



As organizations strive to build-back in a positive environment post upheavals, we note a renewed focus on building **Leadership Mindsets of Focus, Reflections, Human-centricity and holistic Well-being**. In our work with organizations in the space of **Strategy Execution, Goal and Business Alignment** and **OKRs**, we find renewed interest in identifying **impediments to High Performance** and **unleashing Value with Speed and Agility for Change**.

D&I momentum is still WIP in most organizations but we are witnessing renewed energies with acknowledging to **build ecosystems to enable Career advancement for Women** and the **work required in Inclusion to make Diversity thrive**.

Our client Yum Brands continues to do pathbreaking work in the Specially-Abled Diversity space, so here is an incredibly inspiring video for you.

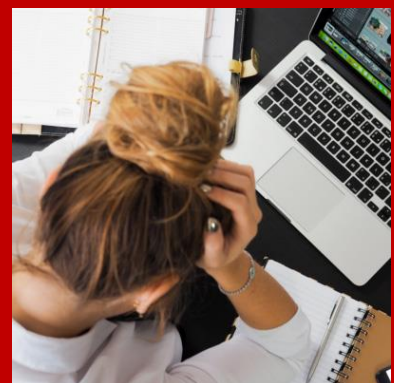
On Point with Capstone is your Bi-monthly Newsletter to give you nugget size Thinking Chunks- Thanks! Watch this space for more...

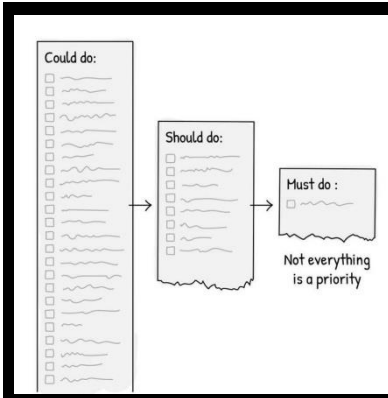
Productivity got boost from WFH, but toxicity grew too

One of the undeniable fallouts of these disruptive times has been the recasting of the employer-employee dynamics at the workplace, especially in the context of performance and productivity.

Work from Home, or remote working, was an important convenience to facilitate business & productivity, and has infact been described as the largest global transition programs...

[Read more](#)





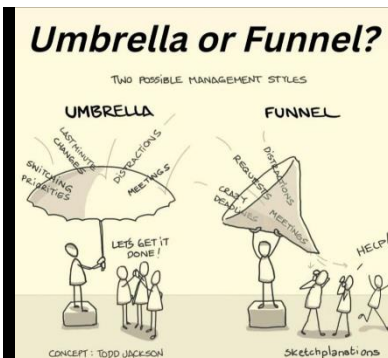
Bringing Focus to our Focus is a pre-requisite for clarity, cutting through clutter, **see clearly what may Matter the Most for performance...**

In our work at Capstone we find that given the tumultuous business environment, this is a differentiated Art form that is rare, and does not only help Manage Time and Productivity, but also create positive work environments of High achievement...
[Read more](#)

Experience does not equal Wisdom- and that's now been validated by so many recent studies. It's clear now that we do not learn from Experiences- we learn from Reflecting on those Experiences.

One constant refrain from Leaders and People Managers across Organizations, has been the absence of space and time for Reflection to learn from what May have just happened.

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In our High Performance Culture work at Capstone we often explore how Management styles can impact Productivity...

This image captures the two styles that can define how productive your team remains... The need for Focus, minimising noise and distractions caused by frequent interruptions, new priorities, time spent in meetings are grossly undermined in many workplaces, and accepted as par of course of the cadence for executing work.

[Read more](#)

Does this post resonate? It's not uncommon for women even at Senior positions to appear

- unsure about what they are saying
- underestimate themselves and sound underconfident
- apologising and feeling sorry about wanting or asking for anything that is reasonable and what may be well deserved...

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My association with IITB goes back to the 90s, during early times in my career, and since [Read more](#)

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The Revolution within

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The Girl who couldn't hear "no" - A film by Shoojit Sircar

From our Client's stable – KFC India celebrating International Day of Sign languages. Watch the [full video](#)

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