

NAVIGATING LEADERSHIP TRANSITIONS WITHIN THE FEMINIST ECOSYSTEM

Hosted by Shubha and Siby (RESURJ) | Feminist Leadership Convening 2025

When we talk about Feminist Leadership, we talk a lot about power - how it operates, how we can challenge it or use it for good. But one topic that often goes underaddressed is relinquishing and handing over our own power: that is, leadership transitions within organisations or movements. Perhaps for that reason, leadership transition was one of the most popular topics of our learning needs assessment we conducted to shape the content of the Feminist Leadership Convening.



Hosted by Shubha and Siby on behalf of [RESURJ](#), a Global South-led transnational feminist alliance for sexual and reproductive justice, committed to fostering stronger communities by building trust, nurturing solidarity, and sharing power.

Key takeaways

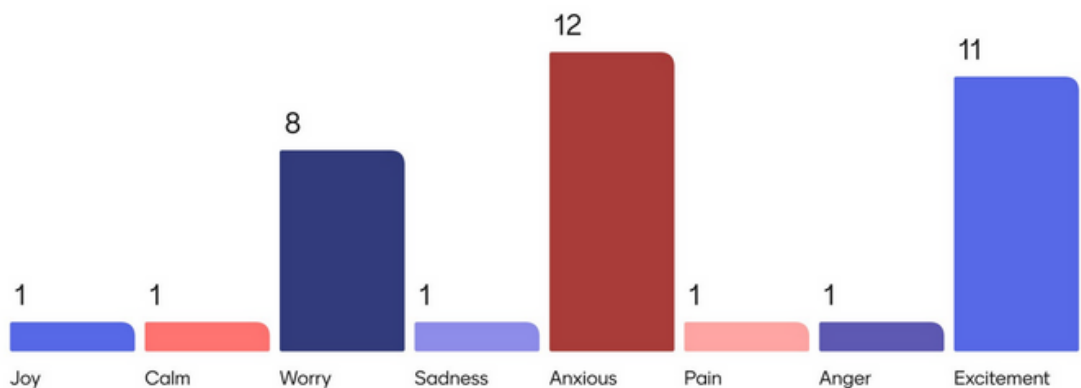
A significant part of the session was spent in collective discussion and mindmapping with participants. Here are some of the perspectives that emerged:

- **Leadership transitions are necessary to:**
 - Make space for new perspectives and fresh energy
 - Cross-fertilize across organisations and movements
 - Allow leaders who are exhausted to take a break, and give leadership opportunities to new voices
 - Test new leadership or governance structures
- **But they also come with many challenges:**
 - Risk of losing institutional knowledge and relationships if not documented or handed over
 - Building trust in new relationships
 - Conflict around who was chosen for the new role or a lack of transparency about the decision-making processes
 - Discomfort around the unknown or resistance to a new way of doing things
- **A feminist leadership transition would involve:**
 - Transparency, integrity, shared power and care
 - Embracing chaos
 - Gentle accountability
 - Ideally, external support

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What emotions come up for you when there is change?



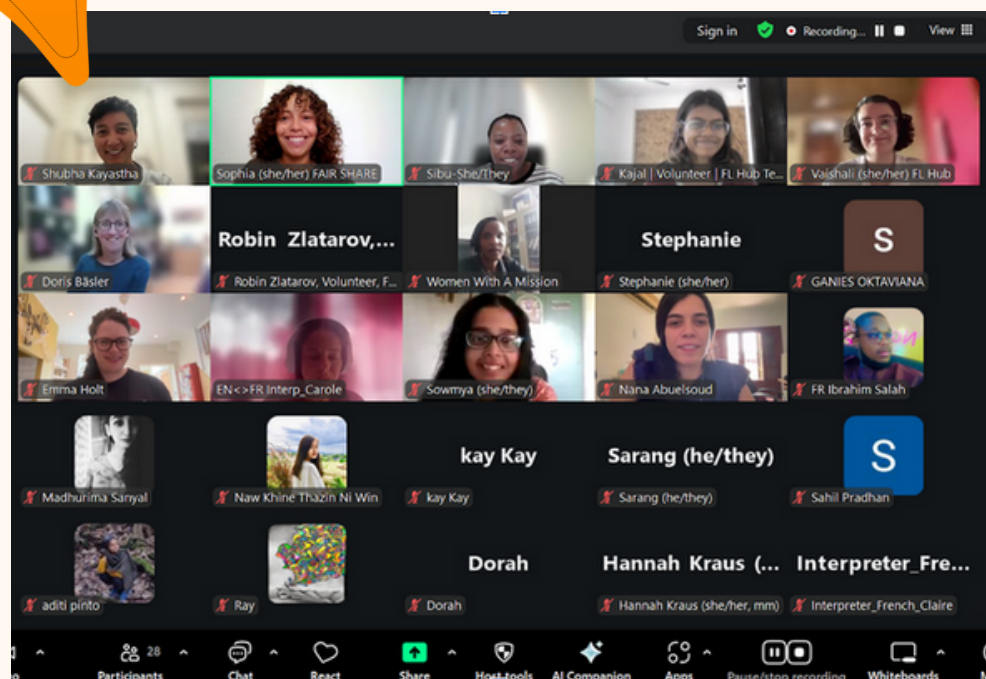
Journaling reflection exercise

Developed by RESURJ for this session

Think about a time you were involved with a leadership transition.

- Describe the sequence of events - what happened?
- Who was involved, and were any relationships affected?
- Did you feel supported- if so, how? If not, what kind of support was missing?
- What did you learn from the process?

You can access the full recording of this panel in the Feminist Leadership Hub.
Signing up is completely free!



“Leadership transitions are essential because it helps us embrace and cherish non-linear and non-binary spirals of time, energy, movement within our ecosystems [...] so that folks can step into rest and recovery, and show up to the work when the ecosystem of the body and the collective is attuned with it.”

Participant



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