contributions. They rarely want to manage logistics again, but they frequently care about legacy and continuous purpose.

- **Sponsorship & Catalyst Roles:** Position them not merely as traditional “mentors” (which can feel passive or labor-intensive), but as **Sponsors** or **Strategic Advisors** for high-potential emerging leaders.
- **Legacy Projects:** Invite them to champion targeted, time-bound initiatives that address system-level challenges, projects where their perspective can shape the organization’s long-term direction without trapping them in operational maintenance.

2 Tailor High-Impact, Low-Friction Engagements

Former leaders often step back because of demanding time commitments or rigid structures. Re-engaging them requires modern, flexible entry points.

- **Advisory Panels & Task Forces:** Engage them in targeted, finite consultative groups (e.g., a 3-month strategic advisory board or a high-level policy review) rather than open-ended standing committees.
- **Thought Leadership & Roundtable Moderation:** Involve them in guiding strategic dialogues, moderating panels, or facilitating high-level exchanges where their depth of expertise shines without requiring continuous administrative overhead.