



### **On-Point with Capstone!**

These past two months have been a whirlwind of Hope, Aspirations and Planning for Success as we worked with Clients using OKRs to plan for sustained High Performance. Leadership lessons from Jazz music and the principles of Jazz are incredible metaphors for seamless collaboration and innovation in the moment, much required in disruptive times.

In the last few months the lack of Psychological Safety to speak-up visibly played out, as the conspiracy of silence brought down large institutions... A reminder for all to create Speak-up cultures to manifest Human-centricity and Compassion. We have included a blog I wrote on the difference between Sympathy, Empathy and Compassion. So important to understand the difference as we develop leaders to combine Compassion with Accountability as they lead people in the new decade.

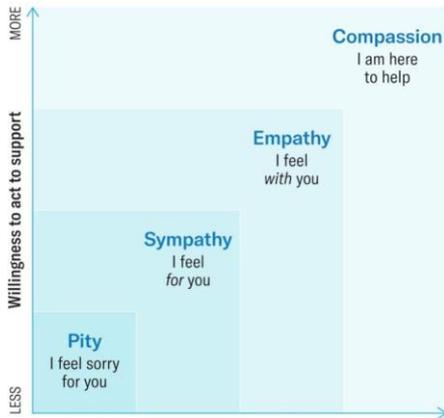
The Ted talks included here are an extension of these Human-centric workplaces where we can include all Diversities especially the Specially-Abled - easily the most marginalised Diversity. You don't actually know what your future self wants...is a super Ted-talk that fast forwards you to the world of your Future self, and urges you to build forward in real time.

Last but not the least - here is some mega good news on the LNOD Roundtable's Communities of Practise we launch shortly.

Get ready to join Asia's first and largest Communities of Practise that offers 8 thematic groups on themes like Leadership, Innovation, Future of Work and more, Expert Advisory services to access the best minds in the industry, know who's reading what, access Top featured videos, podcasts and buy learning resources and book for programs and certifications - All from one Platform!

You will receive your exclusive Coupon to join and help build a Community of Excellence... Until then, keep Building on...

Regards,  
Dr Sujaya Banerjee



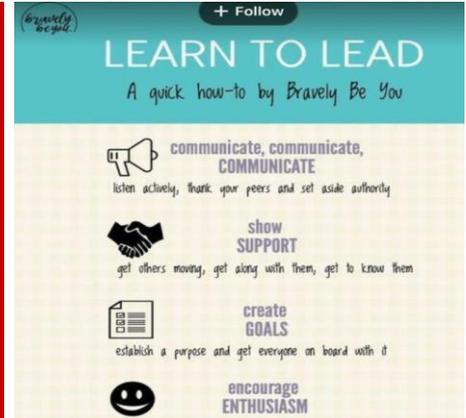
### COMPASSION GOES BEYOND SYMPATHY & EMPATHY

Whenever I have asked an audience the meaning of Compassion, I get Sympathy for others or Empathy for others as a response. [Read more...](#)



### CONSPIRACY OF SILENCE, THE SILENT MAJORITY

Have you lead a meeting and asked a question, and got silence as a response? How many times have you seen people have nothing ... [Read more...](#)



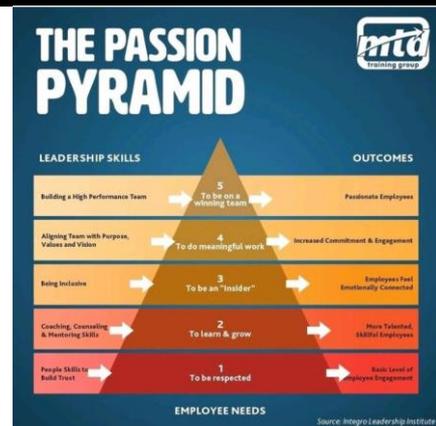
### LEARN TO LEAD.

What an apt capturing in this image of all it takes to Lead, especially at the start of a new Performance Year! Resonated with all the work we are currently engaged with at ... [Read more...](#)



### LEADERSHIP LESSONS FROM JAZZ MUSIC

Leadership Lessons from Jazz Music is a fabulous way to learn all we need the most as Leaders in the 21<sup>st</sup> 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 Teams... [Read more...](#)



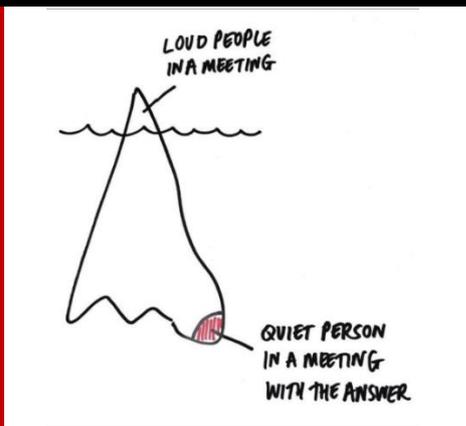
### THE PASSION PYRAMID

The Passion Pyramid is a fabulous representation of Leadership across levels and how to spot High Performers within organizations [Read more...](#)



### EFFECTIVE FEEDBACK

Across Organizations in the High Performance Culture work we do at Capstone, we find the process of giving and receiving feedback either weak or absent... [Read more...](#)



### AIR-TIME IN MEETINGS

Managing Air-time during Meetings or Discussions is so key to get to the root of ideas for solutions that matter. Yet Air-time can often ... [Read more...](#)



Watch: [HOW TO HELP EMPLOYEES WITH DISABILITIES THRIVE](#)



Watch: [YOU DON'T ACTUALLY KNOW WHAT YOUR FUTURE SELF WANTS](#)



Read: [5 WAYS TO BOOST YOUR RESILIENCE AT WORK](#)



Read: [HOW TO STOP DELEGATING AND START TEACHING](#)

### LNOD COMMUNITIES OF PRACTICE! – JOIN NOW

The Power of the Community in driving Change, bringing forth collective intelligence and Co-creation of solutions for persisting problems.... The operative value is Collaboration and believing in the ingenuity of different perspectives to manifest the most optimal ideas.

The Learning and Organizational Communities of Practice is a Futuristic platform featuring Top-class Practitioners and Thought Leaders who facilitate the process of learning across 8 Thematically relevant groups that enable chat and sharing of media and perspectives to take the Collective Learning of the Community to next levels. Leadership, Innovation, Learning and Development, Future of Learning, and more...

Interact and learn from the Community in the midst of so many resources and opportunities for Expert Advisory services, Access who is reading what? Access information on the latest programs and certifications, and buy resources, book programs on the Learning universe.

[CLICK HERE TO REGISTER YOUR INTEREST TO JOIN ASIA'S LARGEST COMMUNITIES OF PRACTICE.](#)



**It takes a village to raise a child...**



**And a Community to raise a professional..**



Follow us on –



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



[capstonepeople](https://www.linkedin.com/company/capstonepeople)



[Capstonepeople](https://www.facebook.com/Capstonepeople)



[@capstone\\_people](https://twitter.com/capstone_people)



[Capstonepeople](https://www.instagram.com/Capstonepeople)