

CAPSTONE PEOPLE CONSULTING



People | Change | Workplace Culture



Hi Reader,

We bring you one more ***On-point with Capstone*** on the back of a gruelling but immensely satisfying first Quarter of 2025! I am sure this has been a whirlwind for all of you like it has been for us at Capstone...

Organizations continue to be curious about Workplace Culture and Change and are taking the effort to define this through a **Culture Charter** whether in South Africa, Slovakia or many leading Companies in India... 5 years into the pandemic it is apparent that *Culture not just your Strategy is your true differentiator*. Takes courage to do this and live up to the promise of Culture and individual experiences everyday....

2025 is doing exactly this - Leadership and **Cultures of Flourish** efforts across the organizations, including the Social Sector!

Our **Duke CE** international work sees the Pursuit of Leadership capabilities for Psychological Safety, Busting Silo working, Authentic Leadership and becoming an Enterprise Leader.

Pinnacle Learning on the other hand has remained engaged in Early and Mid-career transformation and Personal Leadership across Banks and Financial Sectors. Delivering great impact and building momentum for Personal and organizational transformation and Talent Retention...

Leadership Capability building identified as a trend at the start of the year is invariably a journey interspersed with Group Coaching and anchored in a psychometric like we have been doing at Capstone. Great leadership transformation and individual transformation feedback on the Positive Impact! Positive Leadership for the New Economy is delivering stellar Change and Impact in the job.

In fact our Capstone-TSD, Singapore organization that we announced early

In this issue Do not miss the video by Pico Iyer, our reference to an outstanding and relevant article by Satish Pradhan and our Talking points discussions on DEI-What Now? Keep the positive energy, curiosity and willingness to shift perspectives going... wish you all a successful, satisfying and joyous new Financial Year 2025-2026!!!

Regards,
Sujaya



NEED FOR HUMAN-CENTRICITY

In the extensive Culture Building work we do across companies and countries at Capstone, there is no doubt in our minds -whether we are exploring - Collaboration, Talent and Careers/ Retention, Customer-centricity, Stakeholder Management, Managing Inclusion across Generations, Innovation and Creative Problem-solving, Mental Health and Well-being. The list is endless. We are each time talking about the need for Human Compassion, Human-centricity,



ACHIEVING GOALS IN THE NEW ECONOMY

In most cases the creatively impactful phase of Goal-setting getting hijacked by arduous processes and the AOP. Goalsetting is when you get people excited with the Strategy and Focus Areas for Contribution and Accomplishments. It's when you get people engaged early by providing Clarity and a sense of Cohesiveness for joint accomplishment and accountability - this exercise Cannot be done in silos!! ...

Ability to demonstrate Empathy, Listening,
learning to be Kind on the job...

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DIFFERENCE BETWEEN EMPATHY AND COMPASSION

Especially during our Leading with Emotional Intelligence Learning interventions by Capstone, we often get asked - what is the difference between Empathy and Compassion? Empathy is the ability to understand and share how someone else may be Feeling Compassion on the other hand is when you feel deeply for someone else's suffering, and want to intervene to help relieve the pain... Compassion is making a Positive intervention to do right unto others

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LEADER AS THE LIGHTHOUSE

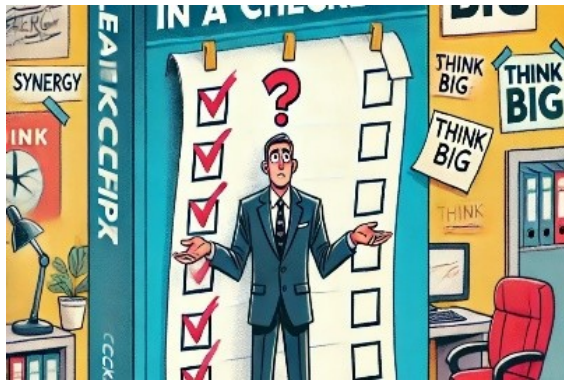
Super visual to describe the inspiring Leadership so required in turbulent times...
Leader as the Lighthouse...

- illuminating the path, guiding and helping ships navigate through challenging paths
- being the Guiding Light, providing clarity, alignment and the vision to achieve important outcomes and goals
- providing Light, Clarity, Vision and Attention to ensure support and direction to performance

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HOW LEADERSHIP GOT LOST IN A CHECKLIST?

In his article Satish Pradhan, Advisor, Former Head of HR, Tata Group has mentioned 'The Seductive Simplicity of '7 Steps to Greatness': How Leadership Got Lost in a Checklist


[Read More](#)


The Beauty of what we will never know

In this TED Talk, Pico Iyer expands on this curious insight about knowledge gained with age: that the more we know, the more we see how little we know

[Watch Video](#)

Capstone's Corporate Film

Our latest Corporate Film celebrating 9 years of bringing the Delta of Excellence - each time across industries... Our Delta of Excellence continues to Deliver - Impact, Inspiration and Sustainable High Performance! Capstone delivers a continuous NPS of 100!

CAPSTONE PEOPLE CONSULTING



PEOPLE | CHANGE | WORKPLACE CULTURE

EXCELLENCE DELIVERED !

[Watch Video](#)

Introducing Capstone-TSD Singapore

We are delighted to present Capstone-TSD Singapore - launching officially on 18


[Watch Video](#)

Talking Points with Capstone - DEI: What Now?

‘Talking Points with Capstone’ is a thought-provoking Talk Series aimed at empowering leaders and shaping the Future of Workplaces. In the session - 'DEI: What Now?' held on the 27th March we featured Leading Industry Thought Leaders. Adil Malia, and Sahil Nayar, in conversation with Dr Sujaya Banerjee. They had an insightful discussion about the evolving landscape of Diversity, Equity and Inclusion inside organizations especially in light of recent global reductions in DEI initiatives by major organizations.

February 2025.

Needless to say, this is an important milestone in Capstone People Consulting's growth trajectory and global influence trail, that picked momentum with Duke Corporate Education and our engagements across leading organizations across continents.


[Watch Video](#)

Need Some Help?

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](#)**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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