

BATCH 3 :
Mar-July 2026

JOMBAY



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

From the makers of >



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***



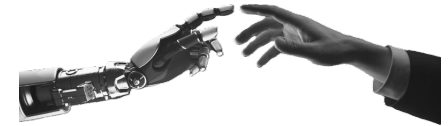
***They prioritize
“self care”***



***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!***

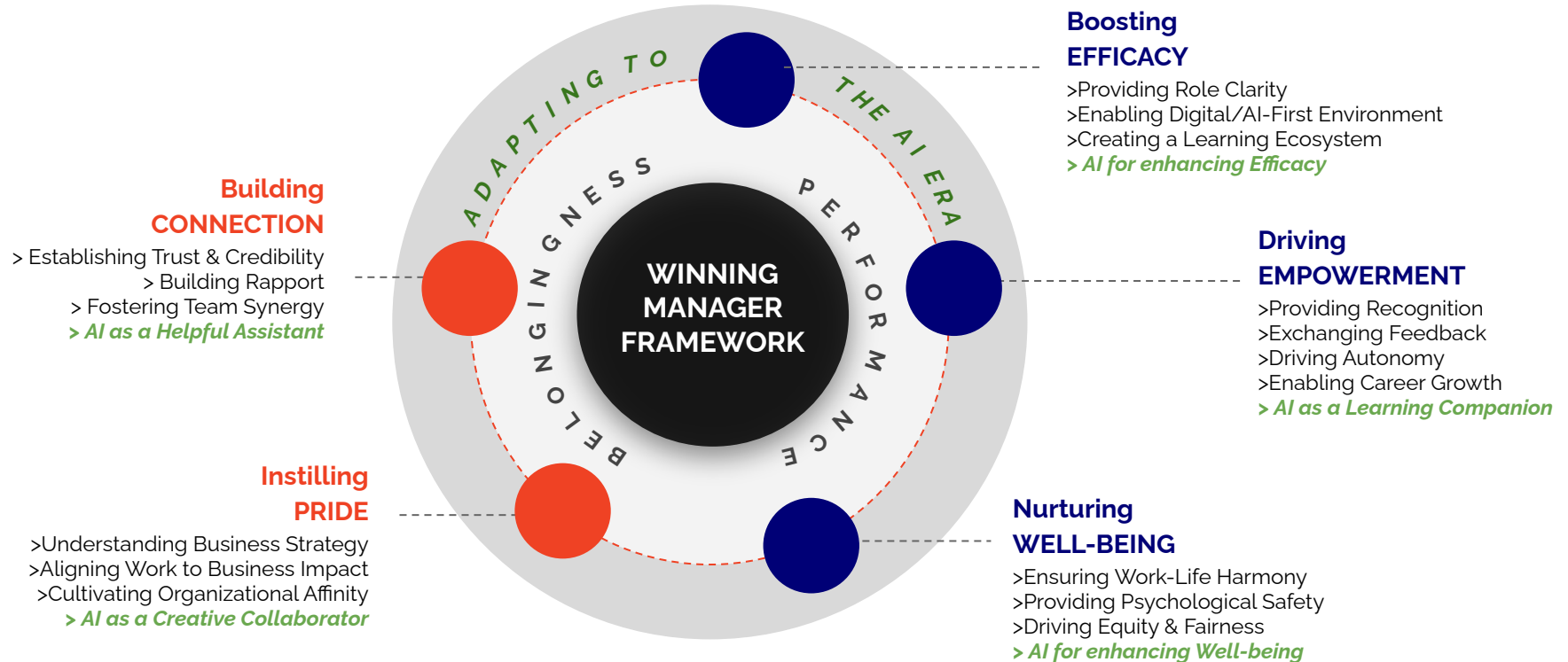
Our research showed that a **great**
First Line Manager balances
PERFORMANCE & BELONGINGNESS!

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

Establishing Trust and Credibility

Develops the capability to become a trustworthy and credible manager.

Building Rapport

Nurtures relationships with team members to facilitate open communication and mutual understanding.

Fostering Team Synergy

Creates an ecosystem for teams to work cohesively and collaboratively.

Boosting EFFICACY

Providing Role Clarity

Provides a clear understanding of roles and responsibilities and ensures effective delegation.

Enabling Digital-First Environment

Leverages technology to improve efficiency and stakeholders' experience.

Creating a Learning Ecosystem

Fosters an environment of continuous learning and experimentation through growth-mindset

Driving EMPOWERMENT

Providing Recognition:

Promotes environment of continuous recognition by acknowledging wins.

Exchanging Feedback:

Gives constructive, regular, and timely feedback for continuous improvement.

Driving Autonomy:

Fosters environment of freedom & accountability to help others reach highest potential.

Enabling Career Growth

Creates growth opportunities by understanding individuals' aspirations, strengths, and areas for development

Nurturing WELL BEING

Ensuring Work-Life Harmony

Prioritizes well-being in the team by promoting work-life balance.

Providing Psychological Safety:

Creates a safe environment where team members belong, speak up, learn, and contribute.

Driving Equity & Fairness

Cultivates an environment that fosters diversity, equity and inclusion

Instilling PRIDE

Understanding Business Strategy

Drives a sense of clarity towards the organization's vision and strategic roadmap.

Aligning Work To Business Impact

Aligns individual's work to the broader organizational objectives.

Cultivating Organizational Affinity

Creates belongingness towards the brand identity and values.

Adapting to the AI Era

AI as a Helpful Assistant

Creating transparent conversations about how and when AI tools can support team processes

AI for enhancing Well-being

Discovering how AI tools can complement wellbeing strategies for team members

AI for enhancing Efficacy

Identifying opportunities where AI can support administrative tasks while preserving situations requiring personal judgment

AI as a Learning Companion

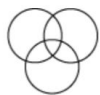
Creating accessible learning pathways for team members to experiment with AI tools

AI as a Creative Collaborator

Methods for inviting AI assistance that enhances meaningful work rather than diminishing it

Program Components

Immersive, fully online, 4 month development journey



Assessment Center

Know yourself



360 Degree Feedback

Understand your blind spots



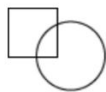
Master Classes

Learn from the best



Digital Learning Journey

Get bytes of wisdom



Experience Interview

Build Growth Roadmaps



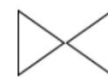
Interactive Practice Sessions

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

First Time Managers

(0-1 yr of managerial experience)



Achievers Program

(Tenured first line managers
With more than 1 year of managerial experience)

Rs. 24,000 + gst / participant

Program Timelines

March 2026

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
Kick Off & Orientation session + iDev Launch		17	18	19	20	21
22	23	24	25	Master Class 1: Forge connections - Strengthening Managerial Relationships + Assessment Development Center Launch		28
29	30	31				

April 2026

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2		4
5	Assessment Center Completion Deadline		7	8	9	11
12	13	14	15		Master Class 2: Efficacy Unleashed - Strategies for First Line Success + Assessment Center Report Debrief + 360 Degree Feedback Launch	
19	20	21	22	Practice Session - 1		18
26	27	28	29	30	Master Class 3: Empowerment Avenue: Fostering Team Growth - Part 1	
						25

May 2026

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5			Master Class 4: Empowerment Avenue: Fostering Team Growth - Part 2	
10	11	12	13	14	15	16
17	18	19	20		Practice Session - 2	
24	Master Class 5: Well-being matters - Prioritizing health and happiness + 360 Degree Feedback Deadline + 360 Degree Report Debrief					30

June 2026

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	Group Mentoring Session		6
7	8	Master Class 6: Pride Cultivation- Sowing Seeds for Organizational Excellence + Experience Interview Launch				13
14	15	16	17	18	19	20
21	22	23	24	Practice Session - 3		27
28	29	Experience Interview Deadline				

July 2026

SUN	MON	TUE	WED	THU	FRI	SAT
	Digital Learning Journey Deadline		1	2	3	4
5	6	7	8	Closing the Loop Session		11
12	13	14	15	16	17	18
21	List Announcement & Virtual Award Ceremony					25
26	27	28	29	30	31	

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

