

SEPTEMBER 29, 2025: ISSUE 1

The Journey to the C-Suite

Elevate : Lead : Thrive

By Dan Lukyamuzi



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Reflection on JTC

I am excited to share with you my reflections on the "Journey to the C-Suite" program, a transformative experience that has significantly impacted my leadership journey. This newsletter captures key lessons learned, highlights memorable moments, and outlines my future plans

Reflecting on the sessions we have had since Monday, 7th July 2025, the program has been transformational for me, providing invaluable insights into leadership, strategy, and personal growth. Key takeaways include:

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TEAM NGUVU



Key Takeaways

Strategic thinking: Developing a comprehensive understanding of organizational strategy and its implications on leadership decision-making. Particularly this was approached through the journey planning model which considers a set of questions i.e. Who are we? Where are we now? Why are we here? Where are we going? How do we get there? What could stop us from getting there safe? What must we travel with? Who will journey with us? How do we know we are on the right path?

The above questions once properly understood & answered, will result into a deeper understanding and application of organisational strategy.

Effective communication: Enhancing my ability to articulate vision, inspire teams, and build strong relationships. Most importantly communication being the language of leaders, they must beware of the illusion that it has taken place.

Emotional intelligence: Recognizing the importance of self-awareness, empathy, and social skills in effective leadership. By developing these skills leaders are able to inspire & motivate their teams, make informed decisions that take into consideration multiple perspectives, build strong relationships with stakeholders and drive organisational success through effective leadership and collaboration.



It's not everyday that you find yourself in a team with outstanding collaboration & teamwork throughout the program. The name "Nguvu" which means "power" in the African Swahili language is a perfect reflection of the team's collective strength and determination.

Lead by Ms. Melody Atim and coached by Ms. Linda Namayanja, the team comprised of Ms. Dorothy Nakimera (Cohort President), Ms. Eva Naziwa Lubowa (Cohort Vice President), Ms. Faith Arinda, Mr. Pius Ceasar Kasule and myself Dan Lukyamuzi, demonstrated comradeship, supporting each other through challenges & celebrating successes. Their unity and dedication to shared goals are a testament to the power of teamwork in achieving excellence.

Kudos to Team Nguvu for setting a high standard for teamwork and collaboration! Your efforts have not only enhanced your own growth but also contributed to the program's overall success.



THE JOURNEY TO THE C-SUITE

My Top Sessions



Inclusive Leadership & Managing Across Generations by David Kaggwa:

In this session we got new perspectives on the bible story of David & Goliath and indeed as said by Malcolm Gladwell, we had gotten the story of David and Goliath all wrong. Goliath had always drawn his enemies into the known combat strategy of the time which enabled him defeat them each time. David went in with his own combat strategy after years of practice and this happened to be a strategy which Goliath was unprepared for. The lesson here is to keep refining your strategy & not get drawn into the enemies strategy. More details on this can be found in the Journey to the C-Suite.

Strategic Formulation & Monitoring (Turning vision into actionable roadmaps & performance indicators) by Alfred Brian Agaba:

This session leveraged on what Alfred called the Journey Planning Model. i.e., Who are we? Where are we now? Why are we here? Where are we going? How do we get there? What could stop us from getting there safe? What must we travel with? Who will journey with us? How do we know we are on the right path? This session leveraged on milk and dung all of which are a product from a cow that has been fed. With the cow being the organisation, Alfred took us on a strategic formulation & monitoring journey using the Journey Planning Model. The lesson in this was that a journey provides opportunity for learning, reflection & improvement & strategic planning is easier viewed as such.

What has worked for HSA by Hassan Saleh Ali: This session explored the inspiring life journey of **Mr. Hassan Saleh Ali** and stood out as one of the most impactful mentorship experiences of the entire program. It was filled with memorable lessons and powerful reflections such as: *"Is this the hill you want to die on?"*, *"You will always be confronted by managing up versus managing down"*, *"Don't be a smart A"*, *"In the C-Suite, you are a military general"*, *"The higher you climb, the more humble you must become"*, *"If you buy a dog, don't bark"*, and *"Perpetual optimism is a force multiplier."*

He reminded us that *"in most cases, what must be done right will be re-affirmed"* and warned that *"we often do excellent work on the 90% and neglect the remaining 10%, which can be catastrophic."*

For me personally, this session was deeply thought-provoking—one that offered lessons I will continue to reflect on long after the program.

Crafting Your Executive Value Proposition by Sylvia Mulomi:

This session was a powerful exploration of how to define and communicate one's executive value proposition. It challenged us to think deeply about *what we bring to the table*—our unique mix of expertise, leadership, and results—and in turn, what value the business gives back in recognition of that contribution. We examined what differentiates a *top C-Suite candidate*, the importance of *leading through uncertainty*, and the ability to *demonstrate tangible value creation* rather than merely telling a story or listing achievements.

My key takeaway was the importance of always showing my team *"what's in it for them"*—to connect every assignment to purpose, growth, and impact beyond monetary reward.

Going forward, I will be more intentional about articulating my value proposition in both leadership and organizational contexts. I plan to focus on measurable outcomes, ensure that each project I lead communicates mutual benefit, and empower my team to see how their work contributes to the bigger strategic picture.





Leadership in the Digital Age by Robert Mutebi:

This session with **Mr. Mutebi** was deeply thought-provoking and filled with insights that challenged conventional thinking about business, leadership, and human value in the digital age. He left us with powerful reflections such as: "You can only expect what you inspect," "There is no business today that is not digitalising," "Every service and every routine can be automated," and the critical question—"What unique abilities do you, as human capital managers and staff, possess that a machine cannot replace?"

He emphasized that "AI is built on historical data—the average of averages," reminding us that human creativity, intuition, and emotional intelligence remain irreplaceable. His focus on "Sales, sales, sales—learn how to sell" and "People do business with people they know, trust, or like" underscored the timeless value of relationships and trust in driving business growth. Other lessons—"Need or scarcity determines value," and "Go back to first principles thinking"—encouraged us to look beyond surface trends and rediscover the fundamentals of business success.

Key takeaway: I learned that the future belongs to leaders who combine digital intelligence with human insight—those who can leverage technology without losing the human touch.

Going forward, I will focus on strengthening my digital literacy, integrating data-driven decision-making into my work, and continuously reflecting on the human skills—empathy, judgment, communication—that no algorithm can replace.

The Power of Personal Leadership by Francis Kamulegeya:

This session with **Mr. Francis Kamulegeya** was one of the most personally transformative in the program. He began with a statement that has stayed with me ever since: "Procurement professionals have a tendency to hide behind process and fail to do the right thing. But the young professionals want different things." This challenged me to reflect deeply on my own practice and on how integrity, courage, and accountability must define leadership beyond procedural compliance.

He shared several profound lessons: "I am here to serve," "Learn to lead yourself effectively—it's an inside job," "Continuous lifelong learning, resilience, empathy, and integrity," "You can't be great when you are not feeling great," and "Value your time and be accountable to yourself." He also distinguished between *high potential* and *high performance*, reminding us of the need to balance ambition with consistent delivery. His thoughts on "Work-life integration" rather than "work-life balance" reframed how I think about harmony between personal wellness and professional purpose.

Key takeaway: Leadership begins with self-mastery. To lead others effectively, I must first lead myself—anchored in purpose, integrity, and self-awareness.

Going forward, I will focus on strengthening personal discipline and emotional intelligence, ensuring that my decisions reflect not just procedural correctness but moral courage and authenticity. I will also prioritize well-being and continuous learning, adopting a mindset of *integration* rather than *separation* between my personal and professional growth.



Top Three Speakers:

In my own opinion, the top three speakers were

1. Mr. Hassan Saleh Ali: What has worked for HAS?
2. Mr. Francis Kamulegeya: The Power of Personal Leadership.
3. Mr. David Kaggwa: Inclusive Leadership & Managing Across Generations.

The significant turning points for me were:

1. Self-awareness: Recognizing my strengths and areas for improvement.
2. Mentorship: Gaining guidance and support from experienced professionals.
3. Accountability: taking ownership for my progress, setting milestones and tracking achievements

Overall & Moving Forward:

Through all the sessions, a consistent theme emerged i.e. "leadership is both personal & strategic". It involves defining ones unique value, harnessing technology without losing humanity and cultivation of inner strength to lead with integrity and clarity.

As continue on the leadership journey, I will pursue clarity of purpose & humility, translation of strategy into value & impact, balance of digital intelligence with human empathy & finally continuous learning & personal discipline as a foundation for my professional growth.



Lastly, I am thrilled to applaud Ms. Janet Navvuga Bugembe the founder of The Journey to the C-Suite Program for this initiative which undoubtedly empowers individuals, fosters growth and will create a lasting impact on professionals in various sectors in Uganda. Her leadership and commitment to developing others is truly commendable. The Journey to the C-Suite is going to make a real difference.

Best regards,

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