



Dear <<First Name>>,

Hope you are all doing well and as excited about the Indian Women's National Cricket Team sweeping away the World Cup, bringing glittering hope and validation that when given Equal opportunity, coaching support and inclusion- absolutely everyone can shine! The display of Talent, Grit and Performance was undeniably inspiring - especially on the back of the festive season!

We have meanwhile been making Global strides at Capstone- taking the Delta of excellence to Global shores. We want to update you on our incredible high point experiences recently, even as there have been several global chapters of impactful international work in the past... here are more recent Stories-

1. Capstone has been in 6 countries this past 7 weeks working with CEOs and Leadership teams of Top organizations like Bidvest, BBP, Citi, Mastercard and British Petroleum, and MCCI across South Africa, Zambia, the UK, Dubai, Singapore and Indonesia/ Jakarta.

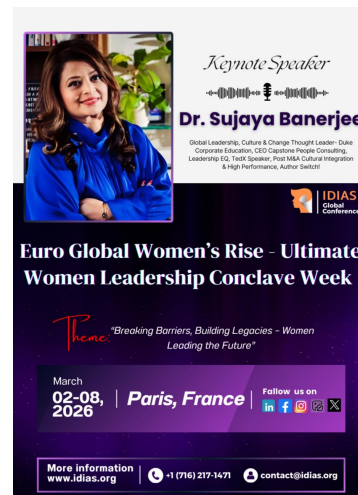
3. Personally the high point is building a strong reputation as a Top Global Leadership Expert and Thought Leader by various entities across the world especially Duke Corporate Education ranked No. 1 in Executive Education globally.

Our reviews at Capstone are at 5/5, and NPS globally is 100 across assignments/ organizations.

Also happy to let you know we have been listed by

1. Forbes as **Most Valuable Brand in 2025 for HR Services**
2. And by Silicon India as **Best Consulting firm for OD and Leadership Development in 2025.**
3. And being listed among the **Top 10 Most Inspiring Women to follow in 2026** by Womenstories.com
4. Additionally,

2. Our work at Capstone, has ranged from Top Leadership Capability-building for High Performance in the New Economy, to building momentum for Culture change to thrive in the constant Flux, to building EQ for CEOs/ CXOs, and Coaching them, helping Legacy organizations to emerge from brick and Mortar thinking to build Contextual capabilities for Business/ Growth to handling a prominent Integration exercise post Acquisition within the Petroleum Industry. Been a fabulous run for Capstone People Consulting in terms of influence for change, and high Impact with Marquee clients globally.



To all our Clients, we thank you for your belief, support Partnership! For those yet to Partner with us we look forward to bringing the Capstone impact to your organization soon!

Have a wonderful festive December and we will connect soon! Watch out for our Talking Points with Capstone Vodcast and do join us at Capstone People Consulting

Warm regards,
Dr Sujaya Banerjee



STRATEGIC
COMMUNICATION

THE WISDOM
PARADOX



Communication is not just a powerful tool of influence, in the current environment it is key for creating Trust, generating Oxytocin, using the right words to express ourselves in the moment, being skilled at reading the Room and People as we Speak to nuance what we are saying to be Understood...

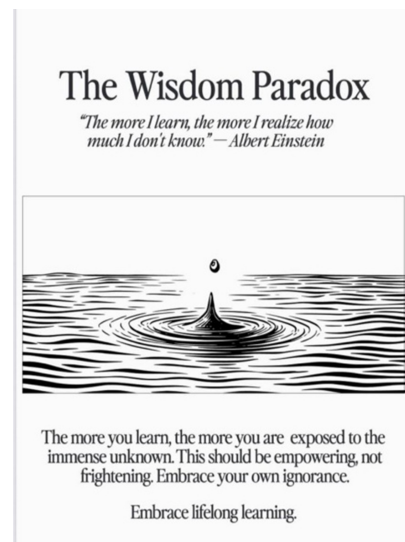
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CULTURE AS A DIFFERENTIATOR

Culture thrives when leaders model values under pressure and create spaces where people feel safe, seen, and significant.

Culture is Always built Top down and builds organically if not carefully and intentionally nurtured...

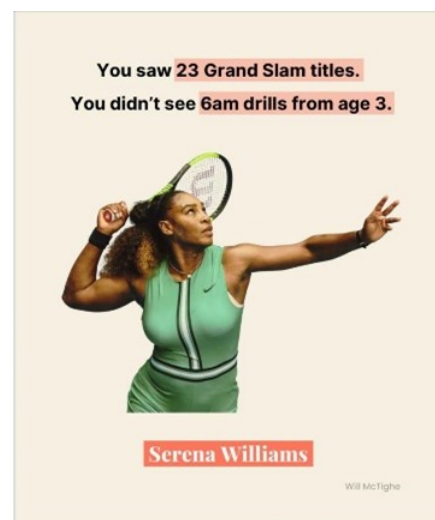
– especially as organizations are transitioning to win in the New Economy, the most important transition is for



The Wisdom Paradox is at the centre of Adaptive Intelligence in the 21st century... organizations like Microsoft lead it's awe inspiring Business and Culture Transformation story, by strategically going from a 'Know it All' to 'Learn it All' culture—putting Carol Dweck's years of research on Fixed and Growth Mindsets into action...

[Read More](#)

BEYOND TALENT: THE GRIND



Nothing succeeds like success and we have a success obsessed community who

Leaders to have the courage and awareness to emerge from Brick and Mortar Mindsets to the Mindsets of Speed, Experimentation, Relationship building, Adaptive Mindsets, upholding Integrity – most needed in the New Economy...

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POSITIVE LEADERSHIP



This here in the image below is the Top Leadership team of Bidvest Branded Products of the remarkable Bidvest group of Johannesburg South Africa– Entrepreneurial, Diverse, with highly Learning oriented dynamic Leadership that has the courage to Reflect, Own and undertake their Leadership work to build momentum for Change...

Read More

AGILITY FOR CHANGE: BREAKING

is admiring of the outcomes/ accomplishments of those who win in their professions...

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IS MERIT VALUED AT YOUR CO.?



Here is my article on Building Cultures of Merit that appeared in the Times of India Ascent today.

Given the constant references to toxic workplaces and Cultures on social media, emanating from poor communication on key processes and support required for performance, it's not uncommon for employees to feel despair for not experiencing Merit-orientation for performance.

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STATUS QUO

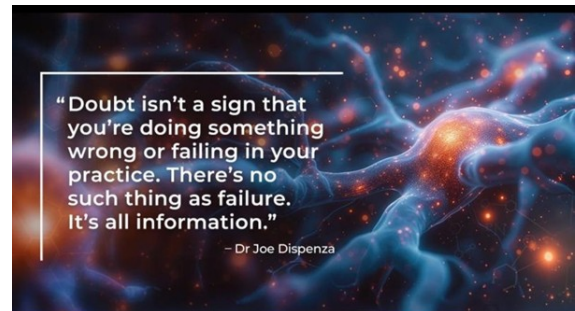


This image is so telling of the Status quo bias not uncommonly experienced within organizations whether small, medium or large... infact legacy organizations are most likely to have more People 'stuck in the way they used to do things', and are unable to snap out of old paradigms, slowing down the momentum for change...

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REAL PEOPLE, REAL STORIES

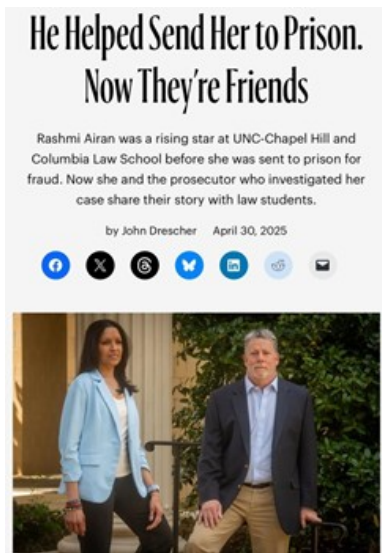
EMBRACING THE UNCERTAINTY



I had written earlier about Negative Capability both for TOI and my posts- John Keats captured this so well on what he called Negative Capability.. It's the capacity for openness to experience, allowing yourself to dwell in the mystery and embrace contradictory feelings like joy and melancholy, rather than demanding definitive answers or adhering to rigid philosophical systems... Negative Capability enables...

[Read More](#)

CULTURE: THE MIRROR OF LEADERSHIP



Celebrated Female Lawyer (Rashmi Airan) commits white collared crime, meets her come uppance through the Prosecution lawyer (Joe Capone), sending her to Federal prison. And her awakening in the interim to start partnering with the Prosecution after the initial conflict, pleading guilty, calling her friends/ colleagues for support...

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Culture building is the intentional process of developing a shared set of values, beliefs, and practices to create a positive and productive work environment—beyond posters, and high flowing vocabulary and what is painted on the walls...

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TALKING POINTS WITH CAPSTONE



“BRINGING BACK THE HUMAN SIDE OF THE ENTERPRISE”

An interesting conversation featuring Author, Guru and leading HR ThoughtLeader – **Dr T V Rao** in conversation with our CEO, **Dr Sujaya Banerjee**. In this Talking Points with Capstone, we explore how Leaders can build Cultures of Trust, Empowerment, enable Collaboration, focus and prioritize on Well-being, while balancing Performance with High Compassion...

[WATCH NOW](#)

What's New At Capstone?

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

CAPSTONE PEOPLE CONSULTING



People | Change | Workplace Culture

[Learn More](#)



Capstone's M&A People Due Diligence And Post M&A People, Culture Integration, And Change Practice



Leadership Lessons from Jazz music



Strategic Communication in the New Economy for Leaders



Leadership and AI Mindsets for the New Economy



Adaptive Leadership for Middle Managers



The Goldmine Effect Journey for Future Leadership



Thriving in Flux



Leadership and Impactful Stakeholder Management

REACH OUT TO US

YOURCOMMUNE



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.

Contact Us Now



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