

CAPSTONE PEOPLE CONSULTING



People | Change | Workplace Culture



CAPSTONE'S ESG CULTURES PRACTICE



OUR VISION

To be a foremost People, Workplace Culture, & Change Management Services firm that helps Clients build High Performing, New-age Workplaces that uphold DEI, Sustainability & Excellence!



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 Inclusive ESG Cultures to accelerate the **Future of Work**
- Use contemporary practices like OKRs & other Innovative ideas to build an **Eco-system for Sustainable High Performance**

ABOUT CAPSTONE

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



#1

WORLDWIDE
BY THE FINANCIAL TIMES



DR SUJAYA BANERJEE
GLOBAL FACULTY, DUKE CE

CUSTOM EXECUTIVE
EDUCATION



EXECUTIVE
EDUCATION
2023 RANKING

Duke Corporate Education (Duke CE) is a leading Global provider of custom Executive Education, empowering leaders to drive impactful change within their organizations and society. Duke CE delivers highly customized offerings, which offer a combination of exceptional educators, innovative teaching methods, and a focus on strategic outcomes. Duke CE equips leaders with the knowledge, behaviors, and mindsets necessary to navigate today's complex business landscape.



CAPSTONE'S ESG CULTURES

- If you Change the way you look at things, the things you look at Changes...
- Practice makes the Sustainability perfect...
- Each Challenge is like a seed of opportunity, if cultivated it brings Positive Change and Sustainable Culture...





ESG & UN SUSTAINABLE DEVELOPMENT GOALS



Social

- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 8 DECENT WORK AND ECONOMIC GROWTH

Environment

- 7 AFFORDABLE AND CLEAN ENERGY
- 6 CLEAN WATER AND SANITATION
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 17 PARTNERSHIPS FOR THE GOALS
- 5 GENDER EQUALITY
- 10 REDUCED INEQUALITIES
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Governance

POWERING ESG STRATEGY THROUGH CULTURE

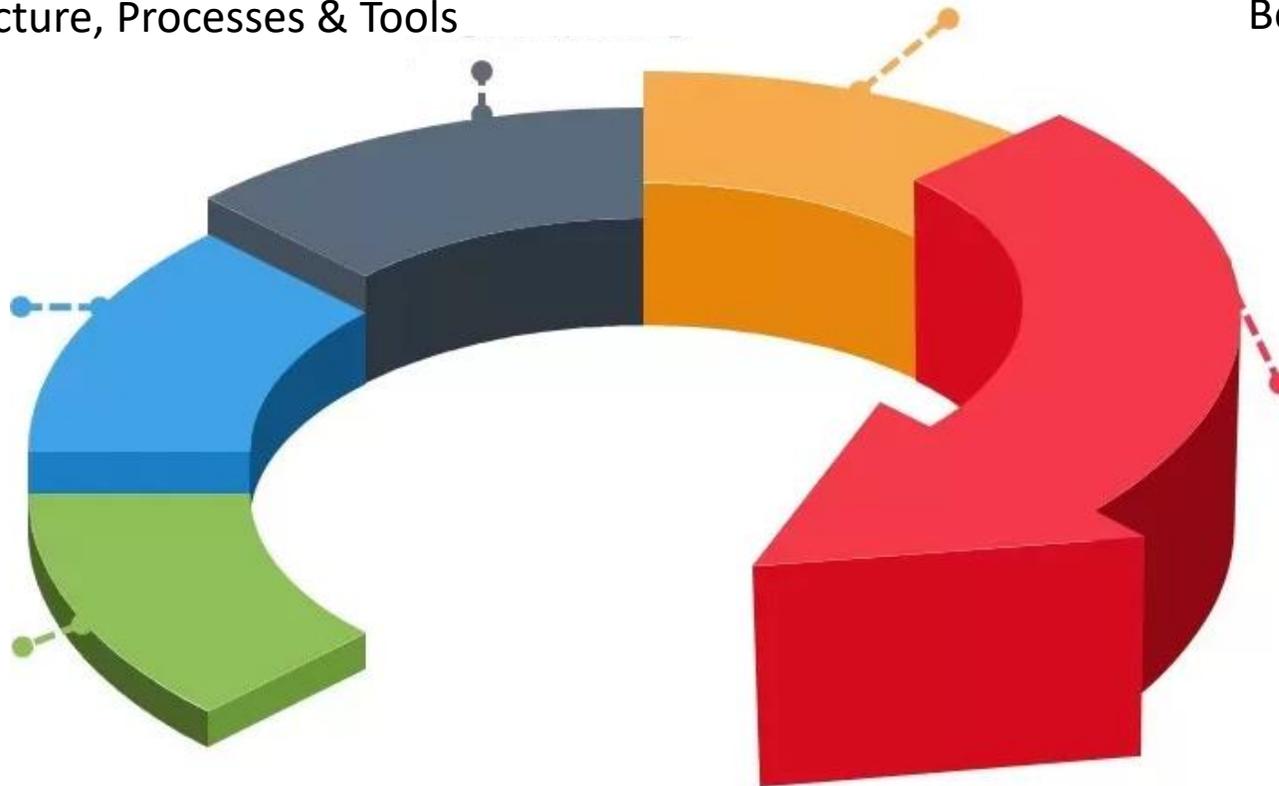


Build the Body/ Structure for Manifesting ESG Cultures
Operating Mode, Organization Structure, Processes & Tools

Inspire Socially Responsible Mindsets through every touch points
Enable shifts in Mindsets, Beliefs, Behaviours

Set your Mind to ESG Orientation
Build specific Skills & Capabilities in service of Transformation

Code ESG in your Company DNA
Set a powerful Actionable ESG Strategy



Share Success Stories & Celebrate
Keep the belief in your ESG Journey to remain Passionate & Inspired!

CAPSTONE'S APPROACH - INTEGRATING ESG WITH COMPANY CULTURES



Integrating ESG with Organizations Strategy and Purpose

- Industry Leaders need to **communicate a clear Vision** that helps establish the significance of ESG
- Although it is great to have ESG goals, businesses should not only employ measures but also achieve them by **making ESG functionalities a part of measurable progress**
- ESG should be incorporated as an **integral element of Planning, People, Culture and Purpose to hit set goals**

Integrating ESG to connect People & Build Collaboration

- ESG team should work towards **building relationships with external stakeholders and advisors, the consumer community and the government**
- By establishing a strong system in place within the organization, the ESG team can **collaborate with other departments and make valuable and respected contributions** at meetings

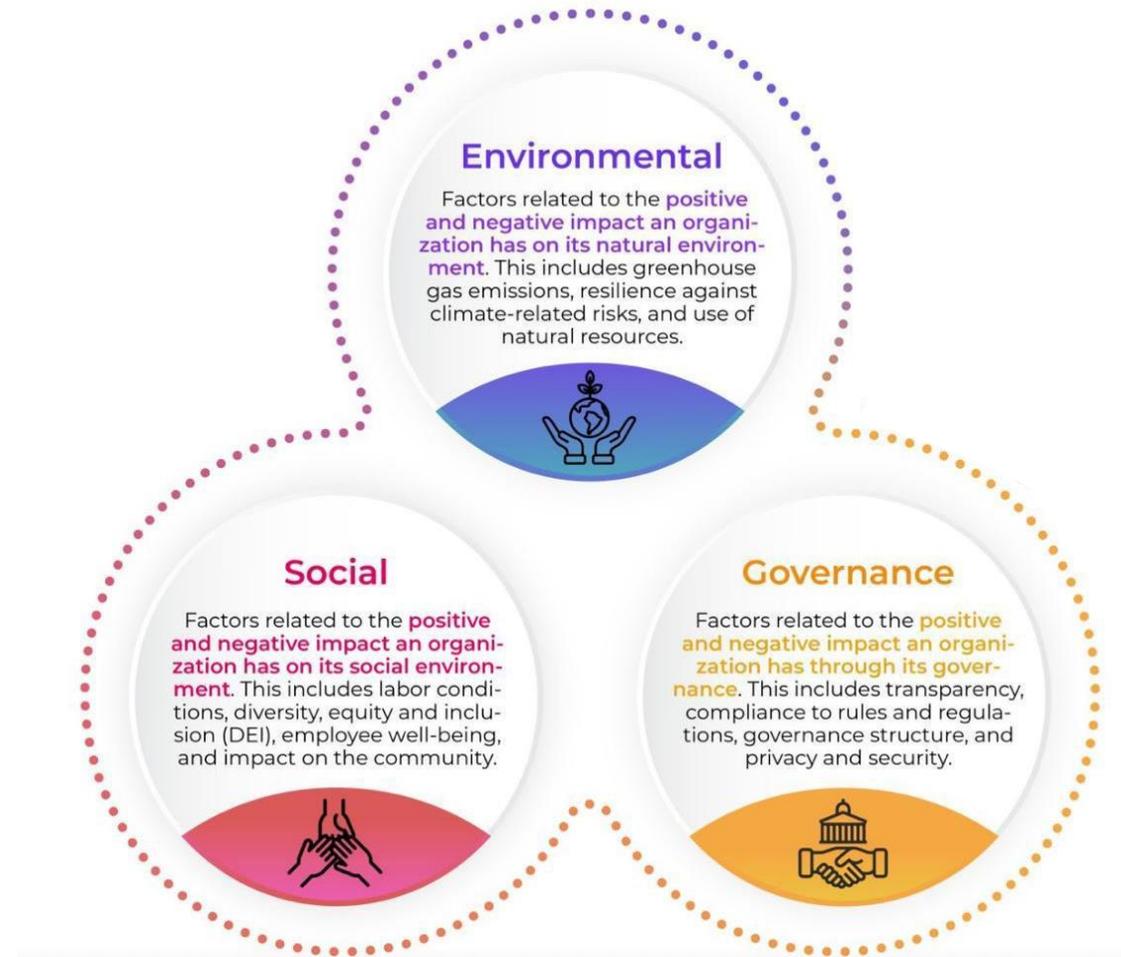
Integrating ESG with Operational Processes at all levels

- **ESG framework extends at all levels in an organization.** It involves people and data from every department
- Organizations can **connect and automate their ESG processes to maximize efficiency.** This will ensure consistency across all levels, including processes, systems and people
- Integrated ESG offers **flexibility, better capability along with benchmarking performance.** It also helps **convert insight into action.**

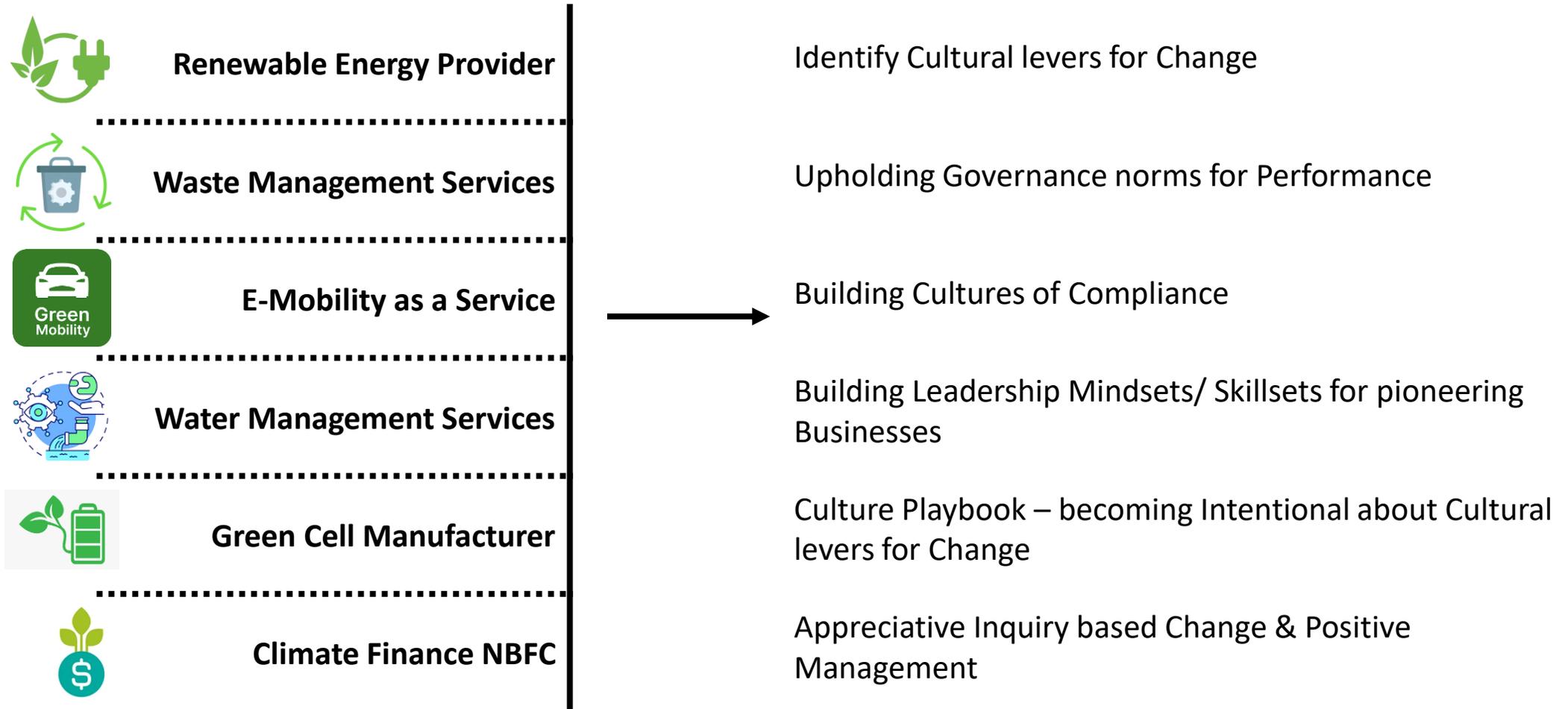
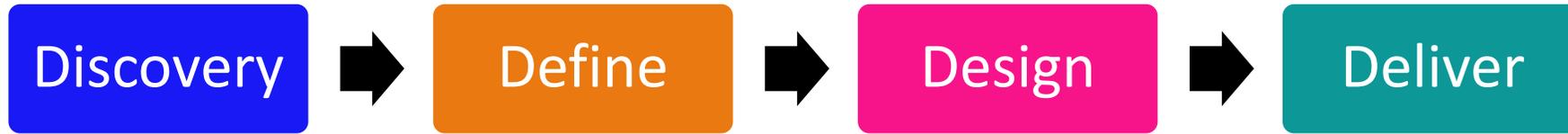
CAPSTONE'S ESG CULTURES



‘Social Responsibility and ESG mentions in top business priorities have almost doubled year over year.’



BUILDING LEADERSHIP & CULTURES OF SUSTAINING ACROSS ESG COMPANIES – USE CASE



WHY MUST YOU WORK WITH CAPSTONE ESG CULTURE?



Why Capstone ESG Cultures?

- To help you align Purpose & Profit
- Mitigate Risk & seize Opportunities
- Attract & Retain Talent
- Drive Innovation & Adaptable Cultures



Why Capstone People Consulting?

- Workplace Culture Experts with a proven track record with leading organizations, across sectors globally
- High Expertise & Best-in-Class Leadership Capability Building & Change Management
- Consistent delivery of High Impact, Learning & Change Interventions
- **Associated with Duke CE (Corporate Education) – Ranked No 1 Globally for Executive Education**

- Dr Sujaya Banerjee is the Chief Executive Officer of Capstone People Consulting (www.capstonepeople.in) – a leading new-age Consulting Firm engaged in **Workplace Culture, Change, and Capability Building**. Capstone works with over 130 leading organizations to drive People, Culture, and Change Agendas to sustain High Performance in a disruptive business environment. Her work focuses on Workplace Culture as a Business Differentiator, particularly in the Compliance, DEI & ESG space.
- Dr Banerjee has over 33 years of corporate experience in Leading Change through People in Organizations like **British Gas, Essar Group, 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 several leading organizations. **Performance Management and OKRs** are her areas of **Expertise**, and Capstone under her Leadership has helped several organizations to transform themselves through the **Power of building strong Performance Cultures**.
- Dr Banerjee is a part of **Harvard’s Learning and Innovation Lab** and teaches Leadership & Change Management across the globe. 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 **Winning Leadership Mindsets in Disruptive times, Future of Work Cultures, and Positive Management**.
- Dr Banerjee writes regularly on current Business & Workplace Culture themes for the **Times of India Ascent**. 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 book ‘**SWITCH - How 12 Indian Companies Managed Change Successfully**’.
- Dr Banerjee is the Founder of the **Learning & OD Roundtable (www.inodroundtable.com)** –a Not-for-Profit Forum with a **worldwide membership of over 40,000+ HR, Learning & OD professionals** interested in learning, change, and innovation.
- Sujaya is also the Founder of the **Women Leadership Forum of Asia (www.wlfa.in)** which has **17,000+ members** and enables organizations to build Inclusion and is a passionate **Evangelist for Equal Opportunities**.
- Both the Learning and OD Roundtable and Women Leadership Forum of Asia were recipients of the Economic Times Human Capital Awards for Social Impact through Diversity & Inclusion in the year 2021. Sujaya is also a **Global Faculty for Duke CE, ranked no 1 in Executive Education by Financial Times, 2023**. Dr Banerjee also engages in contributing to building Future Leadership as a **Faculty at ISB, IIM’s, BITSOM, FLAME, and her outreach work with the Police Academy and National Academy of Indian Railways**.
- Dr Banerjee has been listed among the **Top 40 HR professionals in Asia**, has won the **Youth Icon Award**, and **has been recognized by the Government of Malaysia for her Contributions to the HR Community**. She has also recently been listed in **Asia’s 100 Women Power Leaders 2023**.
- 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
Program Director





- Thought Leadership and Domain Expertise
- Contemporary Virtual Technology
- Distinctive Partner Associations
- Capable Expert Team
- Empaneled 70+ World Class Facilitators/ Coaches
- Enabling Learning Transfer
- A Vision to deliver **‘the Gold Standard of Managing Change through People’** services to Clients

THE CAPSTONE ADVANTAGE

OUR CLIENTS



Mercedes-Benz



Relationship Beyond Insurance



CAPSTONE PEOPLE CONSULTING

PEOPLE | CHANGE | WORKPLACE CULTURE

CAPSTONE PEOPLE CONSULTING



People | Change | Workplace Culture

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