



Dear Reader,

This month's On-point with Capstone comes on the back of some of the Best Work we have delivered across industries. It's busy, it's fun and there's a steep Learning curve- what you call the space of manifesting Ikigai.

Overall while organizations seem active with greater clarity on Change and Learning, this wisdom comes on the back of strife and uncertainty and constant Change. It's an And/ Also time further iterating Polarities so common to watch emerge in our times - there's constant Change and also the need for Consistency of Strategy for Results and Retention of Talent. There are industries actively hiring while large behemoths are letting go of Talent, finding new ways to deliver business. There are some industries crying out loud for younger Leaders and there are those who are prospering and growing exponentially lead mainly by Gen X, significant Boomers Talent, that still directs Strategy and Execution.

The Tech Revolution continues with some great practises on Enterprise Leadership and Silo busting emerging from the Tech sector. Banks are looking to build new thinking across with a penchant for Innovation and building Agility through legacy systems to still remain Competitive, in an era of smaller FinTech's and start-ups in this space.

Great times to build Negative Capability - what poet John Keats described as the ability to embrace uncertainty, mystery, and doubt without the need to immediately resolve them with facts or reason....

Do not miss the What's new at Capstone section as it lists our interventions that have scored an NPS of 100...

Let us know if you want to know more or simply want to connect

Super time to develop the humility to build Critical Thinking skills for all even as some of our Best most impactful interventions at Capstone are 'Leading with Emotional Intelligence'.

over a cup of coffee as we enjoy the monsoon together...

Warmest regards,
Sujaya

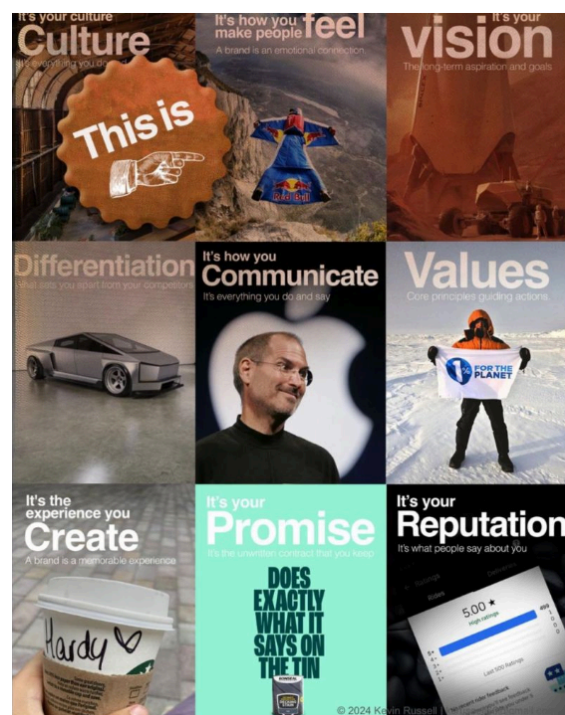
The Quiet Power of EQ: Responding with Grace in a Noisy World



Super video post on what you can do when things are not going right- take a break, laugh a little, change the mood, and get back to work!!

This is what High EQ people do.... Widen the space between stimulus and response to bring in humour, bring some laughter, change the mood and get back to Work!!

Culture Is The New Strategy: Co- Creating Values, Behaviors, and Belonging



This image is a powerful response to the question we often get asked - So, What is Culture?

The response is a multidimensional array of -all that defines the organization and -all that enables the organization to connect internally and across Stakeholders...

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In a World of Strategy, Culture Is the Ultimate Differentiator

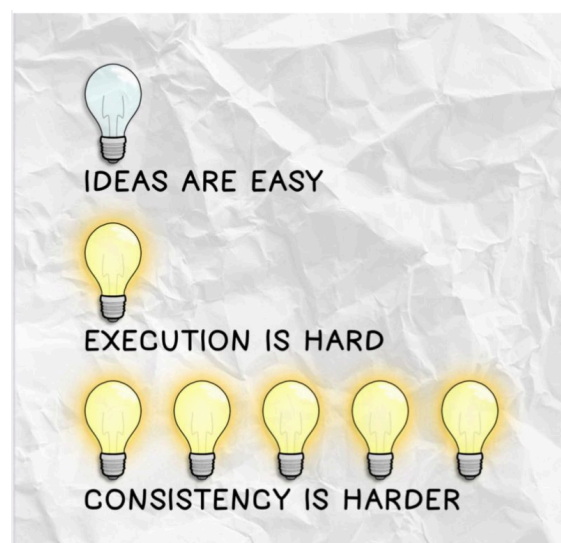


Manifesting Culture Change by Co-creating a Culture Charter is much needed Leadership work across organizations!

While Capstone People Consulting is pioneering this work across organizations and geographies, we are inspired by the Abhivyakti Culture Charter intervention undertaken by L&T Precision Engineering & Systems, to build momentum for Culture Change, Innovation and High Performance.

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Ideas Are Easy, Execution Is Everything

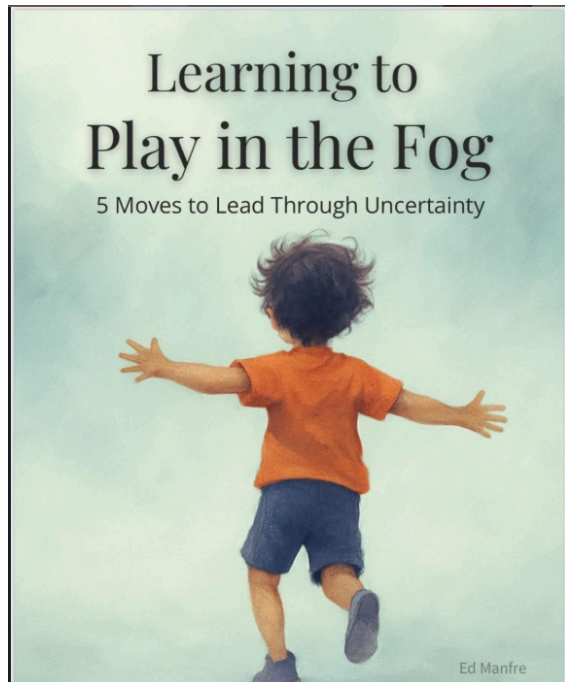


This IS the Real challenge because you will find most teams are not short of generating good Ideas/ Solutions but the real Problem is the inertia for Execution, followed by running out of the required Grit for Consistency....

-There is something soul satisfying about discussing great ideas- although for most the Execution is tedious, dragging, delayed and often badly done.

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Learning To Play In The Fog



In times of constant Change and Uncertainty how can leaders learn to Play in the Fog rather than getting overwhelmed, perturbed , frustrated and exhausted....

Read More

Why Quick Fix May Not Work



Here is my article titled- Why Quick Fix May Not Work -that appeared in the Times of India Ascent today..

The article alludes to the current generations of Leaders who are living in extraordinary times of change and uncertainty.....

Read More

TED TALK OF THE MONTH

[WATCH NOW](#)

What's New At Capstone?

These past few months some of our most popular Learning/ Capability Building interventions including some of them delivered as part of our Capstone's 18 months' Roadmap to Change intervention –

CAPSTONE PEOPLE CONSULTING**People | Change | Workplace Culture**[Learn More](#)

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LEADERSHIP COMPETENCIES IN TOP MANAGEMENT





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"It takes a village to raise a child and a community to raise a professional."

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.

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