



Sep-Dec 2026

From the makers of >



JOMBAY



WINNING
MANAGER
PROGRAM



*A managerial development
program for **first line managers**
in the AI World!*

Today's first line managers are grappling with AI changing their jobs!





***They need a
“coach”, not just
a manager***



***They need
autonomy within a
structure***



***They cherish
clarity***



***They prioritize
“self care”***



***They feel the need to
align with the purpose of
their organization***



***They value a sense of
belongingness & cherish
connections***



***As AI natives, they are well
placed to leverage AI to be
their co-pilot in this journey!***

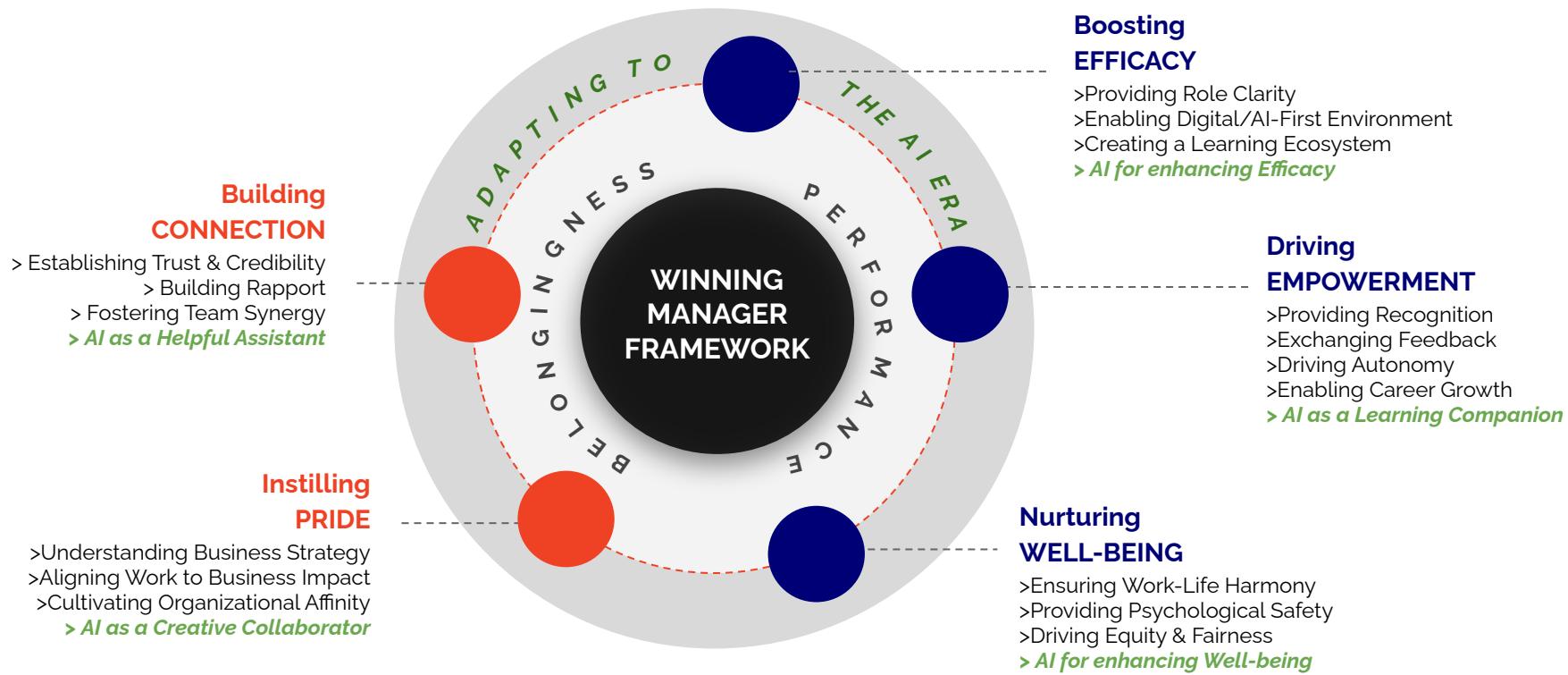
Our research showed that **a great
First Line Manager balances
PERFORMANCE & BELONGINGNESS!**

*Thus we built -
A **new-age framework** for
a **new generation of
first line managers!***



Program Construct

Jombay has created a new-age framework relevant to first line managers in today's AI World. The Winning Manager Program is built on this very framework!

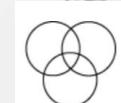


Program Construct

Building CONNECTION	Boosting EFFICACY	Driving EMPOWERMENT	Nurturing WELL BEING	Instilling PRIDE	Adapting to the AI Era
Establishing Trust and Credibility <i>Develops the capability to become a trustworthy and credible manager.</i>	Providing Role Clarity <i>Provides a clear understanding of roles and responsibilities and ensures effective delegation.</i>	Providing Recognition: <i>Promotes environment of continuous recognition by acknowledging wins.</i>	Ensuring Work-Life Harmony <i>Prioritizes well-being in the team by promoting work-life balance.</i>	Understanding Business Strategy <i>Drives a sense of clarity towards the organization's vision and strategic roadmap.</i>	AI as a Helpful Assistant <i>Creating transparent conversations about how and when AI tools can support team processes</i>
Building Rapport <i>Nurtures relationships with team members to facilitate open communication and mutual understanding.</i>	Enabling Digital-First Environment <i>Leverages technology to improve efficiency and stakeholders' experience.</i>	Exchanging Feedback: <i>Gives constructive, regular, and timely feedback for continuous improvement.</i>	Providing Psychological Safety: <i>Creates a safe environment where team members belong, speak up, learn, and contribute.</i>	Aligning Work To Business Impact <i>Aligns individual's work to the broader organizational objectives.</i>	AI for enhancing Well-being <i>Discovering how AI tools can complement wellbeing strategies for team members</i>
Fostering Team Synergy <i>Creates an ecosystem for teams to work cohesively and collaboratively.</i>	Creating a Learning Ecosystem <i>Fosters an environment of continuous learning and experimentation through growth-mindset</i>	Driving Autonomy: <i>Fosters environment of freedom & accountability to help others reach highest potential.</i>	Driving Equity & Fairness <i>Cultivates an environment that fosters diversity, equity and inclusion</i>	Cultivating Organizational Affinity <i>Creates belongingness towards the brand identity and values.</i>	AI for enhancing Efficacy <i>Identifying opportunities where AI can support administrative tasks while preserving situations requiring personal judgment</i>
		Enabling Career Growth <i>Creates growth opportunities by understanding individuals' aspirations, strengths, and areas for development</i>			AI as a Learning Companion <i>Creating accessible learning pathways for team members to experiment with AI tools</i>
					AI as a Creative Collaborator <i>Methods for inviting AI assistance that enhances meaningful work rather than diminishing it</i>

Program Components

Immersive, fully online, 4 month development journey



Assessment Center

Know
yourself



360 Degree Feedback

Understand your
blind spots



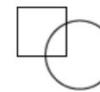
Master Classes

Learn from
the best



Digital Learning Journey

Get bytes of
wisdom



Experience Interview

Build Growth
Roadmaps



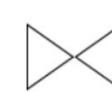
Interactive Practice Sessions

270 mins of
contextual learning



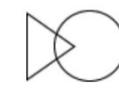
Networking

Build a peer
network through
Learning Circles



Mentoring

Expand your
viewpoint



Recognition of Excellence

The Winning Manager
Award for the TOP 10%
of the cohort.

Program Benefits



New-age framework

BUILT for the AI Era



Outside-In Perspective

*through an open
program format*



Group Mentoring

*bridges experience and
ambition*



Plug & Play format

ensures ease of rollout



Winning Manager Award

*adds to motivation &
engagement*

Who is this for?

For First Line Managers across 2 managerial experience levels.



Risers Program

ICs

(who want to be or are about to be promoted to managers)

Young Leaders

(who are on a fast track to be managers)

Rs. 17,500 + gst / participant



Achievers Program

First Time Managers

(1-3 yr of managerial experience)

(Tenured first line managers)

Rs. 24,000 + gst / participant

Program Timelines

September 2026

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
			8	9	10	11
1	2	3	4	5	6	7
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Kick Off & Orientation session + iDev Launch

Master Class 1: Forge connections - Strengthening Managerial Relationships + **Assessment Development Center Launch**

Master Class 2: Efficacy Unleashed - Strategies for First Line Success + **Assessment Center Report Debrief** + **360 Degree Feedback Launch**

Assessment Center Completion Deadline

October 2026

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
			8	9	10	11
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Practice Session - 1

Master Class 3: Empowerment Avenue: Fostering Team Growth - Part 1

Master Class 4: Empowerment Avenue: Fostering Team Growth - Part 2

Practice Session - 2

November 2026

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
						8
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Master Class 5: Well-being matters - Prioritizing health and happiness + **360 Degree Feedback Deadline** + **360 Degree Report Debrief**

Master Class 6: Pride Cultivation- Sowing Seeds for Organizational Excellence + **Experience Interview Launch**

Practice Session - 3

Experience Interview Deadline

December 2026

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
						6
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Digital Learning Journey Deadline

Group Mentoring Session

Closing the Loop Session

Winning Manager Program List Announcement & Virtual Award Ceremony

Our Previous Partner Organizations

GOLD PARTNERS



SILVER PARTNERS



BRONZE PARTNERS



OUR OTHER PARTNERS



Partnerships

PARTNERSHIPS*	BRONZE PARTNER <i>20 participants</i>	SILVER PARTNER <i>40 participants</i>	GOLD PARTNER <i>50 participants</i>	PLATINUM PARTNER <i>105 participants</i>	DIAMOND PARTNER <i>140 participants</i>
Risers	10 participants	10 participants	20 participants	35 participants	40 participants
Achievers	10 participants	30 participants	30 participants	70 participants	100 participants

* You can also choose your own permutation!

>> Partner Benefits



*End Of Journey
Cohort Report*



*Employer Branding
Collaterals*



*Invitations For Leaders
To Be Jury And Mentors*

Get in touch :)

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GROUP COMPANIES



Impact Stories!



OVERALL PROGRAM FEEDBACK (across the program)

Application

91%

*were able to apply the learning
Always/Most of the times*

Practicality

94%

*have found practical ways of leading
themselves/team/business*

Relevance

90%

*found the content was relevant
and addressed issues at work*

Promoter Score

89%

*would recommend this program
to their peers*

Participant Testimonials



Chandan Thakare
Risers

*“During this journey, I gained valuable insights and tools that have helped me grow as a leader. The skill-will gap analysis was particularly impactful, as it **helped me identify the training needs of my team while also tracking their continuous improvement.***

*I've also started using the CORE principle for giving feedback and recognition, which has **helped me provide feedback more effectively and ensure meaningful recognition for my team's efforts.***

*With the help of this training, **I am making significant progress in enhancing collaboration and communication by building strong relationships with stakeholders**, including suppliers, manufacturers, logistics providers, and internal teams.”*

Participant Testimonials



Deepak Wadhwan
Risers

*"This learnings from this program allowed me to assist with a broader range of challenges, from troubleshooting technical problems to generating creative content ideas, **leading to more engaging, user-friendly conversations.** By considering the user's context—like their goals, preferences, or past interactions—I can make the experience more personalized.*

*From the beginning, my goal has been to provide users with accurate, relevant, and reliable information across a wide range of topics. Through continuous learning, I've **sharpened my ability to sift through vast amounts of data and deliver well-informed responses.** I've continuously evolved to adapt to new queries, ideas, and developments."*

Participant Testimonials



Arabindra Prakash
Achievers

"At the start of this journey, I committed to enhancing my knowledge through this training, and I'm pleased to have fulfilled that commitment. Key takeaways include:

Team Collaboration: By applying frameworks like T.A.S.K to clarify roles, I improved alignment and productivity. The benefits included smoother workflows and faster decision-making.

Psychological Safety: I encouraged open discussions, which boosted trust and creativity. This led to stronger engagement and innovative problem-solving.

These learnings have positively impacted my personal growth and will enable me to drive greater value and results for the organization."

Participant Testimonials



Mahesh Bhaskar Wagh
Achievers

"At the start of this journey, I made the following commitments:

Improve supply chain efficiency

Enhance collaboration with stakeholders

Ensure compliance and quality

I'm happy to share that I've successfully fulfilled these commitments:

Achieved a 25% reduction in lead times and a 15% increase in productivity

Built strong relationships with stakeholders, improving communication and trust

Maintained a 99% compliance rate and a 95% quality rating.

Team Jombay, Keep doing the good work!"

Participant Testimonials



*Chinmaya Mallick
Risers*

*"I committed to improving my leadership skills. Through attending workshops and practicing active listening, **I have made significant progress**. While there's always room for improvement, **I'm proud of my efforts and dedication to personal and professional growth.***

***The program was very insightful** and required no enhancements.*

"

Participant Testimonials



Sharad Sharma
Achievers

"I learned to manage teams in a better way through various techniques taught in this training program. This includes communicating effectively with team members, handling difficult or emergency situations appropriately, building rapport with team members, and providing the right level of guidance—not too much, not too little.

This has resulted in an environment where operational errors are reduced, and the team has developed self-confidence.

The program is very good. The trainers were really helpful and encouraged participants."

Participant Testimonials



Gaurav Motwani
Achievers

"I am now better equipped to understand my team members and the situations they face. I now have the tools and strategies to handle different scenarios effectively.

I also learned the key aspects of how and when to give recognition, exchange feedback, enable career growth, and drive autonomy. I am actively applying each strategy and tool to improve performance and foster a sense of belonging within the team."

Participant Testimonials



Abhijeet Kulkarni
Achievers

"I learned to empower my team, show empathy toward them, and provide clear goals. This has helped in delivering quality projects, completing them on time, and boosting efficiency.

I really enjoyed the complete journey. The content of the course was so engaging that it compelled me to attend all the sessions and actively participate in the breakout discussions. The technology used in the course made it very interesting and interactive."

Participant Testimonials



Monika Vekariya
Risers

"I learnt breaking bias, building connections within teams to boost efficacy, the skill-will matrix, celebrating epic fails, and taking decisions considering the autonomy grid.

These are a few things I have started applying—being non-judgmental, keeping each person's well-being in mind, and recognizing that all parameters and different personalities are vital for an organizational goal.

The program truly helpful to develop the future leaders"

Participant Testimonials



Paresh Soni
Achievers

"I witnessed self-awareness and leadership growth in myself by understanding my strengths and areas for improvement as a leader. Strategic thinking and problem-solving have helped me break down complex problems and approach challenges with a growth mindset, focusing on innovative and actionable solutions. Fostering collaboration and building teams has enabled me to create an environment of trust.

*One key area where I have already started applying these learnings is in enhancing team engagement and productivity. By implementing some of the frameworks and strategies discussed during the sessions, **I have fostered more open communication within my team, leading to better alignment on goals and improved collaboration. This has resulted in increased team cohesion, enhanced visibility, and greater credibility.**"*

Participant Testimonials



Jitendra Naik
Achievers

"I learnt the power of psychological safety in teams, the impact of authentic leadership and vulnerability, and the role of effective feedback in continuous development. These three aspects have helped me realize the importance of fostering a supportive, growth-oriented, and collaborative environment where teams feel safe, valued, and motivated to succeed.

By creating a feedback-rich culture and building psychological safety, I have applied these learnings to increase engagement, improve collaboration, and strengthen team dynamics. This has ultimately led to higher productivity and a more positive work culture."

Participant Testimonials



Saptarshi Saha
Achievers

*"I have implemented collaboration, empowerment, and mentoring in my journey. Empowerment helps increase the efficacy of the team, collaboration enhances overall achievement, and psychological safety strengthens rapport. As a result, **my team is feeling more motivated and proud of their job and organization.***

Thank you Team Jombay for the wonderful journey."

Appendix



Comparing Open Programs to org-specific programs

Category	B2B	Open/Community Programs
Framework	Highly contextualized framework	Standard framework based on extensive research relevant to modern managers.
Design	Contextualized content (Examples, Industry, role, culture nuances)	Standard content (Industry/function agnostic) that caters to holistic managerial development
Delivery Components	Customizable Design and Delivery	Standard delivery that ensures delivery is faster and smoother
Program Management	HR/L&D involvement is higher	Plug and play format needs only moderate involvement from the sponsor org
Cohort Size and Perspective	Limited exchange of perspectives, smaller cohort since its internal to the company	Better outside-in perspective due to the larger cohort size
Recognition & Rewards (R&R)	R&R is limited to the org (optional)	All India R&R list (10% club)
Cost	Cost to be scoped out (Added contextualization)	Cost effective (standard scalable program)

Program Construct	
Core Competencies	Modules for Development
Building Connection	<p>Shifting from Me to We <i>Honing a mindset of self to one of shared purpose, while understanding the nuances of being a manager</i></p> <ul style="list-style-type: none"> • Familiarizing oneself with the expectations and nuances of leading a team • Explore strategies to manage emotions, build resilience, and navigate change with confidence. • Practical strategies for effective time management and prioritization <p>Establishing Trust and Credibility <i>Develops the capability to become a dependable leader who demonstrates trustworthiness through consistent actions and behaviors.</i></p> <ul style="list-style-type: none"> • Demonstrating consistency through words, behaviors, and actions • Applying the instruments of trust and credibility to build effective relationships • Continue nurturing these relationships with compassion <p>Building Rapport (with Empathy and Communication) <i>Nurtures relationships by fostering open, clear dialogue/communication and demonstrating empathy in conversations with team members.</i></p> <ul style="list-style-type: none"> • Understanding team members, their needs, and preferences • Being an ally and a trusted confidante for team members <p>Fostering Team Synergy <i>Creates an ecosystem where team members can work better together, focusing on collaborative approaches and mutual support.</i></p> <ul style="list-style-type: none"> • Creating avenues to nurture intra-team and inter-team cohesion and collaboration • Managing conflict constructively and using it as a means to drive collaboration
AI as a Helpful Assistant	<p>Objective: Creating transparent conversations about how and when AI tools can support in building connections</p> <p>Impact: Mindset Shift</p> <p>Outcome: Participants will be able to lead structured team discussions that establish clear AI usage guidelines, foster open dialogue about the benefits of AI integration with team members, and mitigate concerns, resistance, or insecurities surrounding AI</p>

CORE COMPETENCIES	MODULES FOR DEVELOPMENT
Boosting Efficacy	<p>Providing Role Clarity <i>Provides a clear understanding of roles and responsibilities and ensures effective delegation.</i></p> <ul style="list-style-type: none">• Outlining clear responsibilities and success metrics to drive optimal performance and job satisfaction• Delegating mindfully as per team member's skill and will• Setting up mechanisms to uphold accountability in the team <p>Enabling Digital-First Environment <i>Fosters task efficiency by leveraging technology to optimize work processes.</i></p> <ul style="list-style-type: none">• Leveraging technology to refine practices and processes toward fostering work efficiency• Delivering incremental value to stakeholders using a creative application of digital solutions <p>Creating a Learning Ecosystem <i>Encourages innovation and continuous learning while providing opportunities for skill development.</i></p> <ul style="list-style-type: none">• Encouraging curiosity to enable self-motivated learning• Providing opportunities for upskilling and reskilling• Extending support for new experimentation
AI for enhancing Efficacy	<p>Objective: Identifying opportunities where AI can support administrative tasks while preserving situations requiring personal judgment / Mapping processes where human ethical reasoning and emotional intelligence must lead</p> <p>Impact: Mindset Shift</p> <p>Outcome: Participants will be able to identify high-value opportunities for routine task automation without sacrificing quality.</p>

CORE COMPETENCIES	MODULES FOR DEVELOPMENT
Driving Empowerment	<p>Providing Recognition: <i>Promotes an environment of continuous recognition by acknowledging small and big wins.</i></p> <ul style="list-style-type: none">• Using positive reinforcement to amplify engagement and performance• Promoting regular recognition mechanisms in formal and informal settings• Enabling a culture of mutual appreciation and gratitude <p>Exchanging Feedback: <i>Gives constructive, regular, and timely feedback for continuous improvement.</i></p> <ul style="list-style-type: none">• Balancing assertiveness and empathy in the feedback• Learning the art of giving evidence-based, specific, objective, and action-oriented feedback• Enabling a culture of exchanging timely, candid, and constructive feedback <p>Driving Autonomy: <i>Fosters an environment of freedom and accountability to help others reach their highest potential.</i></p> <ul style="list-style-type: none">• Exploring enablers and detractors in providing autonomy at work• Defining the rules and boundaries of ownership and accountability• Supporting team members to effectively fulfill and deliver results <p>Enabling Career Growth <i>Creates growth opportunities by understanding individuals' aspirations, strengths, and areas for development</i></p> <ul style="list-style-type: none">• Co-creating a career map for the team members considering their aspirations and strengths• Mentoring each team member based on their areas of development• Creating opportunities for growth and incremental responsibilities for the team members
AI as a Learning Companion	<p>Module: Creating accessible learning pathways for team members to experiment with AI tools (based on comfort & relevance to work)</p> <p>Impact: Mindset Shift + Skillset Development</p> <p>Outcome: Participants will be able to design role-specific AI learning opportunities tailored to different technical comfort levels within their teams, thus empowering team members to experiment freely with AI that's relevant to their role</p>

CORE COMPETENCIES	MODULES FOR DEVELOPMENT
Nurturing Well Being	<p>Ensuring Work-Life Harmony <i>Prioritizes well-being in the team by promoting work-life balance.</i></p> <ul style="list-style-type: none">• Providing flexibility with discretion to balance autonomy and accountability effectively.• Encouraging taking breaks to recharge and rejuvenate (for self and the team) <p>Providing Psychological Safety: <i>Creates a safe environment where team members belong, speak up, learn, and contribute.</i></p> <ul style="list-style-type: none">• Building a welcoming culture for the expression of upward feedback, dissent, or a different point of view• Fostering a non-judgmental environment that accommodates mistakes and failures• Practicing the right ways to present, challenge, or reject opinions and suggestions <p>Driving Equity & Fairness <i>Cultivates an environment that fosters diversity, equity, and inclusion</i></p> <ul style="list-style-type: none">• Practicing fair and inclusive communication• Ensuring bias-free, objective, data-driven decision-making
AI for enhancing Well-being	<p>Module: Discovering how AI tools can complement wellbeing strategies for team members</p> <p>Impact: Skillset Development and Tools Recommendations</p> <p>Outcome: Participants will learn how to leverage AI tools for planning strategies to enable well-being in the team</p>

CORE COMPETENCIES	MODULES FOR DEVELOPMENT
Instilling Pride	<p>Understanding Business Strategy <i>Drives a sense of clarity towards the organization's vision and strategic roadmap.</i></p> <ul style="list-style-type: none">• Communicating the organization's vision and focus areas• Cultivating commitment by guiding the team towards the long-term direction• Helping team members connect with the organization's strategic roadmap <p>Aligning Work To Business Impact <i>Enables clear alignment between organizational/team goals and individual contributions, ensuring meaningful impact.</i></p> <ul style="list-style-type: none">• Breaking organizational objectives down into individual goals• Monitoring progress regularly to realign resources and processes• Identifying and avoiding common misalignment pitfalls <p>Cultivating Organizational Affinity <i>Creates belongingness towards the brand identity and values.</i></p> <ul style="list-style-type: none">• Creating a sense of pride within the team towards the organization's purpose• Enabling alignment between org/team goals and individual contributions
AI as a Creative Collaborator	<p>Module: Frameworks for using AI to help prototype and test team-generated ideas + Simple tools for exploring time savings, quality improvements, innovation possibilities, conducting competitor and market analysis, research, etc.</p> <p>Impact: Skillset Development and Toolset Recommendations</p> <p>Outcome: Participants will be able to employ measurement frameworks that help in obtaining the tangible business outcomes through AI tools and AI-enhanced workflows</p>

Differentiation

	Risers Program	Achievers Program	Adapting to the AI Era
Learning Approach	Structured learning with a mix of theoretical knowledge and practical exercises.	Experiential learning with a focus on real-world applications.	
Contextualization	Real-life examples and scenarios relevant to entry-level management positions.	Case studies and scenarios relevant to seasoned leadership and organizational strategy.	
Know - Do - Drive	Know - Do	Do - Drive	
Bloom's Taxonomy	Level 1 to 4 <ul style="list-style-type: none"> • Remember (Knowledge Recall) • Understand (Comprehension) • Apply (Practical Application) • Analyze (Critical Thinking) 	Level 4 to 6 <ul style="list-style-type: none"> • Analyze (Critical Thinking) • Evaluate (Judgment and Decision Making) • Create (Innovation and Leadership) 	
Building Connections	<p>Shifting from Me to We</p> <ul style="list-style-type: none"> • Difference In Approach - IC VS Manager <p>Establishing Trust and Credibility</p> <ul style="list-style-type: none"> • Trust Equation <p>Building Rapport</p> <ul style="list-style-type: none"> • David McClelland's Theory of Motivation - Achievement, Affiliation and Power <p>Fostering Team Synergy</p> <ul style="list-style-type: none"> • Game Theory-Based 	<p>Shifting from Me to We</p> <ul style="list-style-type: none"> • Managerial dilemmas <p>Establishing Trust and Credibility</p> <ul style="list-style-type: none"> • Trust Equation <p>Building Rapport</p> <ul style="list-style-type: none"> • David McClelland's Theory of Motivation - Achievement, Affiliation and Power <p>Fostering Team Synergy</p> <ul style="list-style-type: none"> • Game Theory-Based 	<p>AI as a Helpful Assistant</p> <ul style="list-style-type: none"> • "Ask AI" segments to rehearse IC vs Manager decisions (dilemmas) • Generating conversation starters based on team member profiles

Differentiation

Note : the session specific objectives are indicative in nature.

	Risers Program	Achievers Program	Adapting to the AI Era
Boosting Efficacy	<p>Providing Role Clarity - T.A.S.K. :</p> <ul style="list-style-type: none"> • Timelines • Accountability • Support • Key success markers <p>Alignment to individual's skill and will - Skill - Will Matrix</p> <p>Leveraging digital tools and technology - Joy of Missing Out (JOMO) - Tasks that can be delegated to technology</p>	<p>Providing Role Clarity - T.A.S.K. :</p> <ul style="list-style-type: none"> • Timelines • Accountability • Support • Key success markers <p>Alignment to individual's skill and will - Skill - Will Matrix</p> <p>Creating Learning Ecosystem - The 4Es - Education, Empowerment, Experience & Empowerment</p> <p>Leveraging digital tools and technology - The 3MS : Muda, Muri & Mura</p>	<p>AI for enhancing Efficacy</p> <ul style="list-style-type: none"> • Nudges or summaries post-meetings to align individual tasks with team goals. • Dashboards with personalized KPIs and alert to managers of progress gaps. • Coaching tips based on Skill-Will matrix placement.
Driving Empowerment	<p>Recognition using C.O.R.E framework</p> <ul style="list-style-type: none"> • Context, Observation, Result & NExt Step <p>Providing Radically Candid Feedback using - HHIIP + CORE</p> <ul style="list-style-type: none"> • Humble, Helpful, Immediate, In Person or On Video, Not About Personality + • Context, Observation, Result & NExt Step <p>Driving Autonomy -</p> <ul style="list-style-type: none"> • Autonomy Spectrum • The Autonomy Grid <p>Career Growth</p> <ul style="list-style-type: none"> • Career Conversation Spectrum 	<p>Recognition using C.O.R.E framework</p> <ul style="list-style-type: none"> • Context, Observation, Result & NExt Step <p>Providing Radically Candid Feedback using - HHIIP + CORE</p> <ul style="list-style-type: none"> • Humble, Helpful, Immediate, In Person or On Video, Not About Personality + • Context, Observation, Result & NExt Step <p>Driving Autonomy -</p> <ul style="list-style-type: none"> • Ladder of Initiative (Employee) VS • Ladder of Leadership Evolution (Manager) <p>Career Growth</p> <ul style="list-style-type: none"> • Career Path & Talent Management Flow 	<p>AI as a Learning Companion</p> <ul style="list-style-type: none"> • Recognition drafts based on team contributions and behavioral patterns • Rehearsal space for giving/receiving feedback with tone adjustment guidance • Coaching prompts aligned to the Career Conversation Spectrum

Differentiation

Note : the session specific objectives are indicative in nature.

	Risers Program	Achievers Program	Adapting to the AI Era
Nurturing Well-Being	<p>Work Life Harmony -</p> <ul style="list-style-type: none"> • #Jombay Recommendation • Pickle Jar Theory Of Time • Effort VS Impact Matrix <p>Psychological Safety -</p> <ul style="list-style-type: none"> • #Jombay Tips <p>Equity & Fairness - Uncovering Biases</p> <ul style="list-style-type: none"> • Curse of Knowledge • Proximity Bias • In-Group & Out-Group Bias • Halo and Horn Effect Bias • #Jombay Tips 	<p>Work Life Harmony -</p> <ul style="list-style-type: none"> • #Jombay Recommendation • Pickle Jar Theory Of Time • Effort VS Impact Matrix <p>Psychological Safety -</p> <ul style="list-style-type: none"> • #Jombay Tips <p>Equity & Fairness - Uncovering Biases</p> <ul style="list-style-type: none"> • Curse of Knowledge • Proximity Bias • In-Group & Out-Group Bias • Halo and Horn Effect Bias • #Jombay Tips 	<p>AI for enhancing Well-being</p> <ul style="list-style-type: none"> • Sentiment analytics & real-time nudges for inclusion and emotional awareness • Reallocation or deprioritization of tasks based on impact levels and team bandwidth. • Real-time wellness nudges and recharging rituals
Instilling Pride	<p>Understanding Business Strategy + Cultivating Organizational Affinity -</p> <ul style="list-style-type: none"> • Peter Drucker's 5 questions <p>Aligning Work to Business Impact</p> <ul style="list-style-type: none"> • The Alignment Process • RASCI Matrix 	<p>Understanding Business Strategy + Cultivating Organizational Affinity -</p> <ul style="list-style-type: none"> • Knowing the what, why and how of your organization <p>Aligning Work to Business Impact</p> <ul style="list-style-type: none"> • The Alignment Process • RASCI Matrix 	<p>AI as a Creative Collaborator</p> <ul style="list-style-type: none"> • Translate complex org strategy into role-relevant narratives • Map project scope to business KPIs to suggests possible stakeholders using the RASCI matrix. • Craft impact stories

Program Components

Increased interactivity, industry and AI context & flexibility



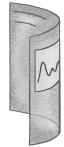
**270 added mins of
Interaction**

- ◆ 3 facilitated interactive sessions with peers
- ◆ 1 Mentoring Session



Industry Context

- ◆ Industry specific interactive sessions



Flexibility

- ◆ Combination of self paced and live modules



AI Context

- ◆ AI context built into every Masterclass