

JOURNEY TO THE C-SUITE INAUGURAL COHORT 2025

THE JTC TIMES



**WRITTEN BY:
EVA NAZZIWA
LUBOWA**



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Executive Statement

Grateful for the transformative Journey to the C-Suite experience, I reflect on key lessons that have strengthened my visionary, strategic, and transformational leadership. This journey deepened my self-awareness, refined my executive presence, and broadened my perspective on leading with authenticity, influence, and purpose. It reinforced the importance of intentional growth, resilience, and strategic visibility, qualities that continue to shape my leadership journey and inspire me to create lasting impact within my organization and beyond.

"This inspiring journey reminds us that true leadership is a continuous path of learning, self-discovery, and purposeful impact."

Eva Lubowa
EDITOR-IN-CHIEF

Elevating Leadership: My JTC Experience

“You don’t go to the C-Suite. You grow to the C-Suite and growth lives outside the comfort zone.” This perfectly reflects my Journey to the C-Suite (JTC) experience, a transformative leadership program that reshaped how I view growth, influence, and purpose. The program was one of the best investments I have ever made, expanding my perspective beyond Human Resource Management to a holistic understanding of business acumen, strategic foresight, and purposeful leadership.



Through JTC, I gained a deeper appreciation for aligning business strategy with Environmental, Social, and Governance (ESG) principles to achieve sustainable value creation. I learned that leadership is not about titles but about results that inspire trust and impact. This mindset shift has made me more intentional about translating knowledge into action, because applied knowledge is power, and execution beats theory.

The program refined my executive presence, strengthened my self-leadership, and enhanced my ability to lead authentically and with influence. I embraced the principle of being the Chief Enabling Officer (CEO) of my life, leading with discipline, clarity, and empathy. Understanding team dynamics and conflict management has made me a more effective, emotionally intelligent, and people-centered leader.

Networking and mentorship were equally transformative. Interacting with seasoned leaders, including Kin Kariisa, CEO of Next Media Services, reinforced that true C-Suite leadership is rooted in humility, service, and empowering others.

The JTC journey strengthened my leadership acumen, emphasizing integrity, preparation, and strategic execution. Today, I apply these lessons at PPDA Uganda, driving performance, nurturing talent, and leading with purpose. JTC reaffirmed that leadership is not defined by position but by impact, and that true leaders inspire trust, deliver results, and create lasting value.



High Moments;

1. JTC COUNCIL

Proud to stand with this powerhouse council shaping the future of JTC. As Vice President I, Eva Lubowa, led with strength and unwavering principles, uniting a team driven to grow leaders, inspire action, and create lasting impact, proving we go further together. Well done JTC Council 2025.



2. HIGH TEAS

Having High Teas 30 minutes before each session was a wonderful way to start class with a power snack before fully diving into the discussions. The High Teas, organized by the JTC Administration Team, treated us to delicious tea and delightful accompaniments.



3. LINKEDIN VISIBILITY

Through JTC, the Administration Team featured me on their platforms, boosting my LinkedIn visibility. This spotlight taught me the value of strategic media presence and inspired me to actively increase my own professional engagement online.

4. NETWORKS

Through JTC, I built valuable networks that extended beyond the classroom, connecting with peers, mentors, and leaders who shared insights and support. These relationships enriched my learning journey and opened doors to future collaboration and professional growth.

5. THE MENTORS

Through JTC, I was mentored by diverse speakers who shared insights on leadership, strategy, and personal growth. Their guidance challenged me, expanded my perspective, and equipped me with practical skills to lead with confidence and impact.



6. THE TEAM NGUVU

Learning to navigate group dynamics with Team Nguvu, led by Melody Atim, was an exciting experience. We collaborated to meet deadlines, managed diverse personalities, and held engaging discussions. Melody's leadership kept us focused and effective, well done Team Nguvu!



8. THE PHOTO MOMENTS IN EVERY SESSION

Our photographer, Peter, did an excellent job capturing every session. His portraits, which everyone appreciated, were a fantastic addition, preserving memorable moments and adding a professional touch to our JTC experience.



7. MEETING TEAM NGUVU LEADERSHIP ICON

Pure magic happens when brilliant minds unite! Team Nguvu delivered a captivating presentation, showcasing true collaboration. Meeting our leadership icon Kin Kariisa was inspiring, pushing us to stretch our vision and unlock our full potential.



Personal learning experiences

- The Power of Value: True influence in leadership comes from the value you create for others and the organization. JTC emphasized that leaders who consistently deliver results, insights, and support become indispensable and amplify their impact.
- Proximity to Power is Power: Being close to decision-makers allows leaders to shape strategy, gain visibility, and influence outcomes. JTC highlighted that cultivating trusted relationships with key stakeholders is critical for accelerating leadership growth and organizational influence.



- My resilience has been built mentally and learnt how to balance work and life using the wheel of life.
- Learnt temperaments in details and how to manage teams with self-awareness including conflict management techniques.
- Personal branding as a must for a C-Suite Leader.
- Being an all-round leader that understands the business acumen is paramount.

Significant Turning Points from Top Three Speakers:



- **Jennifer Semakula Musisi**

The Art of Enduring Leadership:

Realized that principled leadership and integrity are essential for organizational efficiency, shifting focus from managing processes to leading with values and accountability.



- **Francis Kamulegeya**

The Power of Personal Leadership:

Understood that leadership begins with self-awareness and leading oneself, reinforcing authentic leadership, mentorship, and accountability in talent development.



- **Sylvia Mulomi**

Crafting Your Executive Value Proposition:

Recognized the importance of executive presence, strategic positioning, visibility, and stakeholder engagement, enabling effective advocacy for the HR department and elevating leadership influence.

More Noteworthy Speakers



- **Jesse Ainebyona: Wisdom bites.**

The wisdom bites shared by Jesse during the JTC session offered powerful, actionable insights that challenged us to reflect deeply on our leadership approaches. They highlighted practical strategies for navigating complex organizational challenges and making informed, strategic decisions. By fostering greater self-awareness and intentionality, these lessons inspired us to lead with clarity, confidence, and lasting impact.



- **Janet Navvuga Bugembe: Empowering Leaders Through Vision and Action**

The Journey to the C-Suite (JTC), led by Janet Navvuga Bugembe, has been a transformative experience, bridging the gap between management and executive leadership. Janet's visionary guidance and thoughtfully designed sessions on executive presence, personal branding, and strategic influence provided deep insights into how leaders are perceived and how they drive impact in complex environments. Through Janet's guidance, JTC empowered me to step confidently into executive leadership, leading with clarity, purpose, and lasting impact.



- **Coach Team Nguvu: The First, Fearless and Future ready**

We sincerely thank Coach Linda Namayanja, PMP, for her exceptional guidance and mentorship of Team Nguvu. Her dedication, insight, and unwavering support pushed us to excel, embrace challenges, and become fearless and future-ready. Through her leadership, she inspired teamwork, discipline, and excellence, empowering us to step confidently into leadership with vision, resilience, and impact.

Thank you Note

This executive journey represents a strategic investment in my future, and I am committed to delivering an exponential return. My time in the program was an intensive opportunity to learn directly from the best in the industry, and I will immediately translate the strategic frameworks, disciplined approaches, and visionary principles into tangible results for our enterprises, accelerating growth and enhancing operational excellence. Thank to Janet Navuuga for choosing PPDA to be your JTC Home. This was an open door to my leadership growth and investment into my network. Thank you, Janet, for inspiring me to become the best investment ever in life. I pledge to make you proud by implementing all that I have learnt through the Journey to the C-suite.



Conclusion

This executive journey represents a strategic investment in my leadership growth. I commit to applying lessons on integrity, disciplined execution, and strategic HR advocacy to deliver tangible results at PPDA Uganda. I will empower and mentor teams, foster collaboration, and embrace challenges as opportunities for innovation and organizational impact. Through these insights, I pledge to drive excellence, enhance operational efficiency, and leave a lasting, positive mark on my organization and the wider community.