



NEWSLETTER

JTC-THE CANVAS OF DREAMS TRANSFORMING INTO REALITIES

By Immaculate Namanda

MY STAR SESSION

STAR PRESENTERS/MENTORS SESSION

MY STAR SPEAKERS



EDITOR'S NOTE

EVERY CHALLENGE HAS A SOLUTION

When you see people in your profession escalating and leaving you behind there is one option, you seek professional help. Every challenge has a solution no matter its magnitude, even death was beaten by Jesus Christ. For me, Journey to the C-suite was that solution. Before applying for either, I did a personal "pep talk" while evaluating everything around me. Feedback from people around me also gave me insights into what I needed to work on as a person. To my surprise, I realized fear had held me back on many fronts. Fear of taking bold steps, fear of failure, fear of what people will say, fear of myself and fear of the possibilities that lay ahead.

GREAT THINGS NEVER COME FROM COMFORT ZONE

I had let situations kill my self-confidence, my energy to deliver and probably my self-worth. I stayed in the comfort zone long enough and I never took on anything that would distort my peace. I depended on other people's opinions before doing anything.

When I realized that this comfort zone had run on for quite long, I knew I needed help. Like how Ms. Janet Navuuga, the proprietor of Journey to the C-Suite always said in our class,

"The dots always connect".

STRETCH YOURSELF UNTIL YOUR POTENTIAL BEGS FOR MERCY

This program has stretched me in ways I never knew I could go. From what I have learnt, before I take on anything, I ask myself questions like; what is my purpose in this. What impact will I create when I do it or not do it? Am I in position to deliver 100% and probably beyond. How best can I deliver exceptionally within the timelines given? What strategies can I use to deliver what I have to deliver. Who are the stakeholders within? Am I thinking at a strategic level or no?

I have the blueprint road map on how to tackle different tasks. This journey has also helped me mirror my leadership skills. It's been a 3 months' journey, testing every leadership skill, I thought I had or knew. Learning best to be a situational and transformative leader.

DO IT WITH FEAR

From school days, one of my most daunting subjects were accounting, finance and procurement. The aspect of dealing with numbers and procurement processes has been traumatizing. I would rather leave such to the master minds and those with interest. Again, I loved my comfort zone. This program stretched

me and showed me how every leader needs to know they cash flow out and in. I almost felt like I was in a coding class. Surprisingly, I loved the journey thereafter. I am grateful that I have managed to overcome my accounting fears and face the numbers confidently. I am now able to take on accounting tasks and also find time to reflect, and see how best to grow myself as I grow those around me.

All in all, I can confidently say we have been treated to first class knowledge and learnt from the world's best in business, technology, finance, marketing and leadership. I am more than grateful for having dared myself to take on this journey. This is one of the best decisions, I have ever taken for my life.

INTEGRITY, HONESTY AND COMPETENCE KEEP YOU IN ROOMS

I am now armed with integrity, honesty and competence to be able to achieve everything that I set my mind to. Journey to the C-Suite has been more than I had expected. I am truly grateful for the person I have become, the people I connected with, the mentors and most especially to Janet Navuuga and her team. Mr. Peter that took all our professional photos. My journey has just began.

MY STAR SESSIONS

This journey has been filled with **A Star sessions** and because my cup was filled every time I sat in any of the sessions.



JTC Class tries out city planning concepts.

PEER TO PEER SESSIONS:

I particularly appreciate that each of us got the opportunity to teach the class from our area of expertise. While we led the Customer Experience session, which I know we delivered excellently, also learnt immensely from other teams. One session that stood out for me was "The Built Environment: Your Hidden Asset for Growth, Culture & Resilience" by Melody Atim.



< PEER TO PEER SESSIONS: Continued

I have always been curious about why certain buildings are designed in particular ways and often wonder about the architect's vision behind them. For instance, when I enter a building with stiff stairs or small rooms, I find myself pondering the strategy and purpose behind such design choices, and whether the space is being used effectively.

This session was enlightening because it answered many of the questions I had always asked myself when exploring different buildings around the world. More importantly, it highlighted a key leadership lesson: before we occupy or create spaces, we must plan carefully and ensure that they are designed to be user-friendly and human-centric.

This is one of the sessions that I will never forget. It guided me to redesign my home space for more effectiveness and delivery.



Melody Atim takes the JTC class through the building concepts.

STAR MENTOR SESSIONS:

JENNIFER MUSISI, UGANDAN LAWYER, PUBLIC ADMINISTRATOR, AND ACADEMIC

I will still say: What a time! What a privilege! What a year!

Listening to Jennifer Semakula Musisi reminded me why her leadership stands out wherever she goes. With firmness yet a loving and warm heart, she challenged us to always be the best versions of ourselves, regardless of the office we hold. She emphasized the values of faithfulness, integrity, discipline, hard work, and professionalism, qualities that transcend positions and truly define character.

Her leadership golden nugget was this: make everyone in your organization part of the vision, because they drive it. And never be afraid to let your team shine. Let them shine and celebrate both their small and the big wins. For me, this learning moment was a celebration — a spiritual enrichment that left me deeply inspired. What a soul!

With such wisdom, we are confident that we will not only achieve our goals as transformational and impactful leaders but we will also create spaces that nurture growth and enrich people's lives.

Golden Moment!



HASSAN SALEH, MANAGING DIRECTOR, MULTI-CHOICE GROUP

“As long as you are more than one, you will always manage the dynamics of co-existence,” said Mr. Hassan Saleh, Managing Director, MultiChoice Group. Whether in families, workplaces, or communities, collaboration comes with different perspectives, expectations, and ways of doing things. Managing these dynamics is what shapes strong teams and lasting relationships. The true test of leadership and teamwork lies not in avoiding differences, but in embracing them, finding balance, and turning diversity into strength. Don't underestimate the power of soft skills. Keep choosing empathy, communication, and understanding in every space where there is co-existence and don't be afraid to make decisions when it matters.



Mr. Hassan during a class session.

Food for Thought: Powell Collins once said, “Perpetual optimism is a force multiplier.” A consistently positive attitude amplifies one's impact and empowers others, leading to greater success. It is not about ignoring problems, but rather about facing them with the belief that a positive outcome is possible, which fuels resilience, motivation, and creativity in both oneself and the team.

It was such an honour and privilege to be part of this class.



**MR. ALBERT AGABA, MANAGING DIRECTOR:
ACLAIM AFRICA LIMITED
(Leadership & Management Consulting).**

“Turning vision into actionable roadmaps and performance indicators.” Mr. Albert Agaba didn’t just open up a topic I had long struggled to put together, but so many parts didn’t make sense to me then. Either it was because I couldn’t conceptualize them well enough to make them practical or it was just a major gap in my earlier learnings.

When he compared strategy, vision and mission to cow, dung and milk that perspective lit my light bulb of understanding and knowledge. I spent the rest of the weeks after looking at the different mission and vision statements for different companies and organizations to see if they make sense.

This session provided me with the tools that I needed to align my communications strategy and also it opened up a roadmap to guide my footsteps along the way. I can’t take it for granted that I am now more comfortable working on strategies without getting overwhelmed. I know where the redundancies are and the areas that need improvement.

I now always try to think at a strategic level. **Ms. Marion Muyobo, Internal Audit Manager at TotalEnergies EP Uganda** said, “One must shift their mindset in order to be

strategic leaders.” I now fully involve the team so that they understand where we are, why we need to go where we want to go, how we shall get there, what we must do when we get there and who will be impacted by our actions. This has helped to raise my teams’ production level with everyone trying their level best to put and deliver their best.

This has also helped me create a result oriented culture in the department and I hope with time it will trickle down to other departments.

I will also refer to **Mr. Moses Kasakya, President IIA Uganda**, when he reminded us that “Culture eats strategy for breakfast; but only if you let it.” Peter Drucker.



Immaculate engages Mr. Agaba on strategy.

**MR. FRANCIS KAMULEGEYA, COMMERCIAL FARMER,
SOCIAL ENTREPRENEUR AND PHILANTHROPIST (The
Power of Personal Leadership)**



Mr. Kamulegeya during a session.

Mr. Kamulegeya’s session is one of those sessions that has helped me to evaluate myself on a personal and professional level daily. I had never thought about leading myself but instead always aimed at leading others. I guess I did it without the knowledge but this session

made me understand that I needed to deliberately lead myself.

That I needed to have a seat down moment with myself and understand how leading myself plays a huge part in developing the person that I am and the people that I lead.

He highlighted, “Before you can effectively lead others, you must first learn to lead yourself.

Leadership begins with self-awareness. As you progress, the journey requires balance like building relationships while completing tasks, helping rather than judging, developing strategy while executing it, listening as much as talking, asking instead of only telling, pulling more than pushing, focusing on the future instead of dwelling on the past, holding onto your values rather than valuables, choosing self-worth over

net worth, and leading with influence rather than relying solely on authority.”

I knew, I had wasted a lot of time in my past on things that didn’t really add value at all. As much as I had lead other people. I had totally failed at leading myself. During Ms. Pamela Nantamba, **Tax Oil and Gas Leader, PwC Uganda**, session she left us with a fundamental question, “What brand of leaders do you want to be associated with your legacy?” I believe to be able to answer that question one must know the kind of self-leader they are first.

This session also showed me that I was in JTC to claim my position. To take back the



Immaculate participating during Mr. Kamulegeya’s class session.

power that I had ignored totally. This was a wakeup call for me. I had been an accommodating leader to myself. This was the moment I realized that I needed to stretch claim back the time I had lost because time was the one thing I couldn’t control as it’s a master of its own.

“Time is a seed, and how you invest it today determines where you will stand tomorrow. You cannot save time; you can only spend it.”

Once you lead yourself well, you earn the right to lead others.

So I always ask myself; What is it like to work for me? Would I work for me? How do I define my executive brand? What experience do I offer as a leader? Why should people follow me? Because leadership is not a title. It’s a daily choice to influence, inspire, and serve.

This session was a turning point for my personal and career journey.

MY STAR SPEAKERS

ROBERT MUTEBI, COMMISSIONER INFORMATION TECHNOLOGY & INNOVATIONS, URA

Mr. Mutebi showed me the possibilities of running a business and how versatile Technology is if applied well in businesses. As a leader he showed me how possible it was to use technology to drive strategy in any organization.

He put the real questions forward like; How can we use technology not only to innovate but to translate organizational strategy into reality? I also learnt that as much as we are all taken by AI and automation the human element is a necessity. It is necessary to have them work side by side. The biggest impact was when he highlights that we need



Mr. Mutebi and Immaculate pose for a photo during the class sessions.

to position ourselves as scarce and in demand resources. That even when we reach a level where we are a scarce and in demand resources we must know that integrity and competence will keep us in the rooms. He also reminded us to learn, unlearn and re-learn if we are to be great leaders.

Mr. Robert Mutebi did open up so much in regard to how to run a business, highlighting that one must know the cash inflow and out flow channels in their business. This took me back to Mr. Joseph Kaggwa's teaching about understanding financial statements in financial management.

The two combined left an everlasting impact on my life and business. Now I know what to do when it comes to managing finances both personally and in business. I once thought that finance was a hard topic not cut out for me but like Mr. Ssenyomo Paul said, "There is a solution to almost all problems." I believe I got my solutions.

DOROTHY KABAGAMBE SSEMANDA, CEO AMERICAN TOWER COMPANY, UGANDA



Given two hours with Dorothy Kabagambe Ssemenda, CEO ATC Uganda that was blessing and truly transformative. It was easy to tell that she doesn't just talk about leadership, she lives it, with a depth and authenticity that inspires growth in everyone she encounters.

In this single session our Madaraka Icon – Dorothy, gave us the tools, perspective, and renewed conviction. Her insights reshaped how we view leadership and personal growth, reminding us that leadership is not defined by position, but by influence, service, impact, and the courage to lift others as you rise.

What makes Dorothy truly exceptional is the weight of lived experience behind every word she shares. Her authenticity and generosity with her time left me not just inspired, but equipped to think, act, and lead differently. Dorothy is the true embodiment of a transformational leader—one whose influence lingers long after the moment has passed. Her imprint is a powerful reminder that great leaders don't just achieve success; they create pathways for others to thrive. I walked away challenged, inspired, and committed to carrying the same spirit of service and impact into my own circles of influence.

DAVID KAGGWA, SENIOR PARTNER KAGGWA & KAGGWA ADVOCATES

It wasn't just the crispy short presentation that later Mr. Jesse Ainebyonna described as, "Doing it the DK way." It was also the style in which the content was delivered and lasting imagery it created in one's mind. Every slide was packed with lasting lessons. This is one tactic I will always apply in my presentations as a leader. I will always refer back to Mr. David Kaggwa's style of presentation.

In one of his submissions was the drown proofing for managers this is a theory I had unconsciously applied as a leader but not strategically. He said in leadership, challenges can feel like deep waters. What matters most is not the



Mr. Kaggwa takes the JTC Class through the WABI SABI concept.

storm itself but the leader's response. The discipline of *drown proofing* reminds us that calmness, preparation, and focus are the true anchors of survival.

Preparation prevents panic. A manager who anticipates risks and plans ahead

inspires confidence instead of chaos. Mental resilience is key to survival. Composed leaders turn challenges into opportunities and steady their teams through turbulence. There is no room for fear. Courage and clarity replace hesitation and create momentum when the path is uncertain.

Less is more. Simplicity and focus deliver efficiency, conserve energy, and increase impact. In turbulent times, calmness is strength. The manager who remains steady leads teams not only to survive but to thrive.

For me these are life lessons, added with intentionality. I now know why I am always calm and how best to be calm and when to move with there is turbulence.