

**BATCH 2 STARTS:**  
*April 2025*



JOMBAY



*A managerial development  
program for first line managers!*

*From the makers of  
**HR40under40** & the  
**1000 Women Leaders Program!***



# OUR Customers



AXIS BANK



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Kotak Mahindra Bank



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SBI



NSDL  
Technology, Trust & Reach



The Clearing Corporation  
of India Ltd.



Edelweiss  
Ideas create, values protect



MAX  
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INSURANCE



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AngelOne



PNB Housing  
Finance Limited  
Ehar Ki Baat



LOWE'S



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Dedicated To Life



BSV  
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TATA MOTORS

and many more.....



*A movement to BUILD India's  
strongest First Line MANAGERS!*



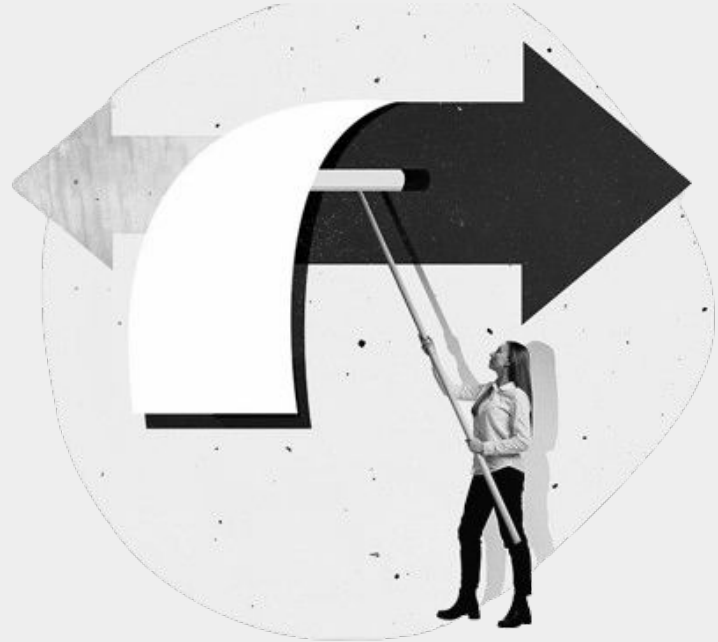


## **OUR VISION**

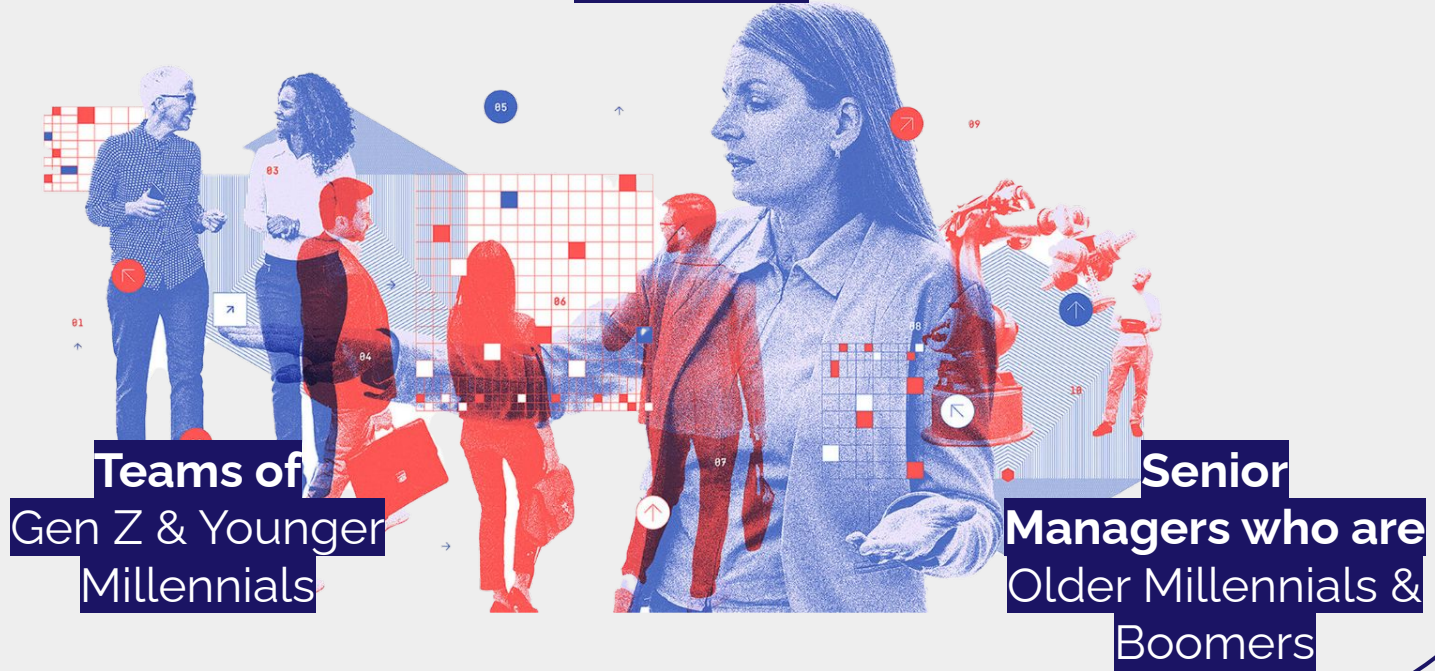
***IMPACT 100,000  
Managers over the  
next few years***

**Today and Tomorrow's  
winning workplaces are very  
different** from what they  
were a few decades ago

*Specifically, a  
first line manager  
today faces  
enormously  
**NEW** challenges!*



# Sandwiched in a multigenerational workforce



**Teams of  
Gen Z & Younger  
Millennials**

**Senior  
Managers who are  
Older Millennials &  
Boomers**



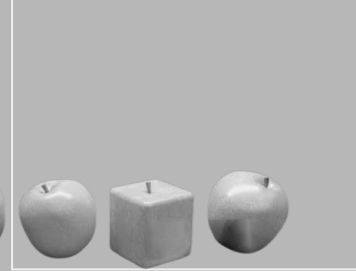
# ***THESE YOUNGER TEAMS***



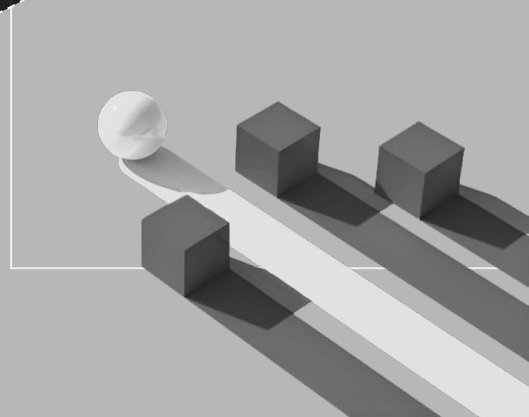
***Need to be  
managed  
differently***



***Need a  
different  
VIBE!***



***Need to be  
engaged  
differently!***





***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***

**A first-line manager  
needs to be cognizant  
of all this!**



The research team  
at Jombay uncovered  
**WHAT can make first line  
managers successful!**



Our research shows that  
**a great First Line Manager balances  
PERFORMANCE & BELONGINGNESS to  
enable a workplace of winners!**



A high  
**PERFORMANCE**  
culture



A sense of  
**BELONGINGNESS**

*Thus emerged -*

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



# Program Construct

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



# Program Construct

*Jombay has created a well-researched, indigenous framework relevant to today's modern managers. The Winning Manager Program is built on this framework.*

## 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.*

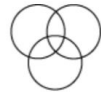
### **Cultivating Organizational Affinity**

*Creates belongingness towards the brand identity and values.*



# Program Components

*Immersive, fully online, 4 month development journey*



## Assessment Center

Know yourself



## 360 Degree Feedback

Understand your blind spots



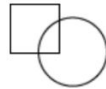
## Master Classes

Learn from the best



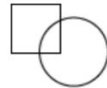
## Digital Learning Journey

Get bytes of wisdom



## Experience Interview

Build Growth Roadmaps



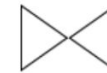
## Interactive Practice Sessions

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 Components

*Increased interactivity, industry 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

# Program Benefits



**New-age  
framework**  
relevant to the  
needs of First  
Line Managers



Open Program  
format builds an  
**Outside-In  
Perspective**



**Winning Manager  
Award** adds to  
motivation &  
engagement



Ease of rollout  
through  
**Plug & Play  
format**



# 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

# Participate in large numbers!

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

***You can also choose your own permutation!***

## Partner Benefits



*End Of Journey  
Cohort Report*



*Employee Branding  
Collaterals*



*Invitations For Leaders  
To Be Jury And Mentors*

## Get in touch :)

**Rex Fernandes**  
rex@jombay.com  
+91 97671 95781

### GROUP COMPANIES





## Key Difference

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

## CORE COMPETENCIES

### Driving Empowerment

## MODULES FOR DEVELOPMENT

### **Providing Recognition:**

*Promotes an environment of continuous recognition by acknowledging small and big wins.*

- 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

### **Exchanging Feedback:**

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

- 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

### **Driving Autonomy:**

*Fosters an environment of freedom and accountability to help others reach their highest potential.*

- Exploring enablers and detractors in providing autonomy at work
- Defining the rules and boundaries of ownership and accountability
- Equipping team members with the required support and resources

### **Enabling Career Growth**

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

- Co-creating 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

## CORE COMPETENCIES

## MODULES FOR DEVELOPMENT

### Boosting Efficacy

#### **Providing Role Clarity**

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

- 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

#### **Enabling Digital-First Environment**

*Leverages technology to improve efficiency and stakeholders' experience.*

- Developing a habit of digital-first thinking
- Leveraging technology to refine practices and processes
- Delivering incremental value to stakeholders using creative application of digital solutions

#### **Creating a Learning Ecosystem**

*Fosters an environment of continuous learning and experimentation.*

- Encouraging curiosity to enable self-motivated learning
- Providing opportunities for upskilling and reskilling
- Extending support for new experimentation

## CORE COMPETENCIES

### Nurturing Well Being

## MODULES FOR DEVELOPMENT

### **Ensuring Work-Life Harmony**

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

- Helping the team members with responsibility management and prioritization
- Providing flexibility with discretion
- Encouraging taking breaks to recharge and rejuvenate (for self and the team)

### **Providing Psychological Safety:**

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

- Building a welcoming culture for 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

### **Driving Equity & Fairness**

*Cultivates an environment that fosters diversity, equity and inclusion*

- Cultivating a team culture that embraces diversity (of people, worldviews, ways of working)
- Practicing fair and inclusive communication
- Ensuring bias-free, objective, data-driven decision-making

## CORE COMPETENCIES

## MODULES FOR DEVELOPMENT

### Instilling Pride

#### **Understanding Business Strategy**

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

- 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

#### **Aligning Work To Business Impact**

*Aligns individual's work to the broader organizational objectives.*

- Breaking organizational objectives down to individual goals
- Monitoring progress regularly to realign resources and processes
- Identifying and avoiding common misalignment pitfalls

#### **Cultivating Organizational Affinity**

*Creates belongingness towards the brand identity and values.*

- Building a holistic brand image amongst team members
- Creating a sense of pride within the team towards the organization's purpose
- Driving adoption of organizational values in the team's day-to-day practices

## CORE COMPETENCIES

## MODULES FOR DEVELOPMENT

### Building Connections

#### **Establishing Trust and Credibility**

*Develops the capability to become a trustworthy and credible manager.*

- Shifting the mindset from “Me” to “We”
- Demonstrating consistency through words, behaviors, and actions
- Applying the instruments of trust and credibility

#### **Building Rapport**

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

- Knowing one’s own managerial style
- Understanding team members, their needs, and preferences
- Being an ally and a trusted confidante for team members

#### **Fostering Team Synergy**

*Creates an ecosystem for teams to work cohesively and collaboratively.*

- Creating avenues to nurture intra-team and inter-team cohesion and collaboration
- Managing conflict constructively and using it as a means to drive collaboration
- Building a culture of mutual support and resilience within the team

# Differentiation

	Risers Program	Achievers Program
<b>Learning Approach</b>	Structured learning with a mix of <b>theoretical knowledge and practical exercises.</b>	Experiential learning with a <b>focus on real-world applications.</b>
<b>Contextualization</b>	<b>Real-life examples and scenarios relevant to entry-level</b> management positions.	<b>Case studies and scenarios relevant to seasoned leadership</b> and organizational strategy.
<b>Know - Do - Drive</b>	<b>Know - Do</b>	<b>Do - Drive</b>
<b>Bloom's Taxonomy</b>	<b>Level 1 to 4</b> <ul style="list-style-type: none"><li>● Remember (Knowledge Recall)</li><li>● Understand (Comprehension)</li><li>● Apply (Practical Application)</li><li>● Analyze (Critical Thinking)</li></ul>	<b>Level 4 to 6</b> <ul style="list-style-type: none"><li>● Analyze (Critical Thinking)</li><li>● Evaluate (Judgment and Decision Making)</li><li>● Create (Innovation and Leadership)</li></ul>
<b>Boosting Efficacy</b>	<ul style="list-style-type: none"><li>● Templates and tools for creating clear job descriptions and setting expectations.</li><li>● Methods to set up basic accountability structures.</li><li>● Benefits of a digital - first mindset.</li></ul>	<ul style="list-style-type: none"><li>● Aligning individual roles with strategic organizational goals.</li><li>● Create a culture of accountability.</li><li>● Latest trends in technology and their potential impact on the industry.</li></ul>

# Differentiation

*Note : the session specific objectives are indicative in nature.*

	Risers Program	Achievers Program
<b>Building Connections</b>	<ul style="list-style-type: none"><li>● Transitioning from an individual contributor to a team leader mindset.</li><li>● Importance of establishing a common vision and shared goals.</li><li>● Addressing and resolving conflicts constructively.</li></ul>	<ul style="list-style-type: none"><li>● Strategies for fostering a team-oriented culture and shared ownership of goals.</li><li>● Advanced techniques for enhancing intra-team and inter-team collaboration.</li><li>● Turning conflicts into opportunities for growth.</li></ul>
<b>Nurturing Well-Being</b>	<ul style="list-style-type: none"><li>● Tools and techniques for managing workloads, such as prioritization frameworks.</li><li>● Basics of diversity, equity, and inclusion (DEI) and their importance.</li></ul>	<ul style="list-style-type: none"><li>● Managing complex and evolving priorities, and balancing long-term projects with immediate tasks.</li><li>● Fostering a truly inclusive culture and addressing issues.</li></ul>
<b>Driving Empowerment</b>	<ul style="list-style-type: none"><li>● Understanding team members' aspirations, strengths, and areas for development.</li><li>● Concept of recognition and its impact on team morale and performance.</li><li>● Principles of giving constructive, regular, and timely feedback.</li></ul>	<ul style="list-style-type: none"><li>● Mentoring teams to empower and enable people to operate independently in areas of their strength.</li><li>● Strategies for integrating recognition into organizational culture and aligning it with team and organizational goals.</li><li>● Advanced techniques for balancing assertiveness and empathy in challenging feedback situations.</li></ul>
<b>Instilling Pride</b>	<ul style="list-style-type: none"><li>● Understanding of how the organization's strategy impacts various departments.</li><li>● Templates for creating individual development plans that align with broader objectives.</li><li>● Team-building exercises to reinforce the organization's purpose and values.</li></ul>	<ul style="list-style-type: none"><li>● Effectively communicating and embedding strategic goals within the team, especially during times of change.</li><li>● Aligning and developing strategies for complex or cross-functional teams.</li><li>● Leading by example and embedding organizational values into leadership practices and decision-making processes.</li></ul>



# Differentiation - Scenarios

Risers Program	Achievers Program
<ul style="list-style-type: none"><li>Onboarding a new team member. (need for clear clarity on role, understanding the employee skill - will)</li></ul>	<ul style="list-style-type: none"><li>Realigning your team members role and responsibility due to shift in strategic focus. (need for creating learning avenues, having the conversation)</li></ul>
<ul style="list-style-type: none"><li>Two team members have differing opinions on the approach to a critical project, leading to tension and decreased productivity. How would you resolve this conflict constructively?</li></ul>	<ul style="list-style-type: none"><li>Your company has recently merged with another, resulting in a mix of cultures, processes, and team dynamics. What steps will you take to foster a unified, team-oriented culture</li></ul>
<ul style="list-style-type: none"><li>Communicating company's objectives down to the team and creating individual development plans (IDPs) in alignment to the objectives</li></ul>	<ul style="list-style-type: none"><li>Your company has introduced some strategic process changes. This has caused unease among employees, who are concerned about job security and the future direction of the company. How will you communicate and embed this new strategic focus within your team?</li></ul>

JOMBAY



ENGAGEMENT SOLUTION

*We also have an AI-Powered  
Engagement Solution with  
employee stories*

*It works on the same framework as the  
Winning Manager Program! So the action planning  
post-engagement survey can feed into the  
Winning Manager Program with ease.*





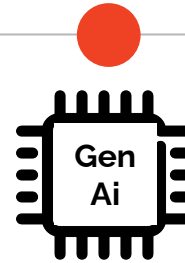
## Engagement Solution



Leverages the  
***POWER of Stories***



Is built on a new-age  
***multi-generational framework***



Utilises ***Gen-Ai in creating  
real-time action plans***