

ON POINT WITH CAPSTONE

Dear <<First Name>>,

Am writing this editorial on the back of the most inspiring time with leading organizations like Citi, Bidvest Branded Products in South Africa through Leadership and Culture Change interventions. This includes offsites to Zambia, Pretoria but most of all influencing the Top Leadership and CXO teams across the conglomerate to rise to the opportunities through new Leadership Mindsets and to build momentum through Culture Change... great High Point experiences in the Global work we do at Capstone.

This On-Point Newsletter articles include the challenges of mistaking Nice for being Kind – alluding to the need for more Authenticity and Compassion in the workplace. This is right at the centre of the impactful Leading with EQ work we are doing across leading

The First pancake phenomenon is not uncommonly below expectations/ standards but as we build Mindsets for experimentation it's inevitable to get progressively better. The first pancake alludes to Growth Mindsets and the perseverance to learn and improve to make things better/build expertise.

Capstone's incredibly influential work both Globally and India in the Capability building work includes –

- driving Change through Leaders committing to a co-created Culture Charter
- Leading in times of Flux
- Strategic Communication for Leaders
- Post Acquisition integration and Performance Optimization
- Building Culture as Differentiator
- Emerging from Brick and Mortar thinking to lead in the New

organizations both in India and Globally.

Uncertainties, constant Change and disruptions is in the nature of doing business in the 21st century.

Pushing back on Change will be at your own peril and the better attitude of Gratitude on the sheer opportunities for adventure, learning and reinventing self!

Economy.

Do watch this space for more on how our work is delivering positive impact across organizations.

Until then enjoy the festive season!

Warm Regards,
Dr Sujaya Banerjee

NICE VS KIND



It perturbs me to watch the fear of conflict arising from the load of People Management responsibilities, and the constant fear of being called the Toxic Boss etc...

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ADVENTURE VS SAFETY



This is the fundamental mindset that can distinguish those who can survive in times of upheavals, uncertainties and constant change...

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WHAT A PRIVELEGE GRATITUDE

What a privilege to be *tired* from work you once begged the universe for.

What a privilege to feel *overwhelmed* by growth you used to dream about.

What a privilege to be *challenged* by a life you created on purpose.

What a privilege to *outgrow* things you used to settle for.

This post struck me as the Best prayer of Gratitude for Allof us who are....

-doing our Best Work in the Post Covid world - busy, struggling, learning,growing and positively engaged every single day...

- feeling overwhelmed, anxious, challenged and then finding it within us todeliver crazy standards of excellence!

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LEADERSHIP CLARITY

THE FIRST PANCAKE



Doing something badly is often better than doing nothing because it builds momentum, provides a valuable first step toward improvement, and allows for learning through experience, even if the initial outcome is imperfect

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ACTION CREATES CLARITY

Leadership Sets the **Rhythm**

Performance issues often start upstream (with poor clarity, lack of feedback, unmanageable workloads, and lack of support).

- **PIPs don't fix performance**—they document failure before showing the exit door.
- **Instead of blaming individuals**, diagnose the system to understand what's broken.

Leadership sets the Performance Rhythm in any organization- it's not just the clarity for performance mentioned here, but the systems and processes that actually support the manifestation of performance-efforts made for alignment, engagement, feedback, resources and other support, Upskilling/ Coaching and most importantly a consequence for No Action by Leaders to enable the rhythm for Goal achievement...

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ASKING FOR WHAT YOU WANT



**Rumi said: “As you
start to walk on the
way, the way appears.”
Clarity doesn't come
before action. It comes
from action.**

This is such a powerful quote for anyone who is experiencing ambiguities/ dilemmas both Personally or at Work..

In the extensive Leadership and Entrepreneurial Coaching we do at Capstone -this is the constant dilemma... waiting for Clarity before Action...

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PRACTISE AND JAM SESSIONS



Careers as a value proposition has not quite built momentum within most organizations despite being repeatedly identified as the strongest Driver of Employee Engagement and Retention. Infact a recent MIT Sloan research indicated that much of Attrition within organizations was owing to the inability to be identified for/ or be offered the next opportunity internally...

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Jazz greats have a great practise called Jam sessions where seasoned musicians play with the young inexperienced ones, and deliberately break the hierarchy remove fear of performance and creating in the moment

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TED TALK OF THE MONTH



WATCH NOW

What's New At Capstone?

Capstone's Signature Learning and Change interventions include...

CAPSTONE PEOPLE CONSULTING



People | Change | Workplace Culture

Learn More



Strategic Communication in the New Economy for Leaders



Leadership Lessons from Jazz music



Adaptive Leadership for Middle Managers



Leadership and AI Mindsets for the New Economy



Thriving in Flux



The Goldmine Effect Journey for Future Leadership



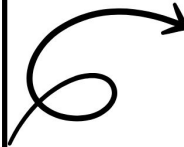
Leadership and Impactful Stakeholder Management

REACH OUT TO US

YOURCOMMUNE



Asia's largest network of
learning and change
professionals



Asia's largest community
of professionals for
learning, career, flourish
for every member

Coming Soon...

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

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.

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