Program Starts
6 Jan 2026

JOMBAY

WINNING MANAGER PROGRAM AI

An MDP that equips managers to deal with managerial scenarios by using AI!

Despite
> managers 'knowing' AI
> organizations buying AI tools
> organizations arranging for AI training

- use of AI in real managerial workflows / scenarios is limited.

From these industry needs, rose Jombay's WinningManager.Ai Program!

Picture THIS : your Managers are.....

NOW imagine your Managers using AI to .....

Drowning in emails, meetings, & admin.

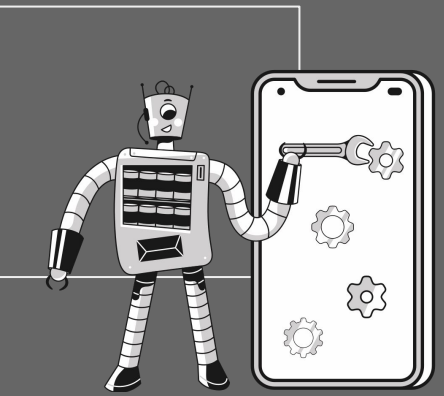
Create a priority dashboard & meeting summaries to become more efficient

Facing pressure to show performance impact with fewer resources.

Translate goals into tasks, timelines & owners to delegate better

Struggling to personalize feedback styles for diverse employees.

Create profiles to tailor feedback tone to a person



Unlike AI courses that get too technical,
this program builds an AI mindset & makes AI your manager's everyday ally to >

Bring in efficiency

Engage teams better

Enable performance

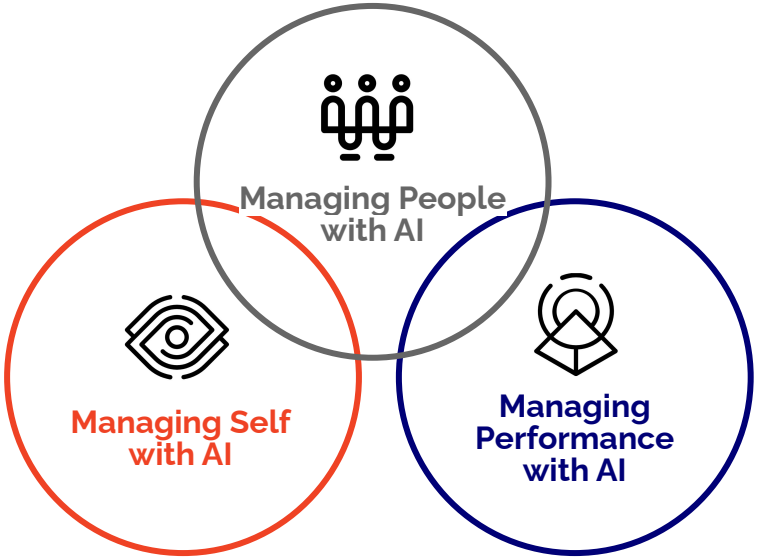
We don't just teach tools — we build an AI mindset & show managers how to apply AI in real managerial scenarios!

Program Construct

Jombay's Winning Manager.AI framework covers the following aspects >

> Get Your Message Heard
> Bridge Information Gaps
> Personalize Management
> Decode Team Sentiment

> Cut Through the Noise
> Beat Cognitive Fatigue
> Protect Deep Work
> Expand Creative Capacity



> Shift from Firefighting to Foresight
> Delegate Effectively, not Aimlessly
> Track Progress Transparently
> Eliminate Bottlenecks

Program Construct

Managing Self with AI

Cut Through the Noise
Use AI to filter & prioritize only the most critical updates & decisions

Beat Cognitive Fatigue
Let AI summarize emails, meetings etc so you don't drown in information overload

Protect Deep Work
Automate calendar blocking, reminders, and nudges to reduce multitasking

Expand Creative Capacity
Tap into AI for fresh ideas, alternative strategies, and creative solutions when you're stuck

Make Smarter Decisions, Sooner
Experiment with AI to simulate outcomes, map trade-offs, and surface hidden risks

Managing People with AI

Get Your Message Heard (and Understood)
Let AI refine tone & adapt messages for different team members

Bridge Information Gaps
Use AI to generate action-oriented meeting notes, ensure alignment on goals

Personalize Management
Move from "one-size-fits-all" to AI-assisted tailored feedback, coaching, and delegation

Decode Team Sentiment
Use sentiment analysis and behavioral cues to detect early signs of burnout & disengagement

Uncover Hidden Dynamics
Map invisible team dynamics with AI — spotting silos, non-collaborators, or hidden influencers

Managing Performance with AI

Shift from Firefighting to Foresight
Use AI to shift from reactive mode to proactive planning and prioritizing dynamically

Delegate Effectively, not Aimlessly
Use AI to break down vague objectives into clear, trackable steps your team can own

Track Progress Transparently
Get real-time visibility into team progress with AI-generated dashboards, alerts, and nudges

Eliminate Bottlenecks
Leverage AI to detect over/underutilization and help redistribute workload fairly

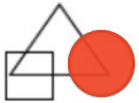
Diagnose & Develop
Predict attrition risks, skill gaps, biases using AI & co-create personalized development plans

Program Components

20 hrs of experiential learning

5 Hands-on Master Classes | **2 hrs each**

Building an AI mindset & exploring real managerial scenarios

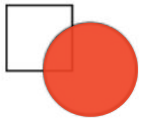


3 Practice Sessions

Solving for real AI use cases

Digital Learning Journey

Bytes of Wisdom & Habit Building

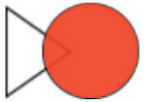


360 Degree Feedback

Unraveling blind spots

Experience Interview

Building growth roadmaps



Recognition of Excellence

The WinningManager.AI Award for the TOP 10% of the cohort

Your organization might be using any AI tools or stacks - *it doesn't matter!*

ChatGPT perplexity Copilot

slack Notion

Gemini NotebookLM Claude

zapier *& more.....*

It also doesn't matter if your IT team has already done trainings!

This program equips your people to work with that & use AI in their day to day managerial scenarios and workflows!

We are leaders in Managerial Capability building, and we understand AI!

The REAL Challenge

Managers drive engagement & performance, but they're overwhelmed

The GAP

AI is known, but managers don't know how to apply it to lead themselves & their people

WinningManager.AI Differentiator

Unlike AI skills courses, this program is about building an AI mindset & using it for managing self, people, & performance more efficiently

The payoff - better managers!

Your managers become more efficient! They free up time, engage better, and pre-empt issues

Pricing

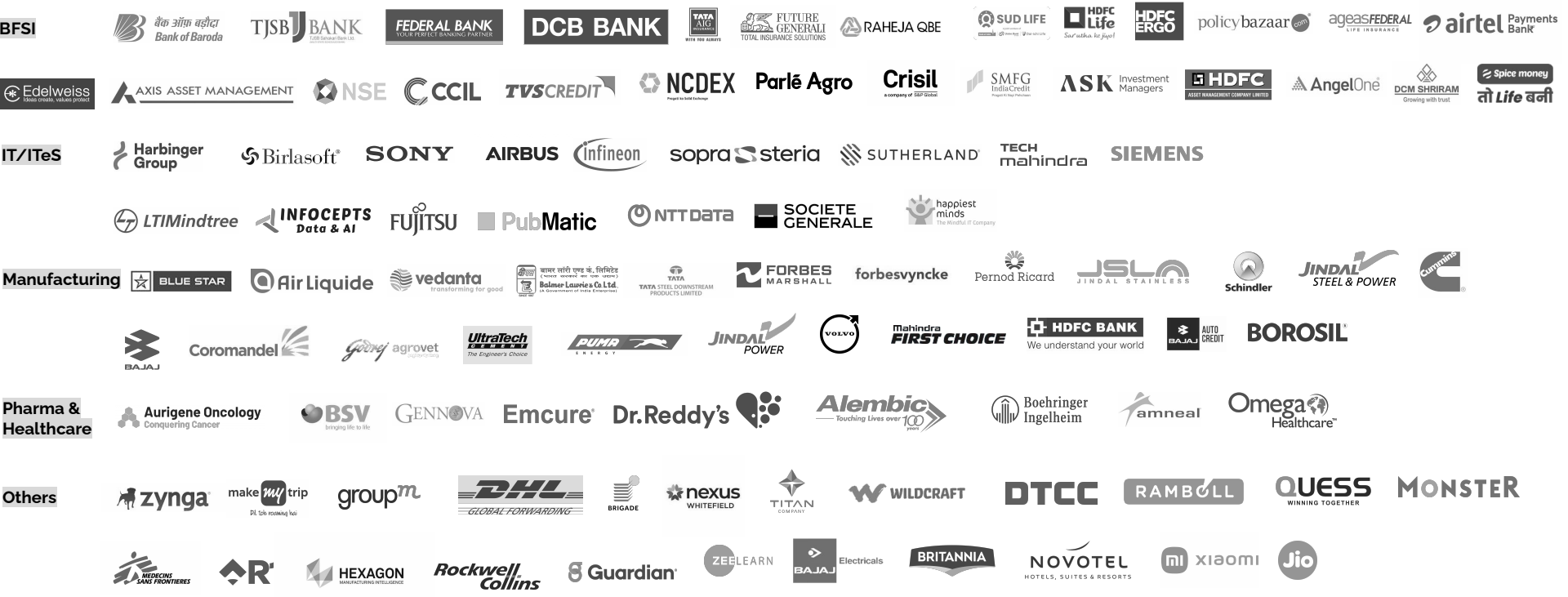
Pricing :
INR 24,000 + gst

Registration deadline :
5th January 2026

Partnerships

PARTNERSHIPS*	SILVER PARTNER *Redefine your managerial benchmarks*	GOLD PARTNER *Build a critical mass of AI savvy managers*	DIAMOND PARTNER *Get recognition for your organization*
Participation	**20 participants**	**50 participants**	**70+ participants**
Discount	**5%**	**10%**	**15%**

Partner Organizations in our other open programs



JOMBAY

Get in touch :)

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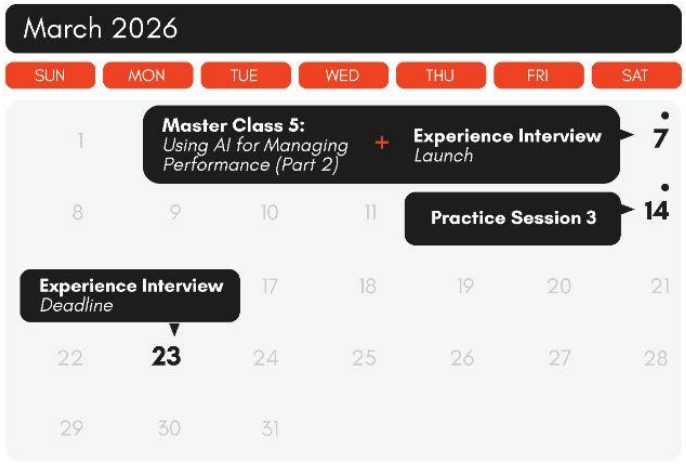
CIEL®
HR inspired by science

Appendix

Program Timeline

3 month journey designed to fit into a manager's packed schedule.



MASTERCLASS 1

Managing Self with AI

Cut Through the Noise & Beat Cognitive Fatigue

1. Gather Inputs

Gather Inputs
Identify key data sources, extract and clean information to create a unified info hub.

2. Filter Information

Define what's critical, remove noise, and cluster updates by theme for focused insights.

3. Prioritize

Evaluate inputs through a managerial lens to rank by impact and urgency, creating a priority dashboard.

4. Summarize

Convert lengthy threads into concise, actionable insights using your preferred summary format.

5. Act

Review, delegate, or schedule follow-ups while auto-drafting responses and tasks for execution.

6. Reflect

Validate accuracy, refine filters, and analyze trends to drive continuous improvement.

Protect Deep Work

1. Identify Focus Needs

Define your deep work preferences and analyze past patterns to uncover your most productive hours.

2. Plan & Recommend Schedule

Approve an ideal focus rhythm as AI suggests an optimized weekly schedule and trims unproductive meetings.

3. Automate Calendar Blocking

Confirm focus slots and let AI auto-block protected sessions with clear purposes in your calendar.

4. Automate Reminders & Nudges

Set your preferred nudge channel and timing to receive smart, context-aware reminders before deep work sessions.

5. Track & Refine

Monitor deep work trends, review insights, and let AI auto-adjust future schedules for sustained focus and balance.

Expand Creative Capacity & Make Smarter Decisions, Sooner

1. Define the Challenge

Frame the core issue, clarify assumptions, and capture data gaps to create a clear problem brief.

2. Expand Ideas

Share context and constraints to spark 3–5 creative, cross-industry approaches or analogies.

3. Evaluate Trade-offs

Test shortlisted ideas through "what-if" simulations to weigh risks, costs, and potential impact.

4. Prioritize & Recommend

Assess feasibility and risk to rank options and recommend the most viable next step.

5. Act & Communicate

Align stakeholders by drafting a crisp summary, slide, or action plan to drive decision execution.

6. Reflect & Learn

Compare predicted vs. actual outcomes to refine your decision-making approach for future challenges.

MASTERCLASS 2 & 3

Managing People with AI

Get Your Message Heard (and Understood) & Bridge Information Gap

1. Define Context & Audience

Clarify your message purpose and audience nuances to create a focused communication brief.

2. Refine Tone & Structure

Draft and refine your message to ensure it's empathetic, behavior-focused, and clear in intent.

3. Clarify & Summarize

Convert raw notes into concise summaries highlighting key decisions, actions, and open questions.

4. Validate & Send

Review and personalize the AI-generated draft to ensure tone, clarity, and impact before sharing.

5. Track & Follow Up

Send the message, automate reminders, and monitor follow-through to maintain alignment and accountability.

Personalize Management

1. Understand Each Team Member

Gather insights from feedback and data to build clear persona profiles of each team member.

2. Align Goals

Map individual goals to team priorities, identify gaps, and rewrite them into clear SMART/OKR formats.

3. Personalize Feedback & Coaching

Tailor feedback tone and focus areas to match each person's style and growth needs.

4. Customize Delegation & Development

Assign stretch tasks aligned with individual skills, readiness, and motivation levels.

5. Communicate & Follow-up

Share personalized goals and feedback, then automate summaries and reminders for follow-through.

6. Reflect & Adjust

Continuously review progress, track sentiment, and refine development plans for ongoing personalization.

Decode Team Sentiment & Uncover Hidden Dynamics

1. Collect Team Data

Gather and organize communication, feedback, and meeting insights into a unified team dataset.

2. Decode Sentiment

Analyze emotional tone to detect energy levels, positivity, and early signs of burnout or disengagement.

3. Map Hidden Dynamics

Visualize team relationships to uncover silos, key connectors, and collaboration bottlenecks.

4. Generate Insights & Act

Interpret team patterns empathetically and implement targeted actions for better engagement.

5. Follow Up & Track

Reassess sentiment regularly and automate progress tracking to sustain team health over time.

MASTERCLASS 4

Managing Performance with AI

Shift from Firefighting to Foresight

1. Gather Signals

Collect and consolidate data from multiple sources to create a unified snapshot of team performance.

2. Detect Patterns

Analyze trends to identify recurring issues, predict risks, and spotlight potential trouble areas.

3. Plan & Prioritize

Evaluate business impact and dynamically reprioritize tasks or resources to mitigate key risks.

4. Forecast & Act

Approve actions, assign ownership, and generate a foresight dashboard with clear next steps.

5. Track & Learn

Review outcomes, measure improvements, and refine predictive insights for continuous foresight.

Delegate Effectively, not Aimlessly & Track Progress Transparently

1. Define Objectives

State clear, measurable goals and desired outcomes to create a structured objective brief.

2. Break Down & Assign

Translate goals into specific tasks with defined owners, timelines, and dependencies.

3. Communicate Clearly

Craft concise, motivating delegation briefs that clarify expectations and ownership.

4. Track Progress

Monitor work through regular check-ins, dashboards, and automated progress updates.

5. Review & Reinforce

Assess results, recognize achievements, and refine goals for the next improvement cycle.

MASTERCLASS 5

Managing Performance with AI

Eliminate Bottlenecks

1. Gather Data

Collect and consolidate workload, time, and communication data into a unified team snapshot.

2. Detect Imbalances

Analyze trends to identify overworked or underutilized team members and process bottlenecks.

3. Diagnose Root Causes

Correlate performance patterns with skills, dependencies, and resource constraints to find true causes.

4. Recommend Redistribution

Use AI insights to rebalance workloads through smart task reassignments or automation.

5. Monitor & Refine

Track post-change performance, update dashboards, and continuously optimize team flow.

Diagnose & Develop

1. Gather Data

Collect and consolidate performance, feedback, and engagement inputs into a comprehensive employee dataset.

2. Diagnose & Predict

Analyze sentiment and patterns to detect early dips, burnout, or potential attrition risks.

3. Identify Gaps & Biases

Compare performance data with role expectations to uncover skill gaps and feedback biases.

4. Co-Create Development Plans

Collaborate with employees to build personalized IDPs with clear goals and learning milestones.

5. Monitor & Adjust

Track progress regularly, review growth insights, and refine development plans for continued improvement.