



Pacers in our Lives! Succession, legacy, and footprint.

The last mile with **GROWers**



Succession, legacy, and footprint are three important concepts that are often discussed in business and leadership contexts. [The GROWj mentorship and coaching program](#) is therefore one of those leadership spaces where the three concepts had to be discussed as we experienced and raced our last mile of the program.

Succession refers to the process of transitioning leadership and ownership of a company or organization from one generation to the next. This can be a complex process that involves careful planning and communication to ensure a smooth transition and continuity of the business.

Legacy refers to the impact that a person or organization has on the world beyond financial success. A positive legacy can include contributions to society, the environment, or the advancement of a particular industry or field. Leaving a positive legacy is often a motivating factor for business leaders and entrepreneurs around the world. To bring this back home, what legacy do you want to leave behind as a leader of a startup, a company, and an organization? At the last mile session led by Jacqueline Asiimwe, CEO and founder of CivSource Africa, various questions, including these and others, were posed. The Guest Speaker for the event was Grace Nayiga, ED of [Uganda Network on Law Ethics and HIV/AIDS \(UGANET\)](#).

Footprint refers to the impact that a person or organization has on the environment/operating context and society. This can include factors such as carbon emissions, waste generation, and social responsibility. Reducing one's footprint is becoming increasingly important as more people and businesses become aware of the impact they have on the world.

Similarly, to legacy, your footprint must be noticeable and felt. There are quite a number of examples we can draw from as leaders and companies that have left a legacy and footprint. In Uganda, we can speak of Maggie Kigozi, Mukwano, Miria Matembe, and Winnie Byanyima among others. Companies include Bata shoes, MTN, KFC, Shell, and Total among others.

Together, the concepts of succession, legacy, and footprint represent a holistic approach to business and leadership that takes into account not only financial success but also the impact that a company or organization has on the world. By focusing on these three areas, businesses can build a strong foundation for long-term success and a positive impact on the world and communities at large.

As we sat and watched the documentary Kipchoge: The Last Milestone to draw lessons and insights into how a legacy and history was made by the Kenyan athlete, the concept of pacers came to life. Pacers are people, events, or experiences that help us keep a steady and consistent pace in our lives. They can help us stay motivated, focused, and on track toward our goals. Pacers can come in many forms, such as a mentor, a supportive friend, a daily routine, or a significant life event.



In this documentary, Kipchoge's pacers were fellow athletes, his coach, mentor, family, physicians, dietitians, and friends. He had a well-thought-through and planned support system that had everything that he required to make his dream and history a reality. For example, a mentor can be a pacer by providing guidance, support, and accountability as we work toward our goals. They can offer valuable advice and insights based on their own experiences and help us stay on track toward our desired outcomes. Exactly what happened to Kipchoge, his mentor provided guidance and was an accountability partner to his vision.

Beyond the mentor and coach other people and things that can act as pacers include, a supportive friend who can also be a pacer by offering encouragement, motivation, and accountability. They can help us stay focused on our goals and remind us of our progress when we feel discouraged or overwhelmed. A daily routine can be a pacer by providing structure and consistency to our lives. By establishing healthy habits and routines, we can create a sense of stability and momentum that helps us stay on track towards our goals. Finally, significant life events can also be pacers by providing a sense of urgency or motivation to take action and make positive changes in our lives. For example, a health scare or the loss of a loved one can inspire us to prioritize our health or make meaningful changes in our lives.

Overall, pacers can play an important role in helping us achieve our goals and live fulfilling lives. By recognizing and embracing the pacers in our lives, we can stay motivated, focused, and on track towards our desired outcomes.

Who is your pacer as a leader, as a company, as a start-up, and as an organization? As you think about that – [the GROW; mentorship and coaching program](#) might be the place for you to get into the habit of utilizing pacers to reach your desired goal and leadership potential.

Gold don't quit!

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