



On-Point with Capstone

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These past few months have seen an unprecedented focus on re-visiting the composition of Talent available within organizations, with gumption to take corrective actions and recast, redefine Talent that are seen as differentiated Game-changers for sustained success. We have recently done so many reviews of Leadership Talent especially for Boards, to not only ensure robust Mindsets and Skillsets at the Top but also to support Talent Continuity Planning through Succession Planning and Development.

Talent Acquisition has always been such a fabulously creative space mostly underperforming within most enterprises by hiring similar profiles for replacement, being uncreative around Socio cognitive diversity while hiring, and also not exploring the vast formats of Employment available to infuse Diversity, enhance Creative problem solving and reduce costs.

Capstone's Parity Search has been infusing new thinking by helping clients find new solutions to identify and assess Talent, bring in Socio-cognitive Diversity by exploring untapped Talent pools, to use job openings as opportunities to Change Lives. Coaching new Talent for success and enabling positive Employer Brand experiences are other services to support internal teams.

The People Manager continues to be in focus so the Blogs etc in this edition focus on the stellar role they can play in manifesting Culture and use the Occupational Intimacy space to earn Trust and stickiness.

The continual problems of not giving Feedback and how Feedback can help transform are all key. Preparing Organizations for HR 5.0, Building Human-centricity and EQ, Change Leadership and building Cultures of DEI through defining Strategy, Roadmap, DEI Business Case and Architecture- are other Change Agendas we have been actively leading these last few weeks...

The Learning and OD a roundtable our forum of 13 years is now ready to be launched as an online Communities of Practise. This is a not-to-miss for you and your teams. Use this link to receive your Coupon to join when we launch in a few weeks!

Meanwhile do read the blogs, watch the Talks and let us know if you are particularly interested in any theme relevant to your organization's journey...

Keep learning, growing and driving positive Change...
Watch this space for more On-point with Capstone!
Dr Sujaya Banerjee



UNEARTHING LEADERS OF THE NEW ECONOMY

Getting the right talent on the leadership bus must be a priority for most organizations at all times, but this has got especially...

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BUILDING A SUSTAINABLE TALENT PIPELINE

The opportunity of talent acquisition is to include people with opportunities that would otherwise not be

available...[Read more...](#)



UNLEASHING LEADERSHIP: BREAKING THE CHAINS OF MICRO-MANAGEMENT

Micromanaging appears to be the default way of leading in many organizations, dangerously reducing

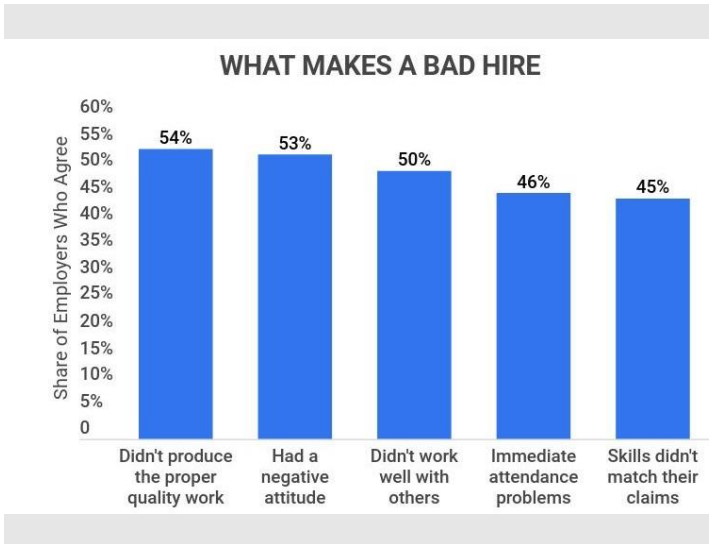
leadership, intrinsic motivation...[Read more...](#)



TRANSFORMING TALENT ACQUISITION: THE PATH TO TALENT STICKINESS

There appears to be an eternal confusion between Assertive and Aggressive

behaviours. You often find... [Read more...](#)



In an era of disruptions and changing Employer/Employee dynamics –

The Talent Acquisition and Search Function is crucial – both for External and Internal Talent Hiring.

Our success stories on identifying and providing Best-in-Class Talent through our Talent review expertise, has many organisations reach us for the most optimal Talent Search Solutions across levels. Parity Hiring can be your enabling Partner and Trusted Advisor.

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Shared leadership can help cos tackle series of crises - ...
 India Business News: By Sujaya ...
 timesofindia.indiatimes.com

<https://timesofindia.indiatimes.com/business/india-business/shared-leadership-can-help-cos-tackle-series-of-crises/articleshow/90944380>

Shared leadership can help cos tackle series of crises

We are living in times of exponential change, where adaptability, innovation and learning within organizations...

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UNEARTHING LEADERS OF THE NEW ECONOMY

Micromanaging appears to be the default way of leading in many organizations, dangerously reducing leadership...[Read more...](#)



REINVENTING TALENT ACQUISITION

The current times are live Classrooms that are making Organizations wake up to the ...
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CAPSTONE RECOMMENDED



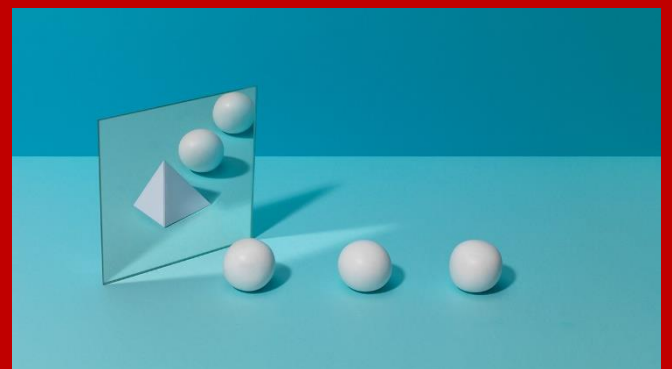
Watch: [HOW TO BREAK BAD MANAGEMENT HABITS BEFORE THEY REACH THE NEXT GENERATION OF LEADERS](#)



Watch: [5 HIRING TIPS EVERY COMPANY \(AND JOB SEEKER\) SHOULD KNOW | NITHYA VADUGANATHAN | TED](#)



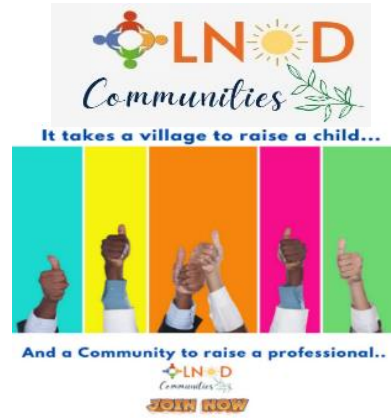
Read: [HOW TO GIVE NEGATIVE FEEDBACK TO YOUR PEERS, BOSS, OR DIRECT REPORTS](#)



Read: [TO IMPROVE YOUR TEAM, FIRST WORK ON YOURSELF](#)



Had a fabulous time today with the students of IIM Ranchi teaching them Contemporary tools for Strategy Execution, Goal and Business Alignment- Objective Key Results. We explored how organizations are striving in disruptive times to build Sustainable High Performance Cultures and what can be impediments to High Performance...[Read more...](#)



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