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ONTARIO COUNCIL

Re-engaging Club Leaders

A 3-Part Series · Part Two · (Find Part One in the News Section)

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.**

3 Reframe the Value Proposition: Novelty & Systems-Level Challenge

To overcome the "been there, done that" mindset, the work itself must offer new complexity or a different vantage point.

- **Complex Problem-Solving:** Place them in roles focused on systemic reform, advocacy, or organizational transformation, challenges they may not have had the latitude or focus to tackle during their full-time tenure.
- **Cross-Sector Innovation:** Connect them with interdisciplinary or cross-organizational initiatives where they can apply their experience to entirely new contexts or broader community ecosystems.

4 Provide Autonomy, Agency, and Peer Networks

Experienced leaders thrive when granted full trust and autonomy, paired with meaningful peer connections.

- **Peer-to-Peer Cohorts:** Build networks or roundtables specifically for former senior leaders so they can collaborate, exchange insights, and problem-solve alongside peers with comparable backgrounds.
- **Self-Directed Initiatives:** Give them carte blanche to identify an area of opportunity within the organization or community and propose their own scope of involvement.