



On-Point with Capstone!

Culture continues being a predominant differentiator for organizations in the New Economy. From wanting to reduce 'Boss' behaviours and manifest the Leader instead., to 'our Leaders are too compliant and don't Assert enough', has been another challenge which got us reflecting on a thought-provoking quotation -

'The opposite of courage is conformity, not cowardice'

And we all know how much these times require Courage to think out of the box, and the courage to challenge our own legacy thinking.

New offerings at Capstone and Pinnacle Learning are contemporary solutions in the areas of - People, Change and Workplace Culture. The Pinnacle Development Studio to give life to Careers as a value proposition, Pinnacle's Talent Experience Playbook and Onboarding Bespoke Solutions, Culture Multiplier for Future Readiness and Parity Hiring for Talent stickiness.

And finally, don't miss the TOI article on exploring real solutions aligned to our ethos, for true Gender Diversity and Inclusion to manifest at workplaces.

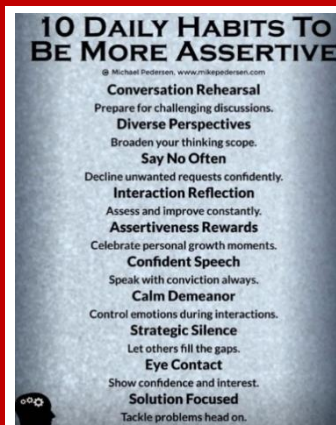
Watch this space for more On-point with Capstone!
Dr Sujaya Banerjee



TALKING POINTS WITH CAPSTONE

In this episode of Talking Points with Capstone we discussed Diversity Equity and Inclusion. The key themes were -

[Watch the entire episode...](#)



ASSERTIVE LEADERSHIP VS HEIRARCHY OF EXPECTATIONS

Our Leaders are obedient and compliant especially at Mid-levels, they must assert more, show more initiative - is a refrain we often hear across Organizations. Surprised?

[Read more...](#)

Pinnacle Development Studio goes beyond conceptually bespoke solutions to actually supporting your Execution to build a positive Employer Brand.

Talent Assessment + Talent Development + Culture of Contribution & Learning

Development Centre to Assess Future Readiness
Career Development Journey and Coaching for Future Readiness
Succession Planning and Development

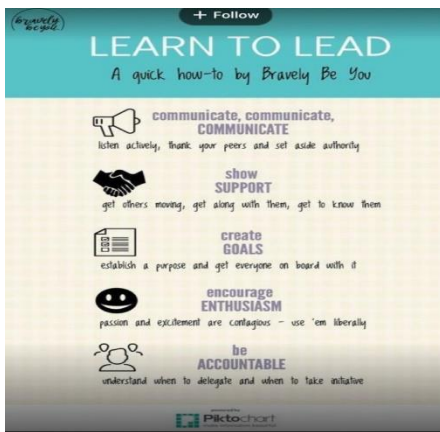
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Cos must empower women to make choices at workplace - Times of India
India Business News: The women's history ...
timesofindia.indiatimes.com

Cos must empower women to make choices at workplace

The women's history month and conversations about inclusive workplaces makes this a perfect time for reflections and candour around the momentum
Read more...



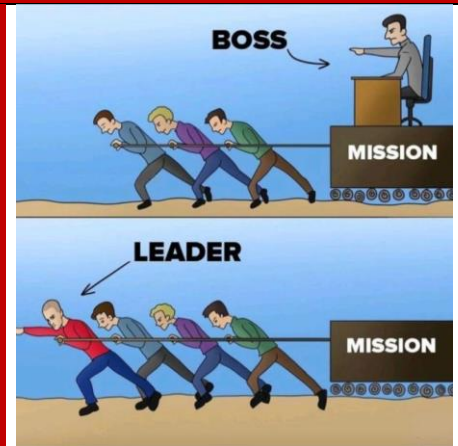
LEADING TEAMS TO HIGH PERFORMANCE

What an apt capturing in this image of all it takes to Lead, especially at the start of a new Performance year! Resonated with all the work we are currently engaged with at Capstone...
[Read more...](#)



CHALLENGE THAT THOUGHT!

In a disruptive ever-changing world, it's increasingly not uncommon for leaders to find themselves in challenging....
[Read more...](#)



LEAD, LISTEN, COMPASSION – DELIVERING HUMAN-CENTRIC LEADERSHIP

A common challenge across organizations is getting Command and Control style Leadership and Leaders, to adapt to everchanging ecosystems...
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CAPSTONE RECOMMENDED



Watch: [WHY YOU SHOULD DEFINE YOUR FEARS INSTEAD OF YOUR GOALS | TIM FERRISS](#)



Watch: [EDUARDO BRICEÑO: HOW TO GET BETTER AT THE THINGS YOU CARE ABOUT | TED](#)



Read: **HOW TO HAVE DIFFICULT CONVERSATIONS WITHOUT BURNING BRIDGES**



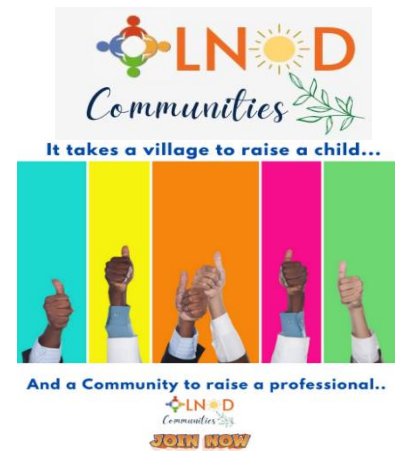
Read: **HOW TO GIVE AND RECEIVE COMPLIMENTS AT WORK**



BUILDING ECOSYSTEMS OF HIGH PERFORMANCE

That's the leadership team of Hindustan Platinum- a global leader manufacturer and refiner of precious metal products with a legacy of leading for over 60 years and with a presence in over 50 countries. Ambitious and raring to go at their recent business planning offsite!

[read more...](#)



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