

**CAPSTONE PEOPLE CONSULTING**

People | Change | Workplace Culture



# ON POINT WITH CAPSTONE

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Dear Reader,

This has been a month of manifesting Positive Influence for Capstone – starting with the stellar Global Leadership Impact we are creating through our partnership with Duke Corporate Education. The Chartered Institute of Securities and Investments in the UK asking for an Emotional and Social Intelligence Masterclass was great as CISI TV is accessed by multiple thousands of members globally...

We are experiencing a great interest within Foundations and CSR Teams to want to pivot with Leadership Education and Change Management given the opportunities for Flourish across Communities...

Most of all it's super to see so many Leading Organizations wanting to define their own co-created Culture Charter – L&T Precision Engineering and Systems is doing a pioneering job of building momentum for building Culture as Differentiator, even as Leaders go First and undertake to role model the Culture Charter. This work is universally brilliant for aligning Talent, building positive momentum for Change, Collaboration, Respect and Sustainable High Performance.

Do watch this space for more and look up our new offerings if you would like to speak!

Executive Presence and Leadership in the New World is another signature offering as is Enterprise Leadership that is stirring up opportunities to offer integrated Customer solutions and drive Innovation in the New Economy!

Have a beautiful, soothing Monsoon!

Warm Regards,  
Dr Sujaya Banerjee

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## Building Cohesion Through Driving Culture Change L&T PES Culture Charter Launch

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What a fabulous milestone to commend and celebrate, when the Top Leadership of a leading ingenious organization like L&T Precision Engineering and Systems, Co-creates and signs off a Culture Charter to manifest the desired Culture as Differentiator.

- this is not just signing off on shared values, beliefs and assumptions but articulating desired behaviours, what principles to uphold and how priorities must be understood, besides many

other aspects for building a democratic organization with the power of clarity, empowerment and opportunities– Where Leaders go First!!

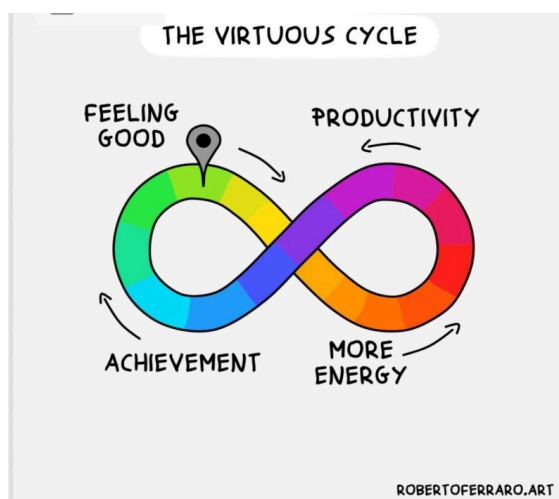
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## Building the Career & Culture Value Proposition for Retention



Delighted to see a more realistic portrayal of Why Talent Quit Jobs? The usual 'People Leave their Managers and Not their Organization' is often far from the truth– the Manager could however be one additional unempathetic or helpless Trigger... People Quit jobs for a variety of reasons but in the recent context it appears to be... because they don't feel empowered or nurtured to contribute early in their journeys

## Feeling Good is Key for Productivity!



This image simply illustrates Virtuous cycles for Productivity and very simply explains the triggers for great Contribution and Productivity...

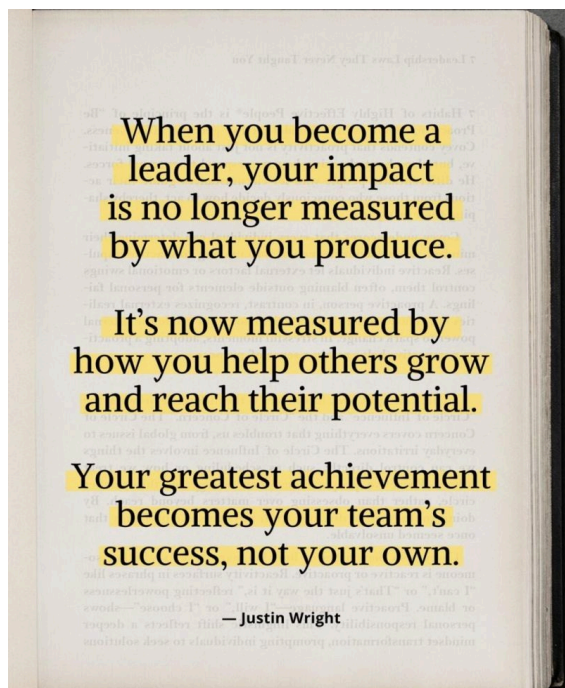
For all Leaders struggling with Team Productivity, note –

1. Feeling Good is the starting point for Contribution.. this entails
  - Clarity on what is Expected rather than being judged and dismissed off without effort...



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## Leadership is Teaching & Teaching is Leadership



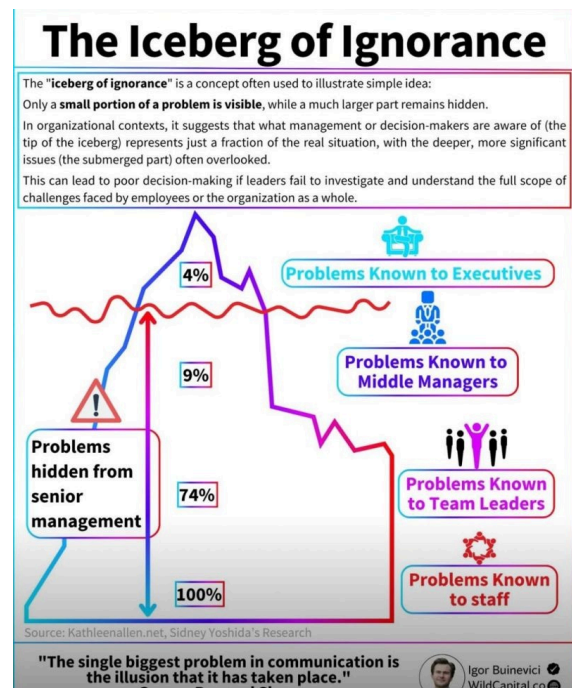
This IS at the centre of Winning in the New Economy...

Leadership is Teaching and Teaching is Leadership!

When we lament....

– everything is great but our Mid-managers are just not rising to the occasion.. they are not strategically well aligned, neither are they able to inspire teams to stay and contribute

## What leaders must watch out for! The Iceberg of Ignorance!



This is a classic chart called the Iceberg of Ignorance! Not uncommon to find the understanding of real Problems that need attention, often least known to the ones at the Top of the organization.

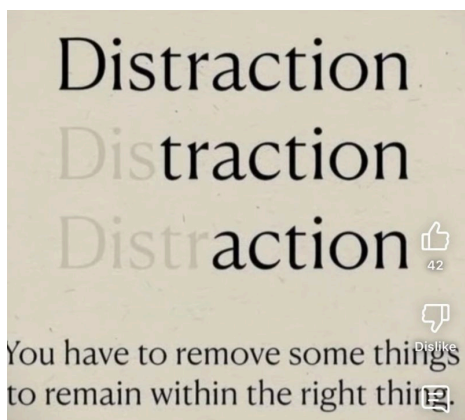
–Maybe only a little better known to Middle Managers who might be busy translating Strategies for Action and managing other expectations.

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## Distraction Impacts Action!!

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This message so resonated in the context of Work Productivity and Performance. I have been a great believer of 'Attention is Performance' and 'Performance is Attention'– and yet living this is such an everyday challenge...

– Technology, Social media, calls are easily the biggest Distractions guised as interruptions .....

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## Raise your understanding, without lowering standards!

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This post is so wonderfully thought-provoking and full of wisdom...truly resonates!!

Coping and adapting with constant Change in disruptive times is going to require the dexterity to 'understand' rather than choosing to 'misunderstand' the change, so we can make meaning...

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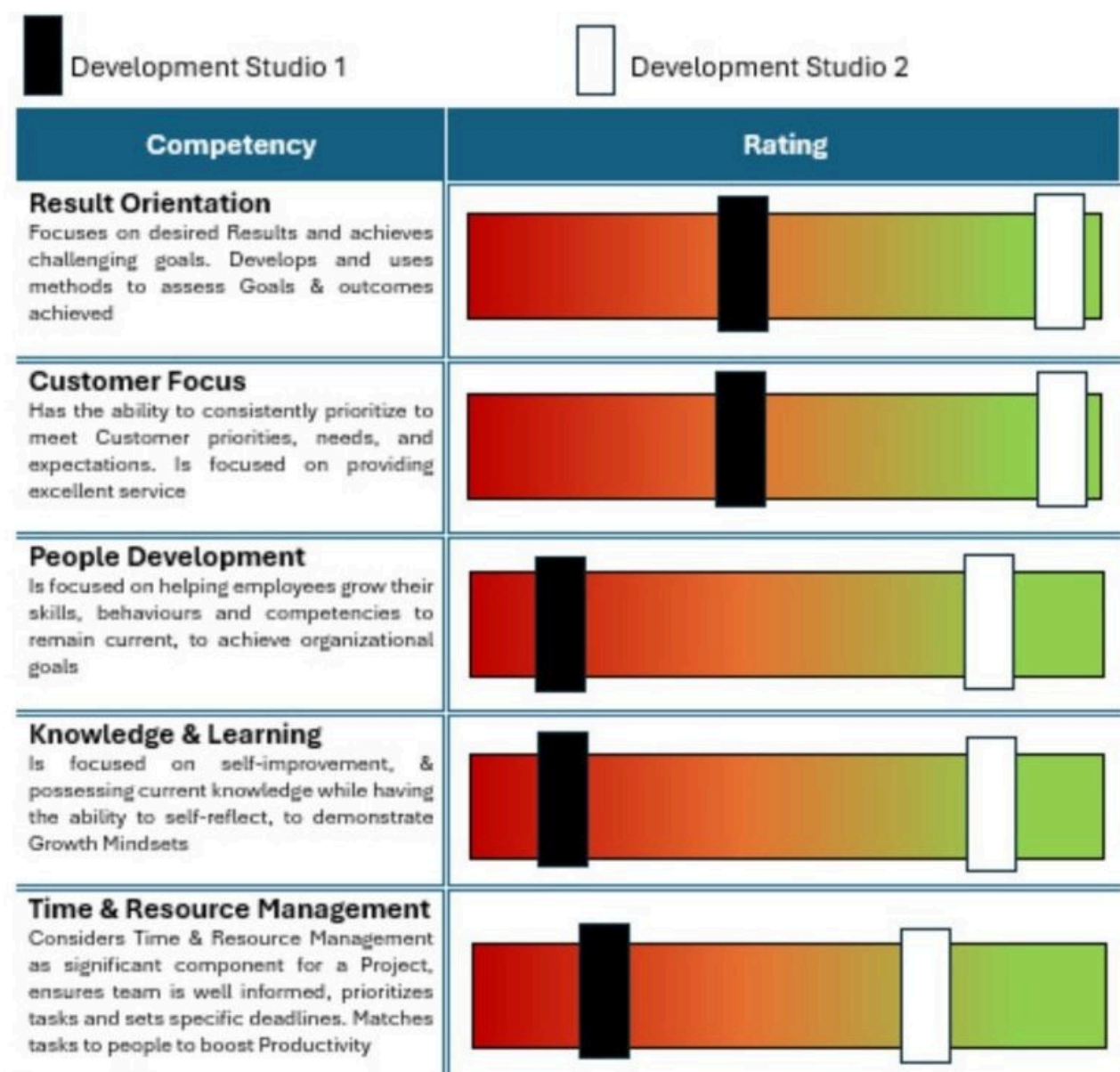
[Read More](#)

# Pinnacle Development Studio- Learning transfer Impact!

Quad Erat Demonstrandum! That is at the centre of Learning Impact- evidence that the Learner did indeed Learn and improve Performance!

Learning Transfer to the Gemba is key for all the work we do at both Capstone and Pinnacle Learning!

More recently, it's not been uncommon for organizations to experience a declining interest to invest in Learning, when they don't experience the Impact or Change emerging from the learning effort/investment.



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## LEADING WITH EXECUTIVE PRESENCE WORKSHOP FOR PROJECT LEADERS OF KEC INTERNATIONAL



Here are the Project Leaders of KEC International- the global flagship and infrastructure company of the RPG group, at a Leading with Executive Presence Workshop I anchored as their Educator recently.

Needless to say, Executive Presence has considerably evolved conceptually and in practise articulating new expectations from Leaders in the new Economy- its not just Executive Presence as we understood it, but Leadership Gravitas inside out!!!

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# SOCIAL EMOTIONAL INTELLIGENCE FOR CISI GLOBAL LEADERS! DON'T MISS



Here is my session on Social and Emotional Intelligence that was broadcast on CISI (Chartered Institute of Securities and Investment) TV featuring –Thought Leaders from across the world. CISA has over 52,000 members across 100 countries.

This theme of Emotional and Social intelligence becomes particularly relevant in the context of a constantly changing disruptive world that requires everyone especially Leaders to build their EQ muscle, and learn to use the space to respond rather than react, develop a natural propensity to build relationships across diversities , and an ability to build rapport early that can help navigate tough times of constant change through influence – which is indeed Leadership in the 21st century....

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Watch Now


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## Building Careers in the Backdrop of Constant Change



**"DUOLOGUES"**

PRESENTED BY

  
**YOURCOMMUNE**

**Building Careers  
in the  
Backdrop of  
Constant Change...**

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

  
**Adil Malia**  
*CEO The FiRM*

REGISTER  
NOW

 **Zoom**  **Wednesday, 4th June**  **4.30 PM - 5.15 PM**

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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**

Whether you're a student, professional, or leader shaping the future of work — this episode offers perspectives to reflect, adapt, and grow. Watch the full episode and Share your thoughts and key takeaways in the comments! Follow us for more powerful Duologues shaping conversations that matter.

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[Watch Now](#)

## Is AI compelling HR to reinvent its Purpose?

**"DUOLOGUES"**

**IS AI COMPELLING HR  
TO REINVENT ITS  
PURPOSE?**

  
**YOURCOMMUNE**  
*Coming Soon...*

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

  
**Vasudevan Narasimha**  
*Founder BluTech  
Talent Plus LLP*

**REGISTER  
NOW**

 **Zoom**

 **Friday, 20th June**

 **4.30 PM - 5.15 PM**

Our next upcoming Duologue is titled – ‘**Is AI compelling HR to reinvent its Purpose?**’. **Vasudevan Narasimha, Founder BluTech Talent Plus LLP** and **Dr Sujaya Banerjee, CEO Capstone People Consulting** would discuss possible actionable frameworks for aligning HR strategy with AI-driven business transformation, set fears to rest and understand opportunities. The session will examine how progressive enterprises are leveraging AI to reimagine talent acquisition, workforce development, and employee experience at scale.

**Day & Date: Friday, 20th June 2025**

**Time: 4.30pm to 5.15pm**

**Platform: Zoom**

Join industry pioneers as we decode the next chapter of HR in the age of automation. Are you prepared to lead this shift?

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Register Now

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Coming Soon...

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

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## What's New At Capstone?

# CAPSTONE PEOPLE CONSULTING



People | Change | Workplace Culture

- Leadership Capability Building for Foundations/Trusts
- Culture Charter for Culture Change
- Executive Presence for the New Economy
- Enterprise Leadership for Banks
- Story-telling/ Financial Story-telling for Leaders
- Capstone's 18 Month Roadmap to Change

## 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](mailto:contact@capstonepeople.com) /

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

[www.capstonepeople.com](http://www.capstonepeople.com)

Mumbai | Singapore

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