



Contemporary Management Development Program Outline



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Contemporary Management Development Corporate Training Program

Duration: 24 hours (Three days)

Program Description

Consistent with basic management development programs, this course emphasizes the manager's role in strategy execution through planning, organizing, leading, and controlling. However, it expands the framework to include:

- AI-assisted decision-making and productivity
- Managing hybrid and digitally enabled teams
- Leading amid uncertainty, disruption, and continuous change
- Managerial judgment, ethics, and accountability in an AI-driven workplace

This redesigned program preserves classical management foundations and integrates AI, digital work, and disruption leadership. It produces a tangible, actionable output that ensures immediate applicability for new and developing managers.

Program Objectives

By the end of the 3-day program, participants will be able to:

1. Translate organizational strategy into actionable team goals and plans;
2. Apply core management functions using contemporary tools and AI support;
3. Lead and motivate teams in hybrid, fast-changing, and uncertain environments;
4. Make sound managerial decisions using structured frameworks and AI insights;
5. Manage performance, change, and accountability effectively; and
6. Produce a practical, job-relevant Managerial Action Plan as a capstone output.



Required Final Output

Each participant will complete and present a **Managerial Action Plan (MAP)** which is a concise, practical document that includes:

- a. Team or unit goals aligned with organizational strategy
- b. A 90-day execution plan (priorities, KPIs, milestones)
- c. Planned use of AI tools for productivity, decision-making, or analysis
- d. Leadership and communication strategies
- e. Key risks and disruption scenarios with mitigation actions

This ensures immediate workplace transfer of learning.

Program Outline

DAY 1: The Manager's Role and Strategic Execution (8 Hours)

Theme: From Individual Contributor to Strategic Manager

Module 1: The Contemporary Role of the Manager

- Revisiting the Job of Management (P-O-L-C Framework)
- Why managers fail: common transition pitfalls
- Manager as strategy executor, not just supervisor
- Exercise: Self-assessment - "My Current Management Readiness"

Module 2: Planning in a Volatile and AI-Enabled Environment

- Strategic vs. operational planning
- Translating strategy into team-level plans
- Setting meaningful, measurable, and agile goals (OKRs, SMART+)
- Introduction to AI as a planning and analysis assistant
- Case Discussion: A department missing targets despite clear strategy
- Workshop: Drafting team goals aligned with corporate objectives

Module 3: Decision-Making for Managers

- Classical and modern decision-making models
- Biases and judgment errors in managerial decisions
- When and how to use AI in decision-making (benefits, limits, ethics)
- Simulation: Decision-making under time pressure and incomplete data

Day 1 Output:

- Draft team goals
- Initial section of the Managerial Action Plan



DAY 2: Organizing and Leading People in a Digital World (8 Hours)

Theme: Building Teams, Trust, and Performance

Module 4: Organizing for Performance and Change

- Organizational structure and culture
- Systems thinking and learning organizations
- Designing roles, workflows, and accountability
- Managing hybrid and cross-functional teams
- Exercise: Mapping roles, responsibilities, and workflows in participants' teams

Module 5: Leadership Approaches for New Managers

- Leadership styles and situational leadership
- Leading former peers
- Authority vs. influence
- Ethical leadership and managerial credibility
- Case Discussion: A technically strong manager losing team trust

Module 6: Communication, Coaching, and Delegation

- Managerial communication in digital and face-to-face settings
- Feedback, difficult conversations, and performance dialogues
- Coaching vs. directing
- Effective delegation for manager leverage
- Role Play: Delegation and coaching conversations

Day 2 Output

- Team structure and leadership approach
- Communication and delegation plan for the Managerial Action Plan

DAY 3: Controlling Performance and Leading Through Disruption (8 Hours)

Theme: Accountability, Resilience, and Future-Ready Management

Module 7: Performance Management and Control

- Purpose of control in management
- Financial and non-financial controls
- KPIs, dashboards, and performance reviews
- Using AI and data for monitoring and insights
- Workshop: Designing KPIs and simple performance dashboards

Module 8: Leading in Times of Disruption and Change

- Understanding disruption (technology, market, people)
- Change management principles for managers
- Managing resistance and uncertainty
- Building team resilience and adaptability
- Scenario Exercise: Leading a team through sudden organizational or technological change



Module 9: Integrating It All – Manager as Leader of Execution

- Managerial judgment and accountability
- Aligning people, processes, and performance
- Personal leadership commitments

Final Capstone Activity

- a. Presentation of the Managerial Action Plan
- b. Peer and facilitator feedback
- c. Refinement for workplace application

Program Participants

The ideal participants to this program are:

- Newly promoted managers
- First-time managers
- Supervisors and team leaders transitioning to management
- Managers with less than three (3) years of experience
- High-potential individual contributors preparing for managerial roles

Program Methodology

This program uses:

- Short lectures and concept briefings
- Case analyses and guided discussions
- Individual reflection and diagnostics
- Group exercises and role plays
- Practical workshops focused on real participant contexts

Learning Investment

For this program, the investment per participant is as follows:

No. of Participants per Run	Investment per Participant, Ex-VAT (Php)	Investment per Participant, including VAT (Php)
Below 6	20,000	22,400
6 to 10	19,000	21,280
11 to 15	18,000	20,160



Payment terms are:

- 50% of the total investment of one run as downpayment upon signing of the corporate training contract.
- 50% of the total investment of one run as final payment upon conclusion of the program on its third day.

