

Journey to the C-Suite

Insights, Lessons, and the Roadmap Ahead



MESSAGE FROM SUNSHINE

Attending The Journey to the C-Suite is one of the most transformative leadership experiences I have had. This journey has offered more than frameworks and strategies. I have gained clarity in my duty, confidence in my approach, and a renewed sense of purpose as a leader.

Of course, my thinking has been challenged, gained new perspective on executive presence and equipped me with tools I now use daily in guiding my organization.

Few experiences leave a mark so deep that you know you will carry them for a lifetime. This was one of those rare experiences.

Janet and team please accept my sincere appreciation for the wisdom, structure, and heart you poured into this journey. It has redefined my approach to leadership and strengthened my resolve to lead with integrity, courage, and purpose

IKIRIZA SHINE



This newsletter captures insights from the Journey to the C-Suite program and uses the Journey Planning Model as a guide for reflection.

The Beginning

My Lead Line Executive contacted me to apply for the Uganda Airline Executive for the Journey to the Boardroom course. Of course, naturally, I gave Janet a call and we spoke more than my usual business calls and I honestly felt at home with her. During this conversation. She informed about the Journey to the C-Suite Option.

Who Are We ? Why Are We Here ?

We have been a mix of all specifications in the corporate setting at JTC.

To name a few, these include government organizations, aviation, energy, oil, human resources, and finance.

The goal of these individuals of people had been to "develop and be prepared for the C-suite leadership areas."

DK advised and reminded us during this learning journey that

"Being in the C-Suite is a responsibility, not a reward."

Where Are We Now?



In our several distinct spaces, we deal with a constantly changing digital landscape, industry transformations, changing governance requirements, and an atmosphere of uncertainty and corporate emergency situations.

Our ability to honestly evaluate our existing spaces in comparison to the leadership pathways we should pursue has been enhanced during the JTC classes.

One of my main conclusions is that, as leaders, we cannot afford to ignore the areas around us.

Where Are We Going?

1. To mentor and be mentored.

2. To be transformation leaders who are aligned with purpose and the corporate vision in our work environments

3. To do everything well and leave behind meaning full fingers prints in our duty and rolls.

4. To be faithful in the little that has been entrusted to us.

5. To maintain responsible governance.

The emphasis in JTC has been on building futures that last beyond personal tenure.

Who Will Journey with Us?

Leadership is not a solo climb. The program stressed the power of collaboration, mentorship, and building supportive networks. Colleagues, peers, and mentors form the team that makes the journey possible.

“No one reaches the C-Suite alone.” — Hassan Saleh

What Must We Travel With?

During this journey, we learned the need for;

- Strategic Thinking – Cow and dung analogy
- Emotional Intelligence
- Resilience and Credibility

Equally important were tangible skills in governance, finance, and negotiation.

The peer to peer learning model for each class have been a basket of knowledge to equip ourselves with the necessary knowledge across various fields in the cooperate space.

To wrap it up, our mindset is the most important tool we carry, JK demonstrated during his class session.



How Do We Get There?



The journey to the C-Suite requires deliberate steps: continuous learning, executive coaching, exposure to boards, and taking on assignments that stretch capacity. The program encouraged intentional career mapping.

Presentations in class: This was a good stretch since I was able to taste my stage freight, which I had so skillfully hidden.

I had five minutes to lay out my plan for our class presentation, but as soon as I stepped onto the platform, I lost all memory, my voice faltered, my breathing became labored, and I hurried through my portion.

I prayed a little and left it at that because I felt awful for disappointing my team. The judges' decisions at the conclusion of these speeches brought me comfort.

This experience has taught me that while every step counts, direction is crucial.

What Could Stop Us?

Then the Groups.

When Janet announced that we would be split up into groups, I was interested to see how my teammates would fare. Now, we had a variety of group dynamics in our group, and 80% of the personalities had a choleric component.

Additionally, we had a fair amount of absences from the class sessions, mostly related to work obligations that included travel. Keep in mind that grades are determined by group performance. Things started to fall apart because of this, but we were able to resolve it and present a respectable show.

Group participation brought to light obstacles that could impede the development of leadership: office politics, exhaustion, unethical behavior, and reluctance to change. Early risk recognition is essential for leaders, who must then act with integrity and resiliency.

“Barriers are real, but most are built in our own minds.”





How Do We Know We're on the Right Path?

Progress is measured by alignment with purpose. One of the take-aways during this journey has been executive presence, doing your task properly to the best of your knowledge, using mentors as a mirror, emotional intelligence and people management. Success is not perfection but consistent growth.

"Progress is not perfection, it's consistent alignment with purpose." — Sylvia M

Closing Reflections

The end of the program marked a beginning for our personal growth journeys where we shall be implementing our lessons;

- Its also marked the end of Monday and Saturday sessions which we had properly programmed in our schedules,
- it marked beginning of friendships that had been tried during group presentations,
- it marked beginning of partnerships and business ventures,.

Our take homes;

- Renewed energy to inspire teams,
- Uphold integrity,
- Build cultures that outlive their leadership.

"Leadership is not about titles. It is about the legacy you leave behind."

**WE AWAIT THE EMERALD GREEN
GRAND FINALE**

