

"Sometimes, the smallest moments spark the greatest transformations!"

This is the story of how a simple conversation set me on a path to purpose in leadership.



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PATH TO PURPOSE



JOURNEY TO
THE C-SUITE



OPENING REFLECTIONS

It's interesting how some of the most transformative journeys begin in the most unexpected places. For me, it began one afternoon in a hospital room, sitting beside my dear friend, Charlotte Tushabe. I had gone to visit her with my sister, Faith Arinda, simply to check in and share a few smiles during a difficult time.

As we talked about life, business, and plans for the future, our conversation took a different turn.



Charlotte told us about a leadership program she had enrolled in; The Journey to the Boardroom (JTB).



At the time, I didn't realize that this simple conversation would spark such deep introspection and growth. Although something about it immediately resonated with me, I had many questions like 'Could this be the door to the leadership path I'd always envisioned?' Still, without overthinking, I submitted my application the next day as the deadline was in three days.

On 12th June 2025, I received a response offering me an opportunity to join The Journey to the C-Suite instead; and here I am, excited to share my story through this newsletter.

What began as a visit to a friend became the seed of a personal transformation. Enrolling in the program turned out to be one of the most defining decisions of my professional life; a journey that has reshaped not only how I lead, but also how I see myself, others, and the impact I want to create.



CHARTING MY PATH TO THE C SUITE

When I joined the Journey to the C-Suite program, I thought I was simply signing up to refine my executive leadership skills; to gain tools, frameworks and insights that would prepare me for greater responsibility. As the **Managing Director at Rholin Tech Limited**, I am already leading a team and making strategic decisions but I quickly realized that there was much more to explore about leadership itself; that is beyond titles, metrics or immediate business outcomes.



Equally important is my life outside the corporate world as a **farmer specializing in oyster mushrooms**. Growing these mushrooms and **training other farmers to cultivate them** has taught me lessons in patience, resilience and community empowerment. It reminded me that leadership is not confined to boardrooms; it exists in every space where guidance, support and vision can help others flourish.

I found myself re-evaluating what success really means; not just in terms of performance at Rholin Tech Limited, but in the legacy we leave through the people we influence and the communities we uplift through initiatives like my mushroom farming project.

What stood out most was the realization that leadership is a living practice. It's not a role we arrive at, but a journey we continuously evolve through; one that requires humility, courage and the willingness to keep learning.

LESSONS THAT SHAPED ME

This has been a transformative experience that has reshaped both my professional skills and personal growth.



ENHANCED SELF-AWARENESS

Gaining a clearer understanding of my strengths, blind spots and leadership style has allowed me to **show up more intentionally** in every space.



RESILIENCE & ADAPTABILITY

Through case studies, peer learning and real-world challenges, I've learned to **stay steady under pressure**, adapt quickly and turn obstacles into opportunities.



STRONGER EXECUTIVE PRESENCE

My ability to **communicate with clarity, influence with impact and inspire confidence** in diverse audiences has been sharpened.



COLLABORATION & NETWORKING

Engaging with peers from different sectors enriched my thinking, strengthened teamwork and built a **network of allies for the future**.



CONFIDENCE IN LEADERSHIP READINESS

Most importantly, I've grown in the **confidence that I can lead at the highest level** while staying authentic and values-driven.



This journey has not just shaped my skills; it has shaped who I am as a leader.



INFLUENTIAL SPEAKERS; LASTING LESSONS



JENNIFER MUSISI

Lead with integrity, drive change, make your mark and empower others for lasting impact.

This served as a powerful reminder that leadership is not just about personal success, but about influencing positive, lasting change.



JOSEPH KAGGWA

This session focused on financial management and the results were worth it! Designed to be easy to follow, practical and interactive, the session gave clear tools I could start using immediately.

I was reminded that financial education doesn't have to be complicated to be effective.



DAVID KAGGWA

In a leadership context, leaders don't pretend to be flawless. They admit mistakes and are open to feedback while creating space for learning and growth.

David emphasized fostering a culture where people feel safe to be real, not just polished. I was reminded to show up as myself, not as my role, title or position.



LIGHTING THE LEADERSHIP PATH; JANET NAVVUGA B

I am inspired by the vision and dedication of Janet Navvuga, the founder of the Journey to the C-Suite program. Through her commitment to empowering leaders, she has created a platform that equips aspiring executives with the skills, confidence and networks needed to thrive at the highest levels of leadership.

Her passion for fostering growth and transformation continues to shape the journeys of countless professionals striving for impact. Her impact is truly felt and I am proudly associated.

STEPPING INTO PUBLIC SPEAKING



JESSE AINEBYOONA

Public speaking has always intrigued me, yet I often hesitated to take the first step. That changed when Jesse Ainebyoona, a remarkable mentor and leader, encouraged me to embrace the challenge.

Thanks to him, I found the courage to step into a Toastmasters meeting and this not only opened the door to developing my speaking skills but also inspired me to engage more confidently, share my ideas and connect with others in meaningful ways. It was the spark that turned curiosity into action; and a journey I continue to cherish. I extend my gratitude to Jesse for believing in me.



SMALL TEA, BIG IMPACT

Each class began with a brief hi-tea session; a simple tradition that makes a big difference. Such a warm way to pause, connect and share stories before diving into the day's learning.

These little moments always reminded me that community and connection are as important as the lessons we take home.



INSIDE THE 5TH FLOOR GROUP

The journey to the C-Suite is not one to walk alone and I'm grateful for the incredible team I've had beside me - The Fifth Floor; Eston Dhikusoka, Rebecca Masajjage, Craven Barigye and Josephine Nakato. Together, we've shared ideas, challenged each other, pushed past our limits and celebrated wins both big and small.

Each member has contributed not just skill, but energy, encouragement and a spirit of excellence that makes this journey so much richer. Thank you for the late nights, the honest feedback, the laughter and the relentless commitment to growth. This experience has been more meaningful because of the people I've walked it with - YOU! Here's to The Fifth Floor - a team I will always be proud to stand with.

ICONS



LEADERSHIP IN ACTION: JEAN ONYAIT

During the Journey to the C-Suite program, we encountered a pivotal moment which was identifying a C-Suite leader to profile. This was a strategic mission to identify someone who truly represents the future of leadership.

My team, The Fifth Floor, discovered Mr. Jean Onyait, the Founder and CEO of Quest Digital Finance. I am grateful for Mr. Onyait's openness in sharing the strategic insights, resilience and vision. He stands as a remarkable inspiration for the next generation of C-Suite leaders. His journey didn't just inform us—it inspired us. Mr. Onyait is a true blueprint for the next generation of C-Suite leaders.



MEETING GODFREY SSEMUGOOMA

During the program, the Fifth floor group had the privilege of meeting Mr. Godfrey Ssemugooma, Acting Accountant General at Uganda's Ministry of Finance. What stood out most beyond his deep knowledge of public finance, was his humility. Despite the weight of his office and the pressures of his role, he welcomed us with a warmth and openness that we didn't expect.

He listened, engaged and generously shared insights from his leadership journey. It was a quiet reminder that true leadership isn't just about title or expertise; it's about character, presence and the willingness to inspire the next generation. Mr. Ssemugooma didn't just speak to us; he made us feel seen and that made all the difference.

JTC COHORT COUNCIL 2025



POWER QUOTE



Leadership is not about reaching the top alone; it's about bringing others forward with you.



JOURNEY TO
THE C-SUITE



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CLOSING REFLECTION

Leadership is a journey, not a destination; and sometimes, it's a little like mushroom farming: you plant the seeds, nurture growth, weather the unexpected and then marvel at what blooms.

The Journey to the C-Suite program reminded me that growth happens in small, quiet moments; a conversation, a challenge or a bold step into the unknown. What matters most is showing up with heart, staying true to your values and lifting others along the way.

Here's to leading with curiosity, courage and a dash of fun; because even in the boardroom, a little joy makes the journey unforgettable.