



On-Point with Capstone



Dear <<First Name>> ,

What a whirlwind past 8 weeks' not only on the client work front - which invariably gets richer and more challenging with every passing month!

October 6th, 2023 marked the launch of LNOB Communities - after 11 months of focused efforts, and a steep learning curve to create Asia's first Communities of Practice. We celebrated becoming the first Everyday online Communities of Practice and we celebrated Entrepreneurial Leadership so key in the 21st Century- through the keynotes by Banking legend KV Kamath, and pioneers Susir Kumar from the Business Process Outsourcing industry and Chitresh Sharma - serial Entrepreneur and Founder of Refyne - India's largest Earned wage access platform.

Addressing Bidvest South Africa's largest Conglomerate on Building Antifragile Mindsets for Leaders was a Capstone high point experience. The team was thrilled with the insights and wanted more. Easily a high-impact session on all counts! This was the Bidvest CEO/ CXO teams from across group companies on a Field trip in India, to understand and learn the

Piramal and so many amazing people - full of compassion, love and respect.

Overall, lots of new insights and learning and super creativity on display as Organizations address the themes that matter the most across Capstone client organizations-

- Reinventing Business with Courage and Hope
- Prioritizing Clarity and Alignment by embedding Vision and Values in the rhythm of executing Vision for High Performance
- Building a crack team of Change Leaders
- Leading with EQ - helping Leaders build Self awareness and Problem solving through Emotional and Social Intelligence
- Setting up for High Performance through OKRs and Feedback Cultures

There's more as we head for the festive Season. Watch this space as Pinnacle Learning- Capstone's Early Career/ Mid-Career Brand adds to this newsletter with the stunning work they are doing helping organizations reinvent and leverage the Middle Management and Frontline as their Tipping Point group for Positive Change and Performance!

undying spirit here to reinvent and bounce back in a disruptive world.

A Fabulous evening launching 'Outspoken'- Asia's first LGBTQIA Speakers' Bureau by old friend and colleague Raga and her partner Nicola. Met the most prominent voices in the space- Harish Iyer, Parmesh Shahani, Radhika

Say in touch! Season's greetings and May the Festive Season light up many lights of Compassion, Gratitude and Human connects!

Happy Diwali!

Happy New Year!

From All of us at Capstone and Pinnacle!

Sujaya



ANTIFRAGILE LEADERSHIP MINDSETS: INSIGHTS FROM BIDVEST'S LEADERSHIP TEAM

Had a fabulous time interacting and teaching the Top Leadership Team of Bidvest - a leading South African Conglomerate in the business of Services, Trading & Distribution...

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ANNOUNCING OUR PARTNERSHIP WITH ENTOMO -

Delighted To Announce Capstone People Consulting's Partnership With Entomo - not just for their OKRs and Goal Alignment, Business Alignment platform but for the seamless technology it provides across the Talent value chain. Entomo is a transformative People Experience Platform for the digital workplace. Entomo helps organizations to achieve their goals through empowering employee performance management engagement, and talent development etc. while using artificial intelligence, augmented analytics, and behavioral science to deliver personalized insights and nudges. Entomo has over 30 million users across various industries and regions.



CAPSTONE PEOPLE CONSULTING



People | Change | Workplace Culture



THE POWER OF QUESTIONING & LISTENING IN INTERPERSONAL EXCELLENCE

Asking Questions is an important Interpersonal Capability. Powerful Questions can provoke New Thinking, and is right at the centre of impactful Business decisions- whether signing up ..

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Finland and Estonia have world-class schools. One of their secrets is looping: teachers move up with their students.

Data from 3M kids: it works in the US too. Students learn more when they happen to have the same teacher again.

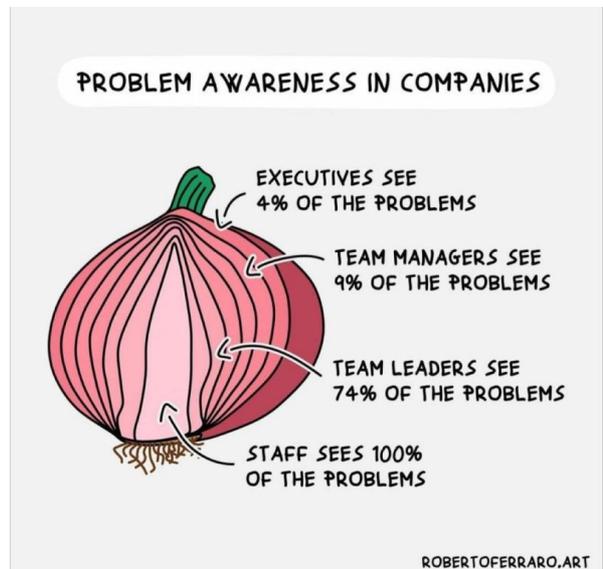
Extended relationships unlock hidden potential.

~Adam Grant

THE POWER OF POSITIVE MANAGEMENT AND RELATIONSHIPS IN HIGH PERFORMANCE

This data below is an incredible testimony to the power of Positive Management and Relationships as a Pre-determinant for...

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THE POWER OF INCLUSION, VOICE, AND PERFORMANCE UNLEASHED THROUGH CULTURE

Here is a powerful image that so simply states why Inclusion, Voice and Psychological Safety is important across levels, to access those who actually have line of sight of Real Problems...

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NOT ALL CRITICISM IS CONSTRUCTIVE. NOT ALL CRITICS ARE THINKING CRITICALLY.

WEAK CRITIQUES ATTACK YOUR IDENTITY. DECENT CRITIQUES CHALLENGE YOUR IDEAS. STRONG CRITIQUES SHARPEN YOUR THINKING AND IMPROVE YOUR IDEAS.

LISTEN CLOSELY TO THE PEOPLE WHO CARE ENOUGH TO HELP YOU GROW.

~ADAM GRANT

FEEDBACK: THE CRUCIAL PATH TO GROWTH AND IMPROVEMENT

The content of the post below is right at the centre of why giving and receiving Feedback is such a challenge in most workplaces...

[READ MORE](#)

RECOMMENDED READINGS



TO FIND MEANING IN YOUR WORK, CHANGE HOW YOU THINK ABOUT IT



GREAT LEADERS ARE THOUGHTFUL AND DELIBERATE, NOT IMPULSIVE AND REACTIVE



YOUNG PEOPLE WHO WORK REMOTELY ARE 'PROBABLY NOT' GOING TO BECOME CORPORATE CEO

RECOMMENDED VIDEOS



KV KAMATH ON HIS LEARNINGS FROM THE CURRENT GENERATION



THE BEST TEAMS HAVE THIS SECRET WEAPON | ADAM GRANT



IN THE LEAD | GANESH NAYAK



The LNOD Roundtable is all set to revolutionize Learning... this subscribed Interactive platform, also available on iOS and Android Apps - is making it easy to share and access ideas, perspectives, solutions and practices- Everyday! This pioneering platform was launched on 6th October, 2023 with Industry Leaders and icons such as the legendary KV Kamath, Susir Kumar of Intelenet and now a Serial Entrepreneur, Chitresh Sharma, Founder Refyne and Sunil Dutt, President Jio.

Check out the platform by clicking on the JOIN NOW button and use this **Coupon Code LNODCOP1106** to claim your free membership.

JOIN NOW!