

**CAPSTONE PEOPLE CONSULTING**

People | Change | Workplace Culture

# ON POINT WITH CAPSTONE

Hi Reader,

What a month for reconfirming uncertain times indeed, outlier experiences and disruptions that auto-shift multiple perspectives, testing you through new challenges for tenacity and being centred, for your EQ and for your Optimism.

Having said that, our last 5 weeks at Capstone have included some outstanding impactful –

- Global work around, Internal Partnerships and Enterprise Leadership

This edition also includes our Talking Points episodes– Don't let your Performance Management System hijack Performance, and Challenging Brick and Mortar thinking– both are included here incase you missed them.

Our work in the Social Development space has picked up significantly, and we are delighted with the opportunities to create impact both in India and in the region...

Fabulous times to Reflect, Learn, and Reflect again... Fabulous life lessons all around and such great times to test your Compassion. We also complete 8

- Working with a leading Infrastructure conglomerate and an exemplary inspiring company on articulating their Culture Charter for Change, building Culture as a differentiator journey...
- Leading multiple interventions around Leader as Storyteller and Storytelling across Leadership groups...
- Leading with EQ continues to be our Signature Leadership Learning journey across organizations

years this May 2025!

Keep building on everyone and get in touch if you want to explore, learn, or chat about any of the puzzles your organization is dealing with currently... am a phone call away at 8291700082 or drop me a mail at [sujaya@capstonepeople.com](mailto:sujaya@capstonepeople.com)

Warm Regards,  
Dr Sujaya Banerjee

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## CULTURE CHARTER INTERVENTION FOR LEADERS OF L&T PRECISION ENGINEERING AND SYSTEMS

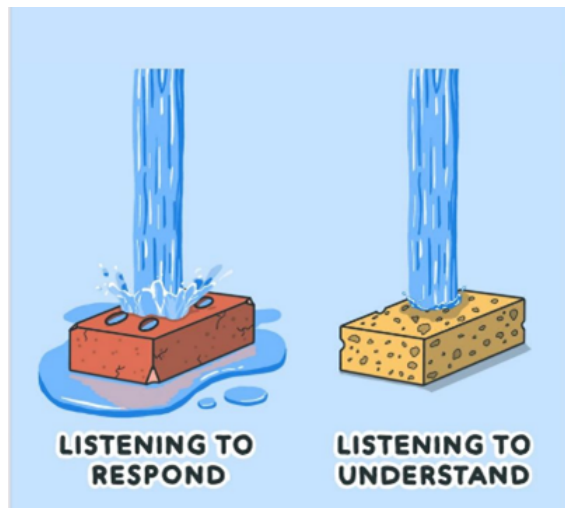
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What an incredible privilege to lead the Positive Management and defining the Culture Charter intervention for Leaders of L&T Precision Engineering and Systems. Here is a picture from a recent offsite... Such incredible magic can only manifest when you have a group of incredibly Talented Senior Professionals, each an exceptional Expert in their field, who combine their remarkable Talent with the Wisdom for Change and sustainable Excellence through People....

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## Listening- most talked about, least practice...



Listening is easily the most talked about but least practised behaviour as we can see all around. Being interrupted and being spoken over are common experiences in meetings/discussions, and most people get disenchanted and move away..... when they don't have the chance to make their point because of poor Listening.....

## Recommended - Ted Talk of the Month

In the spirit of Leader as Coach



### Every kid needs a champion

In this powerful speech, a veteran educator emphasizes that authentic relationships between teachers and students are key to academic success. Beyond issues like poverty or attendance, students thrive when they feel valued and understood. The speaker shares personal stories to show how emotional connection enhances learning, self-esteem, and resilience. The core message urges

educators to lead with care, joy, and commitment to their students' growth.

Read More

Watch Now

## Building Culture From the Middle Out



The article explores how **midlevel leaders** play a critical role in building organizational culture by bridging the gap between “**big-C**” **Culture** (formal company values and mission) and “**small-c**” **culture** (day-to-day behaviors and interactions). While most executives say “everyone” is responsible for culture, few have specific strategies to manage it. Effective managers go beyond endorsing top-down messages; they actively **enrich culture** through local practices, innovation, and empowering their teams. They personalize values to fit their teams’ realities — making culture a lived, evolving experience. Companies thrive when leaders at all levels treat culture-building as both a **shared** and **creative** responsibility.

## Capstone New Offerings and Global Signature Programs

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1. **Leader as Storyteller / Financial Story-telling**
2. **Revolutionizing Leadership Communication**
3. **Growth Mindsets Storytelling**
4. **Enterprise Leadership– Building Partnership and Alliances...**
5. **Career Self Advocacy for delivering on Careers EVP**
6. **Magic of the Middle– Positive Management for Middle Managers**

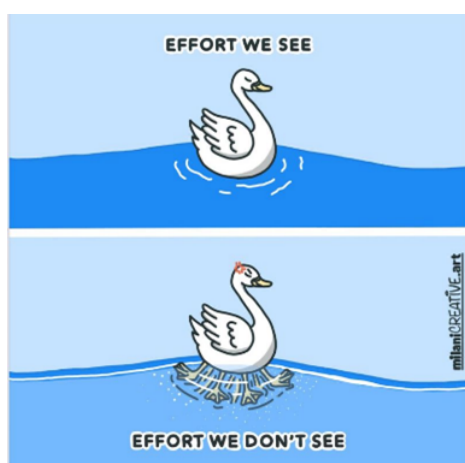
contact us at

[contact@capstonepeople.com](mailto:contact@capstonepeople.com)



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## Efforts we don't see...



This powerful visual sums up the story on how we often view the Success/Improvement/Transformation of others....

- Its not uncommon to undermine the Success of others or ascribe it to reasons other than their Talent and hard work
- Its easy to say they were lucky or fortunate, choosing to ignore the hard work or efforts made..

[Read More](#)

## 8 Power Lessons, as Capstone Turns 8!

### CAPSTONE PEOPLE CONSULTING



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What a whirlwind ride this has been as Founder CEO of Capstone People Consulting! It's 8 years today and I would not exchange this incredibly exciting and challenging time with Anything- none of my superlative experiences across leading companies - none are even a close match-although they certainly prepared me for the toughest one..

On Capstone's 8th Anniversary here are 8 Incredible Lessons/ Insights I would never have experienced, had I not taken up this audacious character-building journey called Capstone...

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# DEI CONVERSATION -INTENTION TO ACTION – BRIDGING THE GAP – THE CFO COLLECTIVE

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Had a fabulous time participating in an interesting conversation on DEI titled From Intention to Action- Bridging the Gap! At the CFO Collective hosted recently in Mumbai..

Fabulous insights from Milind Sarwate and Debashish Nandy my fellow co-Panelists both bringing in such pragmatic business and human perspectives on the theme. Loved the examples and stories and keen engagement of the audience in a theme that impacts everyone!!

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## Talking Points with Capstone...

### Don't Let Your Performance Management System Hijack Performance

**LIVE WEBINAR**

**DON'T LET YOUR PERFORMANCE MANAGEMENT SYSTEM HIJACK PERFORMANCE!**

**TAKING POINTS WITH CAPSTONE..**

**TUESDAY 8 APRIL 2025**

**TIME 4:30PM - 5:15PM**

**SPEAKER**  
**DR SUJAYA BANERJEE**  
CEO CAPSTONE PEOPLE CONSULTING

**REGISTER NOW**

In this episode of 'Talking Points with Capstone', we talk about an important trend inside organizations where the focus has shifted drastically to the process of Performance Management System rather than actual Performance. We discussed -How the AOP (Annual Operating Plan) is considered to be Strategy and why despite its importance do we not focus enough on our Strategy -6 reasons to why Traditional Strategy Execution fails -The

### Challenging Brick and Mortar Thinking in the Modern Economy

**LIVE WEBINAR:**  
**CHALLENGING BRICK & MORTAR THINKING IN THE MODERN ECONOMY**

**TAKING POINTS WITH CAPSTONE..**

**MONDAY 28th April 2025**

**TIME 4:30 PM - 5:15PM**

**LinkedIn Live**

**Speaker**  
**Dr Sujaya Banerjee**  
Founder & CEO, Capstone People Consulting

Contact Us For More Information:  
Capstone People Consulting

**REGISTER NOW**

In this episode of 'Talking Points with Capstone' titled - 'Challenging Brick and Mortar Thinking in the Modern Economy', we talk about Mindsets most needed in the Modern Economy. Agility, Change Management, Problem-solving, Building Relationships, Teamwork, Inclusion – Social Intelligence and Emotional Intelligence, Risk Compliance and Innovation Mindsets are essential for the new economy. Discover



importance to shift the focus from Outputs to Outcomes to ensure Performance -And most importantly on the philosophy of Learn Fast, Fail Fast to create a Culture of Sustainable High Performance.

proven hacks to stay resilient, purpose-driven, and adaptable in chaotic environments. Learn how to embrace experimentation, foster growth mindsets, and leverage disruptions as catalysts for progress

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Watch Now

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Watch Now

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## LET'S TALK



We offer a range of Leadership Capability Building, Culture Transformation, Change Management, Executive Coaching and Advisory Services as part of Capstone People Consulting offerings.

We also specialize in Early and Mid Career Talent solutions, Capability Building, Assessments Centers through Pinnacle Development Studio, High Potential Learning Journeys, First Time Managers Development Journeys and more through Pinnacle Learning. Whether you're looking for Capability Building or Advisory Services, our team of experts are here to help.



Reach us



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