



MY TRANSFORMATIONAL JOURNEY

Key Lessons and Learning in the 90 days
ESTHER NANFUMA EDITION

From High Potential to C-Suite Ready:

When I joined the Journey to the C-Suite (JTC) program in June 2025, my objective was clear: to transition from a high-potential middle manager to a visionary, strategic, and influential C-Suite leader. Over the past three months, this programme offered not only the space for deep personal growth but also world-class mentorship, structure, and insight to help make that vision a reality.

The programme featured 26 power-packed sessions each lasting three hours, designed to push boundaries, challenge perspectives, and equip us with the tools and mindset required to lead at the highest levels. These sessions were highly interactive, drawing from real-life leadership experiences and offering practical wisdom across diverse industries.



A selection of Key Topics Covered are noted below

- Managing taxation and compliance
- Navigating and shaping organizational culture
- Recruitment branding and talent management
- Embracing digital transformation
- Social media presence and professional branding
- Inclusive leadership and managing diversity



My Top 5 Lessons from the Journey

1. Leadership is about balance

Leadership means managing both upwards and downwards. This could involve, among others, aligning with executive vision while also supporting, empowering, and guiding your team through daily operations.



2. Every organization has its own DNA

It was noted that Organizational cultures are unique. Instead of making comparisons between organisations, the lesson here focuses on learning to understand, embrace, and manage both the positive and challenging aspects of one's work environment.



3. Find the middle ground

Great leaders strike a balance between empathy and accountability. Achieving team performance often comes down to understanding what motivates people and meeting them where they are.

4. Leadership is not about titles - it's about responsibility

It is less about being in charge, and more about caring for and empowering those you lead. Leadership is service, not status.

5. AI and Technology is here to stay

In the spirit of Darwin's theory 'those who adapt will thrive', embracing technology and staying agile are non-negotiables in today's leadership landscape.



Three Key Speakers Who Left a Mark and key messages I picked up

Mr. Hassan Saleh

"Learn to work the tail that wags the dog."

There is always a quiet influence behind major decisions. Never underestimate the silent drivers in an organization. Treat everyone with respect, not just those who appear important.



Mr. David Kaggwa

"Be the last to speak."

Listening deeply and intentionally is a powerful leadership tool. Sometimes, even the unspoken words carry weight. Speak only after you've truly listened.



Mrs. Jennifer Musisi

"Make time for yourself and your family." At the end of the day—or the end of a career—it is your family and personal well-being that truly remain. No matter how high you rise, balance is essential.



Look within yourself and identify that one thing that brings you genuine joy—then pursue it unapologetically. Nurture your hobby and invest in it; you never know—it could become your source of comfort and fulfillment in your retirement years.

Lastly, don't miss out on your life. The cost of missing out on creating memories with your loved ones is far greater than we often realize. Those memories become the treasures we carry into the future

The Alliance Ascend: Collaborating with Upward Movements

“The strength of the team is each individual member. The strength of each member is the team.” Phil Jackson

Through this experience, I've realized and learned that success is never a solo journey. It takes a team of dedicated minds, diverse skills, and a shared vision. Every role, every contribution, and every perspective adds value to the bigger picture.

As we climb the ladders of C-suite leadership, it's not just about guiding the team it's about recognizing and harnessing the unique strengths each member brings to the table. True leadership is creating an environment where everyone's expertise shines.

Here's to collaboration, unity, and the power of working together toward one goal!



A Personal Turning Point

My standout moment came during a session with Ms. Denise, who spoke about the power of personal branding and LinkedIn presence. Inspired, I made my first post and the immediate response from the JTC community was overwhelming. It was in that moment that I felt adopted into a new family, a professional network that was not only supportive but deeply engaging.

That single post made me realize the power of digital visibility, and how branding can amplify my voice, leadership, and impact.

Final Reflections

This journey has been nothing short of transformational. It has reminded me that leadership is not a destination, but a lifelong path of learning, adapting, serving, and growing. As I move forward, I carry with me the voices, the lessons, and the community that made these three months unforgettable.

Visual Journey

