



**CAPSTONE**  
PEOPLE CONSULTING  
THE DELTA OF EXCELLENCE

# CAPSTONE PEOPLE CONSULTING

PEOPLE | CHANGE | WORKPLACE CULTURE





# OUR VISION

To be a foremost Consulting Firm offering People, Change Management and Workforce Culture Services to help Clients build High Performing, New-age Workplaces of the Future...

# ABOUT CAPSTONE



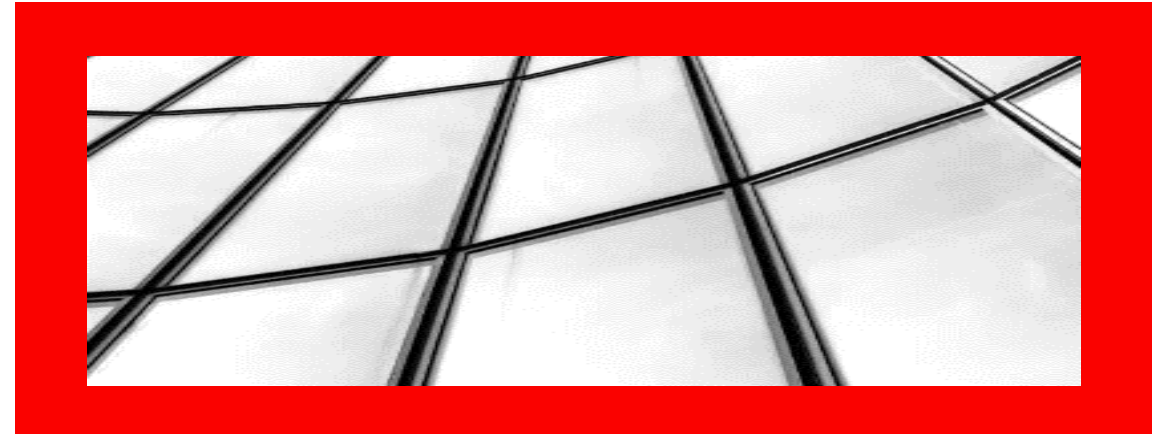
Capstone People Consulting offers Expertise in People, Change and Workplace Culture

- Manage Change in a Disruptive Business Environment
- Contemporary Leadership Capability Building in an ever-changing Business environment
- Building Diverse and Inclusive Cultures
- Build Organization Cultures to accelerate the Future of Work
- Use contemporary practices like OKRs & other Innovative ideas to build an Eco-system for Sustainable High Performance

# TOP NOTCH EXPERTS, FACULTY

Capstone Empanels over 75 Top Notch Consultants, Faculty and Coaches other than their own team of consultants with proven expertise in

- High Performance Culture
- Strategic Change Management
- Leadership Capability
- Diversity, Equity & Inclusion
- Contemporary Talent Architecture
- Future of Work Mindsets & Cultures



# OUR DISTINCTIVE PROPRIETARY APPROACHES

Our Solutions are rooted  
in Research insights

01

Capstone's unique proprietary solutions  
use [New-age Pedagogies](#) for driving  
Change for our Clients

02

03

We treat our assignments as [Change  
Interventions rather than Learning events](#). We  
are passionate about Learning Transfer

04

At Capstone, Learning is for driving  
[Change, improving Performance and  
delivering Business Impact](#)





# CAPSTONE'S PEOPLE, CULTURE, CHANGE PRACTICE



# CAPSTONE'S PEOPLE, CULTURE, CHANGE PRACTICE



- Leadership Development
  - Leader as Coach
  - Leadership & Well-being
  - Leading with Inclusion
  - Leading to manifest Psychological Safety
  - Leadership to Build a Humanocracy
  - 6 Leadership Shifts to Build Contemporary Workplaces

# CAPSTONE'S PEOPLE, CULTURE, CHANGE PRACTICE

- 10 Critical Leadership Shifts to lead in the New Economy
- Leading with Agility for High Performance
- Leading for Inclusion, Change & Innovation
- Leadership is a Conversation
- The Positive Management Workshop
- Building Cultures of Employeehip – The Ownership and Accountability Workshop

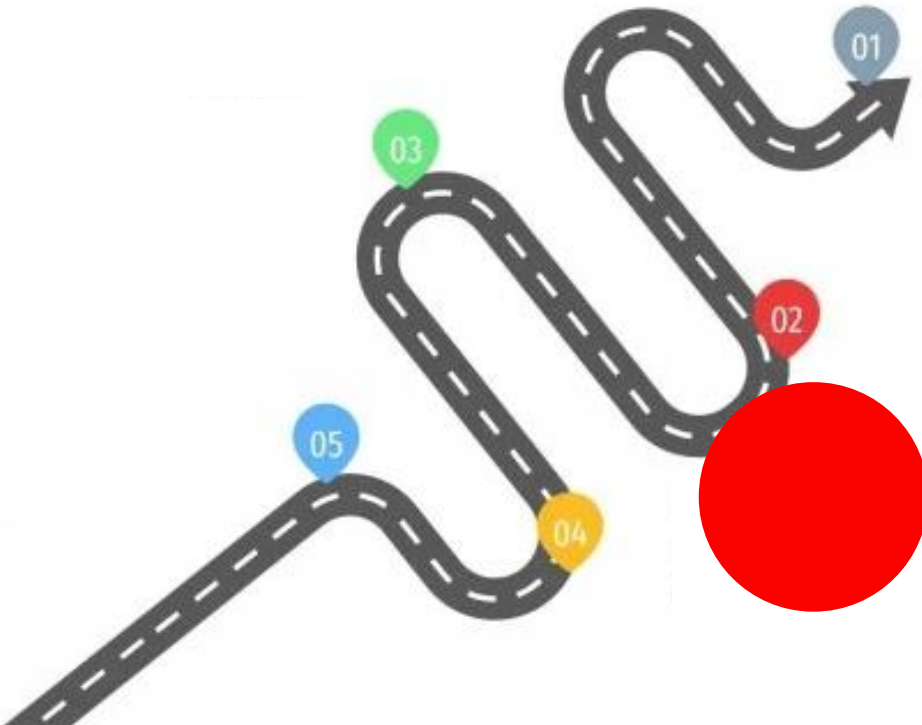






## 18 MONTH ROAD MAP - BUILDING AN ECOSYSTEM FOR CHANGE & HIGH PERFORMANCE

- Capstone helps Organizations build **High Performance Culture** by simplifying Challenges/ Areas of Improvements by using **Appreciative Inquiry (AI)** – a **Strengths-based Change** process.
- AI uses Strengths to identify the **Secret Sauce** of Organizations to enable **sustainable Performance** – by drawing from **Positive Vitality & Life-giving Forces** of the Organization.
- The group works together on driving **Systematic Change** by owning the **High Performance Agenda**



# SEAMLESS COLLABORATION & INNOVATION – LEADERSHIP LESSONS FROM JAZZ MUSIC



Capstone's Leadership Lessons from Jazz Music – Leadership Offsite - Jazz is a metaphor for seamless alignment, creation in the moment & innovation



# SETTING UP TO WIN – OKR's FOR BUSINESS & GOAL ALIGNMENT



*“Dr. Sujaya and Capstone People Consulting Team have helped Pine Labs Leadership Team adopt OKRs for managing FY22 Goals. In a very short time Dr Sujaya and her Team understood the nature of Pine Labs Business & People, took the entire Leadership Team through the Journey of OKR process and lead 70+ Senior Leaders of the organization in the OKR creation with each business & technology group. Pine Labs CXO, CXO-1 groups greatly benefitted from Dr Sujaya. Her extensive experience and knowledge in the spaces came through from the 1<sup>st</sup> session and her gravitas and approach helped us all come onboard and adopt the process. Looking forward to continue this collaboration with Dr Sujaya and her Team as we move forward in this OKR journey.”*



**RAVI MADHIRA**  
Director Engineering,  
Pine Labs



# PLANNING FOR STRATEGY EXECUTION & HIGH PERFORMANCE – SUN PHARMA GLOBAL LEADERSHIP BUSINESS OFFSITE





# BUILDING AN ECOSYSTEM FOR HIGH PERFORMANCE – SPEAKER SERIES

- 90-120 minutes Talk Series by Subject Matter Experts, Thought Leaders on Contemporary and relevant Topics
- Interactive Speaker series for driving Change through Reflection
- Building Resilience – Anti-Fragile Leadership Program
- Human-centric Leadership in the New Economy
- Ten Leadership Shifts in the New Economy
- From Bureaucracy to Humanocracy
- Psychological Safety is Key for Innovation
- Conscious & Unconscious Biases
- Political Savvy – where Talent & Hardwork is not enough
- High Performance Culture needs Grit to Change!
- Learning through Social & Emotional Intelligence
- Re-imagining the Future of Work



# PAST PROGRAM FEEDBACK FOR KEYNOTE SPEAKER FROM CAPSTONE CLIENTS

*“Every now and then you look for that one person who can inspire you to Reflect, think differently and embark on the journey of Personal Transformation... Dr Sujaya Banerjee is that person for me...”*

- Marketing Director of leading luxury Car company

*“Now that we have experienced this Gold standard of learning our leaders are refusing to accept a different Faculty...”*

- CEO of MNC Leading Bank

*“The feedback is effusive as usual but All are using Dr Banerjee’s vocabulary... this is incredible impact and we are fascinated.. left asking for more...”*

- CEO of Leading Tractor Manufacturing company

*“This session has been an eye Opener, better and more meaningful than what I just attended at Wharton “*

- Senior Leader at Leading Automobile company

*“The most inspiring session of my career”*

- Senior Leader of Leading Bank

*“Just 2 hours is not enough we should have had just this Speaker/ Facilitator for 2 Full days- that’s how profound the session was. Kudos to Dr Banerjee!!”*

-Regional Head of leading Bank



## CAPSTONE'S 90 MINUTES TO INSIGHT COACHING

- Coaching for High Performance
- 360° Feedback based Coaching
- Remedial Coaching
- Leader as Coach
- Leadership Pulse-Feedback Coaching
- Psychometric-based Coaching





# CAPSTONE DIVERSITY, EQUITY & INCLUSION PRACTICE



# CAPSTONE'S DIVERSITY, EQUITY & INCLUSION PRACTICE



- DEI Strategy/ Roadmap for Leadership
- DEI Architecture / Council/ Managing ERGs/ DEI Reviews
- Women Accelerators & Leadership Manifestation
  - Mid-career Women to Senior Leadership
  - Senior Women to Top Management

# DEI – THEATRE FOR LEARNING & REFLECTION



- Theatre is one of the most powerful yet underutilized mediums for Communicating, Mirroring and Driving Change through Reflection and Learning.
- Capstone People Consulting in association with Leogirl Productions has brought Theatre right at the centre of Learning by presenting powerful 60-90 minute plays
  - “Ambika”,
  - “Déjà vu”
  - “He-Said, She-Said”,
  - Custom Plays
  - “Rainbow Shadows”,



# DEI – THEATRE FOR LEARNING & REFLECTION



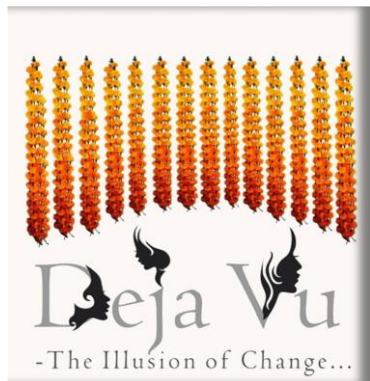
The Blindspot



Voices of Diversity – Speaking through Letters



Forum Theatre for SAMMAN – Equality and Respect Workshops



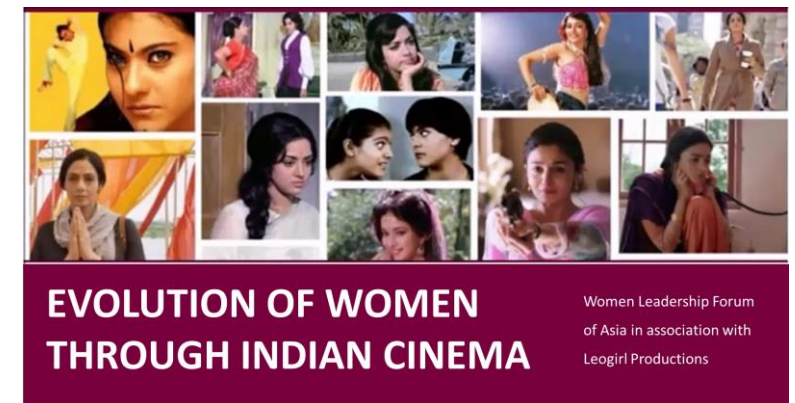
Deja Vu



Women Phenomenal



Ambika



Evolution of Women through Indian Cinema

# POPULAR INTERVENTIONS FOR BUILDING DEI ECOSYSTEM

- D&I Literacy Program for all Employees
- D&I Conversations –
  - Transforming the Stories Women Tell Themselves as Women
- D&I Theatre for Learning & Reflection followed by (Panel Discussion featuring Senior Leadership)
  - Conscious & Unconscious Biases
  - Diversity & Inclusion Stories

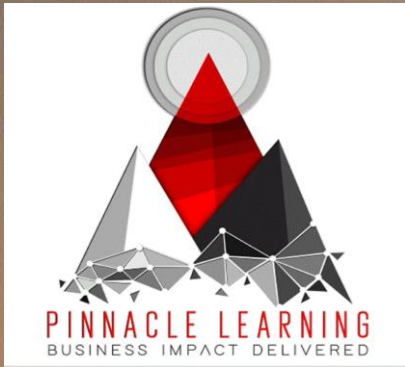




# CAPSTONE'S DIVERSITY, EQUITY & INCLUSION – SPEAKER SERIES



- Transforming the Stories Women tell themselves about Themselves
- Evolution of Women through Indian Cinema
- Integrating Diverse Talent – Creating Inclusion
- Building the Fearless Organization
- Soft is the New Hard – the hidden power of Women Leadership
- Its Your Career – Manage it – Leaning in to Win!
- Power up! Ways to build Credibility and make Yourself heard!



# PINNACLE LEARNING LLP

## TALENT SOLUTIONS | TOOLS & ASSESSMENTS



# ABOUT PINNACLE LEARNING LLP



- We are a new age Consulting firm, part of the Capstone People Consulting Group.
- Pinnacle Learning is a pioneering Talent Tools arm specializing in 360° Talent Services across the Value Chain. Preparing organizations through researched insights and validated Tools to manifest Business Impact through People
- Pinnacle Development Studio – Future Ready Assessments
- Pinnacle on QuestionPro – Psychometrics for Assessment/ Coaching
- Pinnacle Culture Multiplier – Culture Assessment
- Pinnacle Talent Value Chain Consulting, Career & Talent Management

# PINNACLE LEARNING LLP - CULTURE MULTIPLIER

ASSESSMENT - - - - -> DIAGNOSTICS - - - - -> INTERVENTIONS FOR CHANGE

**SURVEY FEEDBACK**  
Capstone Culture Multiplier  
Survey Administered

02

04

**CAPSTONE CULTURE  
MULTIPLIER SURVEY REPORT**

01

03

**VALIDATION**

Capstone's  
Proprietary  
Diagnostics –  
Individual Interviews  
+ Focused Group  
Discussions/ Live  
Surveys

05

**RECOMMENDATIONS  
FOR CHANGE  
INTERVENTION**  
For Sustaining High  
Performance

## DESIGN

Survey Design Input  
Organization Brief  
Past Surveys  
Organization Values,  
Capabilities/  
Competencies



# PINNACLE LEARNING LLP DIFFERENTIATORS

- Pinnacle Development Studio
  - Career Planning & Development
  - IJP
  - Development Studios/ Assessment Centres
  - High Potential Development/ Succession Planning & Development
- Survey & Psychometrics on QuestionPro
  - 360 degree feedback
  - Employee Pulse
  - Organization Surveys
  - Psychometrics



# CAPSTONE'S PARITY HIRING SOLUTIONS



Capstone's Parity Hiring Solutions is geared to support clients to –

- Finalize Hiring Strategy Format of Work & Candidates
- Enable Best-in-Class Tools for Hiring Capability
- Use In-depth Capability-based/ Skill-based Hiring
- Helping clients find Creative Hiring Solutions
- Identify & Support Clients with the selection of most suitable Talent & Experience
- Support Candidate through Post Hiring Mentoring support





# CAPSTONE'S LEADERSHIP TALENT REVIEWS FOR BOARDS



- Supporting Boards with Business Continuity Planning for Talent
- Carrying out Organizational Capability-Based Assessment
- In-depth Assessment & identification of Blind spots for building Leadership Talent
- Support strategic decisions around
  - Board Positions
  - CXO positions
  - CEO Roles
  - Succession Positions
- Engagement & Placement Dashboards to identify early Risk & Mitigations

# IN THE LEAD...

*Democratizing Leadership Knowledge*

In The Lead... presents a vibrant 40-45 minutes conversation with a new Leader every episode – meant to cause Reflection, provoke New Ideas and provide Inspiration...

In The Lead is meant to be open to anyone who wants to be inspired by Leaders in the Action Chair – and wants to Learn, Explore, make meaning from the Principles, Philosophies and Experiences of those In the Lead...



## Featuring



**Manoj Kohli**  
Country Head  
SoftBank India



**K V Kamath**  
Non Executive  
Director  
ICICI Bank



**Ganesh Nayak**  
Executive Director  
Zydus Group



**Pankajam Sridevi**  
Managing Director  
Commonwealth  
Bank of Australia



**Daisy Chittilapilly**  
President India  
& SAARC  
CISCO



**Sunil Dutt**  
President  
Reliance Jio  
Infocomm



**Vipin Sondhi**  
Managing  
Director & CEO  
Ashok Leyland



**Ashish Bhasin**  
CEO APAC &  
India Chairman  
Dentsu



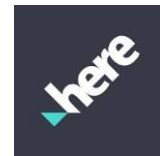
- Dr Sujaya Banerjee is the Chief Executive Officer of Capstone People Consulting ([www.capstonepeople.in](http://www.capstonepeople.in)) – a leading Consulting Firm engaged in Leadership, Change & Workplace Culture & build High Performing Organizations. She is a serial Entrepreneur and has also nurtured Pinnacle Learning LLP ([www.pinnaclelearningllp.com](http://www.pinnaclelearningllp.com)) and Future-ready Orgs both new-age Learning Platforms
- Dr Banerjee has over 33 years of corporate experience in Leading Change through People in Organizations like **British Gas, Essar Group, Godrej, Adnoc and Lowe Lintas and Partners**. She has also served on the Boards as **Director of AGC Networks and The Mobile Store**.
- Dr Banerjee has been a pioneering **Talent Management and High Performance Culture Expert**, and is a **Trusted Advisor** to leading organizations for managing the **Talent Management Value chain**, and build distinctive **Employee Experiences**.
- Dr Banerjee is a part of **Harvard's Learning and Innovation Lab** and teaches Leadership & Change Management in India and across countries like UK, United States, Malaysia & Singapore. She is a **TEDx Speaker** on themes of Conscious and Unconscious Biases and Innovation. Dr. Banerjee is a strong proponent of Futuristic Leadership and speaks on topics of **Leadership in the Knowledge Era, Future of Work Cultures and Positive Management**. She also serves on the **Jury of ExO** with **Salim Ismail's Singularity University** to identify **Exponential Organizations** in the new economy.
- Dr Banerjee writes regularly for **Times of India Ascent**, especially advising Senior Professionals through the **TOI Advise Column**. Sujaya has been an early practitioner of **Appreciative Inquiry (AI)** - Trained at **Ashridge Business School** and has driven several successful Change Agendas across Organizations using AI. She is the author of the much acclaimed '**SWITCH - How 12 Indian Companies Managed Change Successfully**'.
- Dr Banerjee is the Founder of the **Learning & OD Roundtable** ([www.lnodroundtable.com](http://www.lnodroundtable.com)) –a Not-for-Profit Forum with a worldwide membership of over 25,000+ HR, Learning & OD professionals.
- Sujaya is also the Founder of the **Women Leadership Forum of Asia** ([www.wlfa.in](http://www.wlfa.in)) which has 17,000+ plus members
- Dr Banerjee engages in contributing to Future Leadership as Faculty at BITSom, ISB , IIM's and National Academy of Indian Railways.
- Both Capstone People Consulting and Pinnacle Learning LLP are winners of the **MSME Business Excellence Awards (2021)** for their contribution to the Business Community.



**DR. SUJAYA BANERJEE**  
**FOUNDER & CEO –**  
**CAPSTONE PEOPLE**  
**CONSULTING**



# OUR CLIENTS





# CAPSTONE PEOPLE CONSULTING

PEOPLE | CHANGE | WORKPLACE CULTURE



**CAPSTONE**  
PEOPLE CONSULTING  
THE DELTA OF EXCELLENCE

*Follow us on*



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



[Capstone People](#)



[Capstone](#)