

My Journey to the C-Suite Program

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Introduction

I was privileged to take part in the Journey to the C-Suite Program, a high-level leadership development initiative that combined intensive training, mentorship, and peer learning over three months. With both physical and online sessions, the program stretched me beyond my comfort zone, teaching me how to integrate leadership with life's demands.

This report shares the lessons I drew, my personal transformation, and how this experience positions me for greater contribution in leadership roles.

Core Lessons & Insights

a) Governance, Integrity & Value Creation

- Thanks to the program's partnership with PPDA, we had in-depth sessions across audit, legal, innovation, personal branding, organisational behavior and culture, financial management, and procurement processes, public sector law, public speaking among others. These sessions sharpened my appreciation for compliance, transparency, and ethical leadership in the public sector.
- We were challenged by speakers like Mr. Kamulegeya Francis, who asked us: "What is your value-add?" His message was clear; leaders must be value creators, not cost centers. That means being the best at what we do, delivering results, and inspiring confidence in our organizations.

b) Leading in an Era of Change and Innovation

We studied leadership in today's disruptive context shaped by digitization, innovation, and changing work cultures. Some highlights included:

- Corporate governance that balances accountability with innovation.
- Emotional intelligence as a foundation for building trust and influence.
- Work-life integration , moving beyond “balance” to harmonize personal and professional life.
- Executive communication, making reports, presentations, and decisions that persuade and inspire.

C) Peer Learning Across Institutions

Another highlight was engaging with leaders from diverse organizations -Government Institutions, telecoms, regulators, banks, and more. Each participant shared internal stories that enriched our sessions and provided real-world case studies but not forgetting the wisdom bites from Mr. Ainebyoona Jesse.

Participating Organisations & Partners



Highlights from Key speakers



Take Bold Decisions

- Ms. Jennifer Musisi (Former ED, KCCA): Reinforced the courage to take bold decisions while remaining anchored in values.
- Mr. Hassan Saleh Ali (MD, Multichoice): told us to guard the small things. That the 10% can undo the 90% of excellent work and called upon us to look for mentors.
- Ms. Pamela Natamba (PwC Partner): Shared on building governance systems that safeguard integrity and transparency.

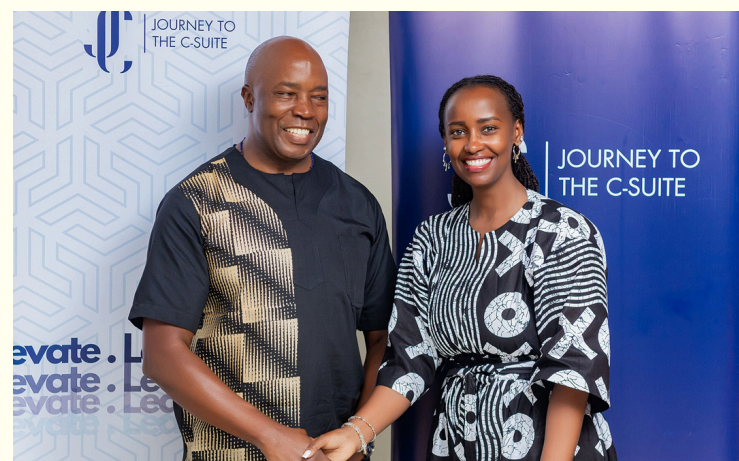


Lead by Example

- Counsel Kaggwa (Senior Practitioner, Construction Law): Inspired me to embrace patience, resilience, and excellence in niche professional practice.
- Mr. Mutebi Robert: Challenged us to know our value, because only then can we add value in decision-making spaces.



- Mr. Senyomo Paul: Cautioned us not to 'fatten the cow on market day'. A powerful reminder on the importance of preparation.
- Mr. Kamulegeya Francis took us through the power of personal leadership. That before you can be an effective leader in the C-Suite you must learn to lead yourself effectively. and lead by EXAMPLE!
- Janet Navvuga (Founder, Journey to the C-Suite): Emphasized executive presence and preparedness as cornerstones of leadership.



Personal Transformation



- Renewed Confidence – I can now step into leadership conversations with clarity and conviction.
- Strategic Thinking – I approach issues with a systems mindset, connecting legal, compliance, and operational aspects to long-term impact.
- Resilience & Adaptability – The program taught me how to stretch, remain grounded, and thrive under pressure.
- Executive Communication & presence – I have sharpened how I communicate, influence, and present ideas at senior levels.

Value To My Employer



- Strengthened Leadership Capacity: I am now doing my role at NWSC with fresh insights on governance, compliance, and organizational resilience.
- Cross-Sector Insights: Lessons from peers in other industries provide models NWSC can adapt.
- Institutional Visibility: My participation elevated NWSC's profile in a national leadership platform.



Conclusion

- The Journey to the C-Suite has been a truly transformative experience. It pushed me to integrate leadership with life, embrace resilience, and strengthen my confidence as a leader.
- I leave not only with new skills and networks but also with a deeper sense of purpose to continue serving and adding value to my employers.

