

MY LEADERSHIP GROWTH STORY

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**“You don’t go to the C-Suite.
You grow to the C-suite – and
growth lives outside the
comfort zone.”**

When I first joined the JTC program, I viewed leadership as a simple upward climb on the corporate ladder, believing ambition and technical skill were the only prerequisites. The truth I’ve uncovered is far more profound: leadership is about growing inward—a transformation in mindset, self-discipline, and vision.





Reflections

My time in JTC has fundamentally shifted my perspective. I no longer see leadership as climbing, but as **stretching**—testing my boundaries, embracing discomfort, and focusing intensely on growth that delivers tangible value for my teams, institution, and society.

Top Lessons I Carry Forward

- Self-Leadership First: Before you lead teams, you must lead yourself with discipline, clarity, and intent. You are the CEO – Chief Enabling Officer – of your life
- Applied knowledge is power. Execution beats theory. What you do with what you learn sets you apart.
- Leadership is a calling. It's not about titles; it's about getting results in a way that inspires trust (Elizabeth Ntege).
- Build a Strong Foundation: Think of your leadership as a tree: Integrity = roots, Intent = stem, Capabilities = leaves, and Results = fruits.
- Your Brand is Your Promise: You are either a brand or a commodity. You cannot afford to leave the perception of your value to chance.

Key Sessions & Guiding Voices



Key Sessions

- Vision Pod Exercise: This demonstrated the power of collective clarity and how values must drive strategy.
- Wisdom Bites: This concept was so inspiring that I committed to replicating the model at Pesapal, sparking leadership learning in my workplace.
- Executive Presence (Janet Navuga): A vital reminder that first impressions are leadership currency and that excellence must be an attitude.
- Culture Shaping (Moses Kasakya): A profound lesson that "culture eats strategy for breakfast," underscoring the necessity of leaders aligning values with execution.

Guiding Voices

- Jennifer Musisi: Her insistence on discipline and integrity being non-negotiable reinforced that leadership is about principles, not convenience.
- Hassan Saleh: His wisdom, "Always look out for the tail that wags the dog," highlighted the critical nature of alliances and networks in effective leadership.
- Paul Senyomo: The analogy, "You don't fatten your cow on market day," cemented the importance of preparation and consistency for long-term wins.

Turning Points, Application & Future Vision



Two Defining Turning Points

- The fireside chat with Jennifer Musisi redefined leadership for me: it's not the job that defines you—it's you who defines the job.
- Dorothy Kabagambe's insight on resistance as an inherent part of leadership gave me permission to expect and embrace pushback as a sign of growth and change.

My Future Vision

I see myself stepping into the role of Chief Commercial Officer, shaping strategy and execution at scale.

JTC has powerfully equipped me with:

- A leadership tent built on personal capability, results, character, interpersonal skills, and change management.
- An invaluable network of proven leaders across diverse industries.
- A resilient mindset defined by adaptability and intentionality.

The future belongs to leaders who can turn clarity into execution. That's the leader I'm becoming—for my teams, my industry, and my country.

Applying the Learning at Work

The practical application of JTC's insights began immediately:

- **Launching "Wisdom Bites" at Pesapal:** I introduced internal leadership sessions, including a "Leadership Blueprint" and a "Presentation Masterclass," to foster growth.
- **Intentional Personal Branding:** I've become deliberate about my perception, presence, and positioning, actively living my core values of excellence, humility, and innovation daily.
- **Focusing on the Circle of Control:** I now focus my energy solely on what I can control (my mindset, actions, and standards) and let go of the rest, increasing my impact.