



Dear Reader,

Hope the monsoons have brought with it good cheer and while most organizations have been busy with Performance and Rewards, I do hope you are taking time to enjoy what we see around us...

The past few weeks have been very insightful indeed -

- As we help one of the largest most successful organizations build momentum for Culture Change with the CEO and Leaders signing off their Culture Charter. What a triumph for Leadership and Accountability, starting with them...
- The Duke CE Work for one of the leading Global bank in the World has been fascinating as we explored Collaboration through Enterprise Leadership, Powerful Storytelling as a Tool for Impact across Stakeholders and exploring Management style Innovation as a Key Differentiator...

- Our Leading with EQ interventions and impactful Coaching continues to define us.. we are delighted to note the personal transformation journeys of so many leaders who are inspired to work across various Stakeholders at work and transform relationships at home...
- My Times of India Ascent article on Negative Capability has been super impactful and heightened the curiosity of so many which is delightful to note.. it is indeed widening the space between stimulus and response to respond rather than react...

Last but not the least do note What's New at Capstone?... in the form of a much needed Community for all called YourCommune... this is waiting to launch and knit us all to unite in the spirit of Ubuntu to build Communities of Flourish...

- Our new breakthrough in the pipeline for long with multiple wins alongside our Culture building work is the much needed focus on Employee Wellbeing as not just a set of external offerings but something that is intertwined with preferred Leadership style of Empathy and Social Responsibility... contact us for Thrive @ Work by Capstone to partner with you on creating Cultures of Thrive...

As The great *Martin Seligman* said
"the purpose of All Human endeavour is at the service of Human Wellbeing..."

Do watch this space to become Lifetime Learners by joining YourCommune... coming soon!

Warmest regards.
 Dr Sujaya Banerjee

Why Quick Fix May Not Work



Why Quick Fix May Not Work -that appeared in the Times of India Ascent today..

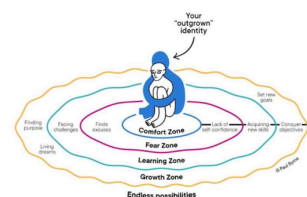
The article alludes to the current generations of Leaders who are living in extraordinary times of change and uncertainty.....

- The pace of change and disruption is relentless and what distinguishes good leaders from the great ones, is the ability to exist in a state of uncertainty, without rushing into ill-judged actions or pre-mature closures to get a sense of control. This Leadership quality is called Negative Capability.

-In a world with increasing uncertainty,

The Real Risk Isn't Change—It's Refusing to Grow

The real risk isn't change.
 It's staying the same.



Being unable to challenge the Status quo as Leader especially in these times of unprecedented change is a travesty, causing several lost opportunities all around...

Interestingly it's not uncommon for individuals to deal with constant Change by denial of the disruptions that are staring them in the face, choosing instead to continue with Business as Usual rhythms. Addressing Status quo Bias requires Leaders to proactively undertake an identity expansion/ character building journey, to

Negative Capability can be leveraged as a competitive advantage, especially where overwhelming and apprehension mostly rule as reactions to uncertainty.

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start growing out of their comfort zone... stop doing things the 'way' they were done before'...this is well-articulated in the image below....

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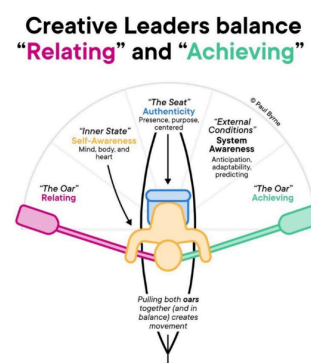
Good Managers Listen. Great Managers Act.



This is such a powerful graph that depicts how Managers/Leaders of People will always, always be tested for their Empathy and as the final Post for Social Responsibility(active Help)!!

- Managers who pay lip service to Support by saying- I'm always here for all of you, please do not hesitate to come directly to me should you need something, and You do know I am always here to support you etc- and then don't quite deliver when you Actually need Support...lose favour and Trust rapidly...

Creative Leaders Row with Both Oars: Relating and Achieving



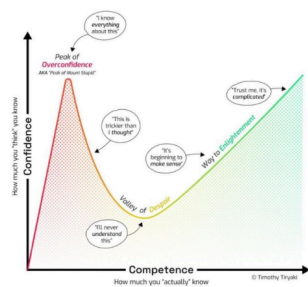
Connect and then Lead! This image below captures this so beautifully...

Especially in a world of constant Change where employees are overwhelmed with the pace of change and remaining high performing in a complex environment filled with new opportunities...the Only real Anchor is the Leader who leads with centredness and wisdom....

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When You Think You Know It All, You Probably Don't: The Confidence Trap

The Dunning-Kruger Effect



Dunning Kruger effect is the most staggering cognitive bias that has multiplied its impact in recent times, especially with the advent of Social Media.

Can't say it was not prevailing earlier, but its destructive outcomes are more clearly visible in these times...

-The Dunning-Kruger effect is a cognitive bias where people with low ability in a specific area tend to overestimate their competence, while those with high ability tend to underestimate theirs.

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What Stands Between You and Everything You Want? Fear.



This powerful image must resonate for all- because Fear is often the most real, the most compelling, force that acts as a Wall, not enabling us to reach what we Really Want/ Need....

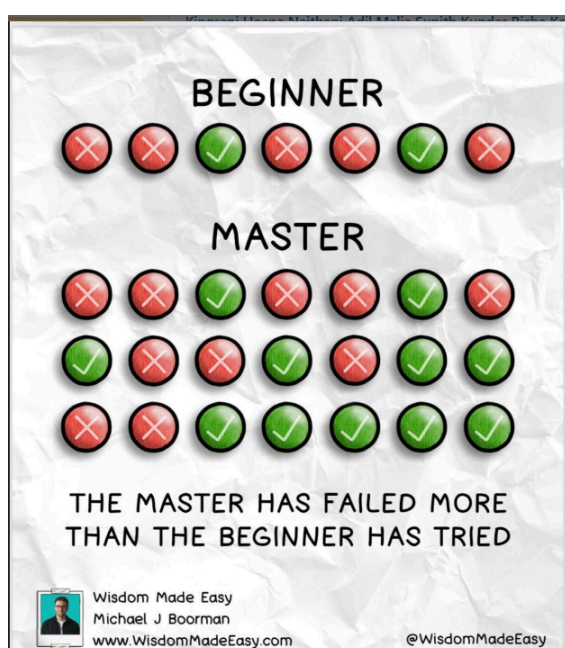
It can manifests when...

-When we don't Say what we need to say the most- when we don't Speak up at the right time! Worried about being judged, reprimanded, rejected...

- Continuing to stay in the Job or Relationship that has far run its course.. failing to be Authentic and choosing to persist with the pain...

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Fail Forward: Why Masters Win by Losing More



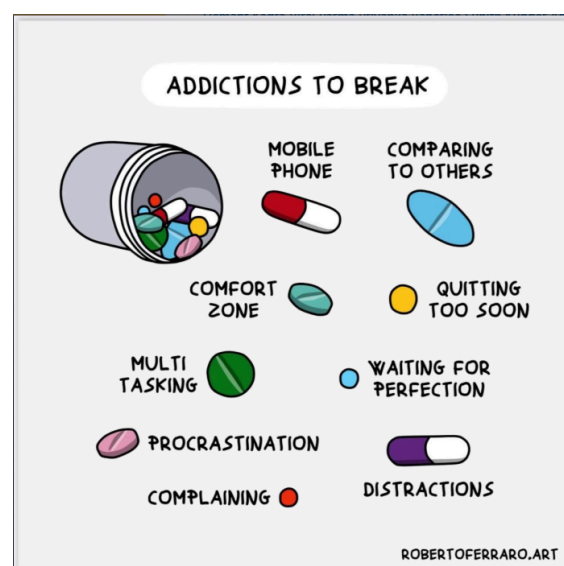
With many organizations welcoming new Talent from campuses this month, I was stirred by this image posted that compares in a way a Beginner's journey of Learning to that of an Expert/ Experienced Manager..

There have been some common challenges Employers have been facing around hiring Young talent into the workforce, owing to an apparent disconnect between what is taught in schools vs skills required/ expected at entry level jobs.

These challenges are being experienced for sometime now are seen to be the key triggers for attrition...

-because the Map does not speak to the

The Silent Habits Holding You Back: Addictions You Must Break to Thrive



This image is a super reminder of the Addictions we often don't even admit to ourselves, and can become huge distractions from much-needed Focus and Attention for Performance...these are our everyday defeating habits and paradigms right in the way of positive actions!

They can appear benign and often harmless but can be the reason why we don't use our potential enough, and can cause us to struggle with Mental Health and Drive for everyday work, leave aside distinctive achievement...

terrain

- as a result it's easy to presume the Job is Not for me...
- also 'I'm not sure what I am looking for/ am good at?'
- best to leave early and look elsewhere..
- maybe I need a break to think again...

The Resilience to try again when feeling challenged, learn, persist, is key at this stage.. Learn/ Re-Learn/ Attract Mentors/ Teachers to ourselves/ attract Peer Coaching../ use the opportunity to find our Mojo/ Understand ourselves/ Build Gravitas....

1. The Mobile phone continues to be at number one! Spoils posture and steals away attention often from things that matter most in the present. While it's undoubtedly a powerful innovation in our times, it can steal your presence from yourself, not knowing where you lost time.. in any case this is a huge boon and a significant distraction that is continuing to consume the Attention and Focus of many...

READ MORE

READ MORE

Building Careers in the Backdrop of Constant Change



We're thrilled to present the very first episode of Duologues, featuring two visionary leaders — **Adil Malia, CEO of The FiRM**, and **Dr. Sujaya Banerjee, CEO of Capstone People Consulting**.

This insightful conversation dives into **Embracing Lifelong Learning, Navigating the Intersection of Multidisciplinary Fields, Decoding the 4 Corners of the Bermuda Square, Mindsets for the New Economy, Proactive Career Ownership & Workforce Planning**

Watch Now

Is AI compelling HR to reinvent its Purpose?



We're excited to bring you another power-packed episode of **Duologues**, featuring two forward-thinking leaders — **Dr. Sujaya Banerjee**, CEO of Capstone People Consulting, and **Vasudevan Narasimha**, Founder of BluTech Talent Plus LLP.

This eye-opening conversation unpacks the **transformational role of Artificial Intelligence in reshaping the HR function**, covering: AI as a Strategic Tool & Trusted Ally, Challenging the Status Quo with Intelligent Automation, Enhancing Talent Acquisition, Upskilling & Workforce Planning, Driving Data-Driven, Future-Ready HR, Balancing Human-Centricity with Tech-Driven Agility

Watch Now



Coming Soon...

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

What's New At Capstone?

CAPSTONE PEOPLE CONSULTING



People | Change | Workplace Culture

Leadership Lesson from Jazz



Leadership lessons from Jazz music is a fabulous way to learn all we need the most as Leaders in the 21st century. Delivered in the backdrop of Jazz and Jazz musicians, this is easily One of our most preferred High point experiences at Capstone Offsites for Leadership and teams.. Jazz musicians play through manifesting seamless innovation in the moment, using improv, working without a script... As in life, as in Jazz....

Contact Us Now

Enterprise Leadership: Mindsets For Organization - Wide Growth & Innovation

ENTERPRISE LEADERSHIP



Contact Us Now

Thrive @ Work by Capstone



Contact Us Now

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.

Contact Us Now



CAPSTONE PEOPLE CONSULTING



People | Change | Workplace Culture

Mob: +91 7400488288
E: contact@capstonepeople.com /
sunith@capstonepeople.com
www.capstonepeople.com
Mumbai | Singapore

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