

**CAPSTONE PEOPLE CONSULTING**



People | Change | Workplace Culture  
Mumbai | Singapore

# CAPSTONE PEOPLE CONSULTING

PEOPLE | CHANGE | WORKPLACE CULTURE



# OUR VISION

To be the most Trusted Advisor for People, Workplace Culture, & Change Management, to offer Expert OD services that help Clients build High Performing, New-age Workplaces of 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



# TOP NOTCH EXPERTS, FACULTY

Capstone Empanels over +90 Top Notch Consultants, Educators and Coaches with proven expertise in -

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

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PINNACLE LEARNING LLP  
Transformation Delivered

CAPSTONE PEOPLE CONSULTING



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CAPSTONE



Diversity Equity Inclusion



YOURCOMMUNE



WOMEN LEADERSHIP  
FORUM OF ASIA  
CREATING CRUCIBLES FOR LEADERSHIP & INCLUSION



QuestionPro

The 6Ds<sup>®</sup> Company



**DR SUJAYA BANERJEE**  
GLOBAL EDUCATOR, DUKE CE

**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.

# OUR DISTINCTIVE PROPRIETARY APPROACHES

01

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

Our Solutions are [rooted in Research insights](#)

02

03

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

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

04



# CAPSTONE'S PEOPLE, CULTURE, CHANGE PRACTICE



# CAPSTONE'S PEOPLE, CULTURE, CHANGE PRACTICE



- Leadership Development
  - Leading with Emotional Intelligence
  - 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

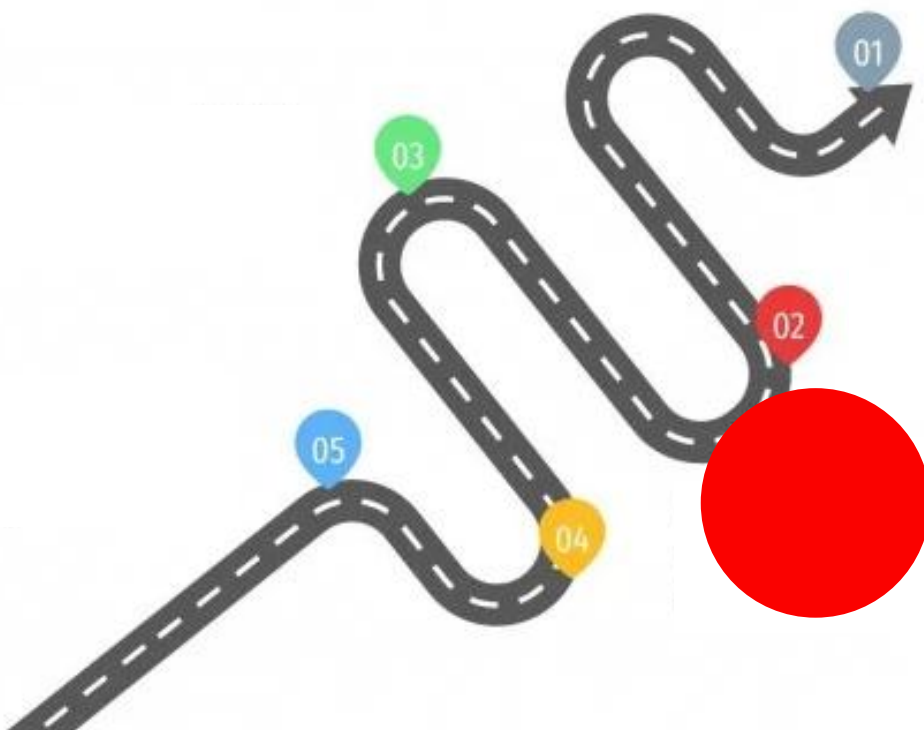
- 10 Critical Leadership Shifts to lead in the New Economy
- Leading with Agility for High Performance
- Leading for Inclusion, Change & Innovation
- Leadership is a Conversation
- The Positive Management Workshop
- Building Cultures of Employeehip – The Ownership and Accountability Workshop





## 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

# USING OKR'S FOR BUILDING HIGH PERFORMANCE CULTURES



- Capstone helps Clients define Vision, Mission, Strategy for defining their Company-wide OKRs
- Capstone works with Client Organizations in developing OKRs for Top Leadership, Tipping Point Groups and OKR Literacy Workshops which are key to integrate Change of Philosophy for Managing Goals & ensuring Business Alignment
- We help with Team Cascades/ Alignment & OKR Co-creation Workshops across Teams enabling Transparency & Alignment across to ensure Growth, Change & Innovation

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



*“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-imaging the Future of Work



# PAST PROGRAM FEEDBACK FROM CAPSTONE CLIENTS



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

- Senior Leader at Leading Automobile 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 most inspiring Leadership Program of my career”*

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*“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

*“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

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

-Regional Head of leading Bank

*“The session on Leadership Lessons from Jazz Music was an absolute brain child and very different from the regular takes we have on how we operate. With concepts like Contextual intelligence, Moral, Social & Emotional intelligence and UBUNTU were very good. The Jazz band was amazing, a new way to learn :)”*

- Leadership Executive from Amazon India



## CAPSTONE'S PROPRIETARY COACHING - 90 MINUTES TO INSIGHT

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

*“Ever since my coaching with Dr Banerjee, everyone including my son is asking me what made me change and that they are delighted to experience the new transformed me...”*

- Senior Leader, Global Manufacturing Firm

# PAST COACHING FEEDBACK FROM CAPSTONE CLIENTS



## Future Leadership Capability Coaching

*"I was going through a phase in life where I was internally seeking clarity with my own vision for my future. The idea of a Coach was something that was toying in my mind for a really long time. I just knew that Sujaya was the one I should turn to for some professional help around rewiring my own mindset and outlook!*

*It took just a few sessions with her for me to realise the immense good that it was doing, in helping me with my own clarity of thought. One's mind is a complex web and just keeping it in check and giving it renewed direction is almost like a metamorphosis.*

*Over time, I realised that I was changing in many ways, and it was noticeable not just for me but for others around me too."*

- Senior Leader at Leading Automobile company

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- Marketing Director of leading luxury Car company

## Leading with EI Coaching for Top Leadership Team

*"What an amazing experience! Dr. Sujaya, heartfelt thanks for your storytelling, authenticity, and for generously sharing your life lessons. You didn't just speak; you structured and brushed my perspectives on corporate, business, leadership, relationships, and personal growth. This was beyond just EQ—it was transformational! ... I promise to implement what I've learned and continue nudging each of you toward self-improvement, contributing to our (organization) 5X Growth. Now, it's time to change our steps... and set the dance floor on fire!*



# CAPSTONE'S M&A PEOPLE DUE DILIGENCE AND POST M&A PEOPLE, CULTURE INTEGRATION, AND CHANGE PRACTICE

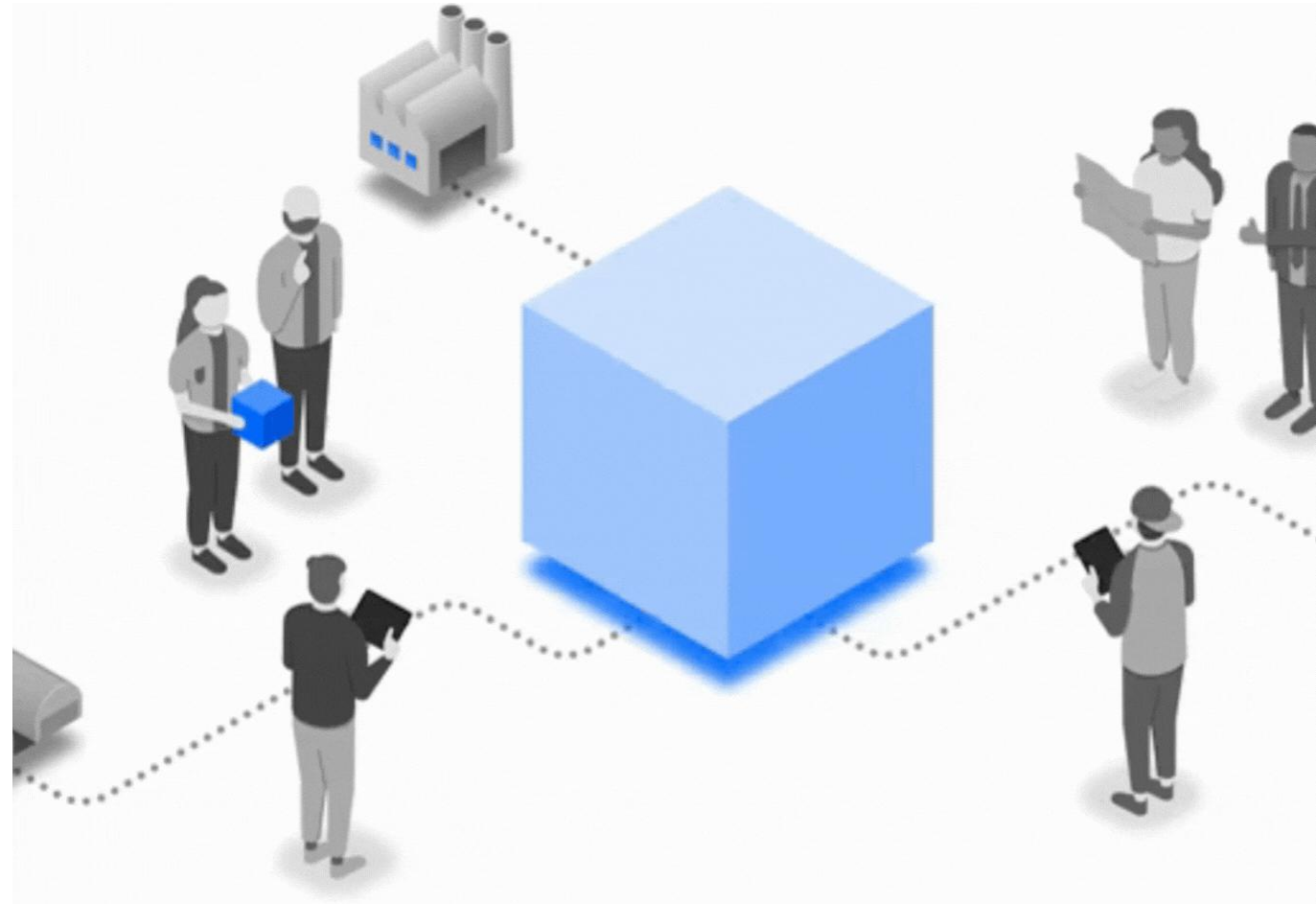
- Due Diligence
- Cultural Integration
- Manpower & Cost Optimization Intervention
- Change Management

“In Mergers & Acquisitions, you can buy a company's assets, but you have to earn its people”

# CAPSTONE'S M&A PEOPLE DUE DILIGENCE AND POST M&A PEOPLE, CULTURE INTEGRATION, AND CHANGE PRACTICE



- Strategic People Due Diligence
- Culture & Leadership Assessment
- Talent & Capability Audit
- Compensation & Benefits Analysis
- HR Compliance Review
- Integration Readiness Report



## CAPSTONE'S M&A INTEGRATION

Our integrated approach ensures that the insights from our rigorous People Due Diligence directly informs & de-risks our Post-M&A Integrated work.

We don't just identify the people risks; we stay with you to solve them turning your investment into lasting value...



# CAPSTONE DIVERSITY, EQUITY & INCLUSION PRACTICE

# CAPSTONE'S DIVERSITY, EQUITY & INCLUSION PRACTICE



- Women Accelerators & Leadership Manifestation
  - Mid-career Women to Senior Leadership
  - Senior Women to Top Management
- DEI Architecture / Council/ Managing ERGs/ DEI Reviews
- DEI Strategy/ Roadmap for Leadership/ 18 months Roadmap to Change

# 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



# POPULAR INTERVENTIONS FOR BUILDING DEI ECOSYSTEM

- D&I Literacy Program for all Employees
- DEI & the Spirit of UBUNTU
- D&I Conversations – Building an Everyone Organization!
- D&I Theatre for Learning & Reflection followed by (Panel Discussion featuring Senior Leadership)
- SAMMAN Workshops for Collaboration across Genders
- Ghoomta Aina – DEI Reflections for Change!

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

- Women Leadership & Self Advocacy for Culture
- 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
- It's Your Career – Manage it – Leaning in to Win!
- Power up! Ways to build Credibility and make Yourself heard!



# PINNACLE BY CAPSTONE

Enabling 21<sup>st</sup> Century Leadership

**MID-CAREER TALENT  
SOLUTIONS**

**ASSESSMENT & MEASUREMENT  
– DEVELOPMENT STUDIOS**

**TALENT – PEOPLE MANAGER,  
EMPLOYEE EXPERIENCE**

# ABOUT PINNACLE LEARNING LLP



- We are a new age People & Change 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

## DESIGN

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

01

03

## VALIDATION

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

05

RECOMMENDATIONS  
FOR CHANGE  
INTERVENTION

For Sustaining High  
Performance

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# 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





# PARITY SEARCH

## ON-POINT TALENT SOLUTIONS





# CAPSTONE'S PARITY SEARCH SOLUTIONS



Capstone's Parity Search 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 INVESTOR/ PORTFOLIO COMPANIES DEVELOPMENT OFFERINGS

# 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

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# 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...



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## 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

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- Leadership Executive from Amazon India

- Dr Sujaya Banerjee is the Chief Executive Officer of Capstone People Consulting (www.capstonepeople.com) – a leading new-age Consulting Firm engaged in **Workplace Culture, Change, and Leadership Capability Building**. Capstone works with over 170 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, including in the **Compliance, DEI & ESG space**.
- Dr Banerjee is a leading Global Educator for Duke CE (ranked no 1 in Executive Education globally by Financial Times) and teaches CXOs/ CEO teams in leading organizations like Bidvest, United Nations, Capitec Bank, British Petroleum, NEOM, Citibank, BNP Paribas, Marsh McLennan, John Deere & others across the world. Her forte is building momentum for **Culture Change** and **Leadership Capability Building for the New Economy** through Learning Journeys and Coaching that delivers Impact. She is a much sought after Global Speaker on topics of Workplace Culture, Change & Diversity, Equity & Inclusion & the Future of Work, among others.
- 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**. Dr Banerjee has driven large Culture Change interventions successfully (especially in the Infrastructure, Manufacturing Industry) and has experience with over 40 Mergers & Acquisitions during the course of her career. She has also served on the Boards as **Director of AGC Networks** and **The Mobile Store** and brought momentum to their Culture Change agenda.
- 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, and [The Dilemma of Generosity – Give, Get, Grow](#) (over 26,000 views and counting). Dr. Banerjee is a strong proponent of Futuristic Leadership and speaks on topics of **Leadership Mindsets for the New Decade, Future of Work Cultures, and Positive Management/ Human-centric Leadership**.
- 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 also her areas of **Expertise**, and Capstone under her Leadership has helped several organizations transform themselves through the **Power of building strong Performance Cultures**.
- Dr Banerjee writes regularly on Business & Workplace Culture themes for the **Times of India**. 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 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)**, **10 Most Promising Organization Development Consultants (2023)**.



**DR. SUJAYA BANERJEE**  
**CEO,**  
**CAPSTONE PEOPLE**  
**CONSULTING**



# OUR CLIENTS



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