



Dear Reader,

In the relentless pursuit of sustainable High Performance, organizations often invest heavily in strategies, processes, and systems. Yet, as Leaders and Change-makers, we've come to recognize a fundamental truth: *the most powerful lever for transformation lies not in structures, but in the human mind and heart.*

This issue of **On-Point** delves into that very inner architecture — the psychological and emotional foundations that determine whether a team soars or stumbles.

We begin with **Emotional Agility**, the cornerstone of **Resilient Leadership**. In a world of constant change, the ability to navigate thoughts and feelings with awareness and flexibility is no longer a "soft skill." It is the bedrock of **Decisive, Adaptable, Compassionate leadership**. It's what allows Leaders and Teams to move through challenges without being derailed by them.

But even agile individuals can falter in a disconnected collective. Our exploration of *What Lack of Teamwork Looks Like* moves beyond the obvious to diagnose the subtle erosions of trust, the unspoken tensions, and

Ultimately, all these threads are woven together by **How Perspective Building is Everything**. Leadership, at its core, is the management of meaning. It is the ability to help others see a broader view, to connect their efforts to a larger purpose, and to reframe obstacles as part of a meaningful journey. *When we build perspective, we build resilience, empathy, and collective intelligence.*

For our firm, partnering with leading organizations in India and globally, this is our essential remit. We don't just design Change Programs; we partner in building the human readiness to navigate them. Sustainable High Performance is not a static outcome but a dynamic state — fueled by emotionally agile individuals, united in truly collaborative teams, empowered by an opportunity mindset, and guided by expansive perspective.

As you read through these insights, we invite you to reflect: Where does your organization stand in building this inner architecture? As

the siloed efforts that silently bleed organizations of their potential. It is a mirror held up to the cultural dysfunctions that impede High Performance, reminding us that synergy is intentional, not incidental.

This brings us to perhaps the most critical mindset shift: **moving from a Victim vs. Opportunity orientation**. In the face of setbacks — a missed target, a market shift, a failed initiative — do our people see a narrative of blame and helplessness, or one of agency and learning? The stories we tell ourselves define our capacity for change. Cultivating an opportunity mindset is the active work of building a Culture that embraces Reality with Resourcefulness.

*you will agree, the journey to Outer Excellence must begin Within....*

Season's Greetings to you and your Teams!

Warm regards,  
Dr Sujaya Banerjee



---

## AWARDS & RECOGNITIONS

### BHARAT CHANGEMAKER BY OUTLOOK BUSINESS



The latest December 2025 edition of Outlook Business magazine features our Founder Dr. Sujaya Banerjee, as a Bharat ChangeMakers for her pioneering contributions to leadership

### MOST VALUED HR BRANDS BY FORBES INDIA



Capstone People Consulting has been listed amongst the Most Valued HR Brands of 2025 by Forbes India for its unwavering commitment to transforming workplaces and delivering impactful, future-ready people solutions.

---

development and her relentless commitment to shaping progressive, people-centered workplaces...

---

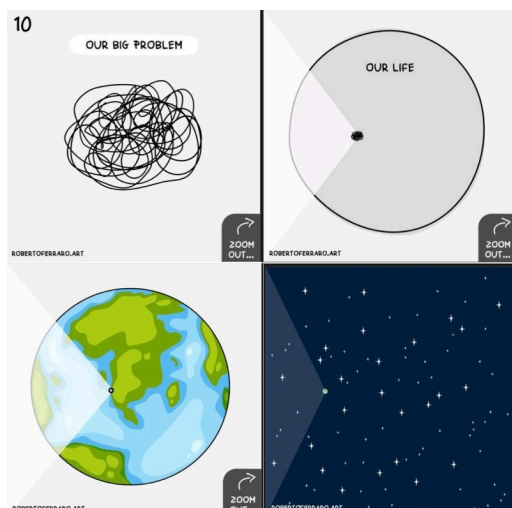
## BEST OD & LEADERSHIP DEVELOPMENT FIRM BY SILICONINDIA



SiliconIndia has recognized Capstone as the Best Consulting Firms for OD & Leadership Development 2025, for our contribution in helping build High Performance Cultures, driving Change successfully and enabling Leaders in over +200 Clients Globally...

---

## PERSPECTIVE BUILDING



## 10 INSPIRING WOMEN TO FOLLOW IN 2026 BY THE WOMEN STORIES



Dr Sujaya Banerjee, our Founder CEO, has been named among the 10 Most Inspiring Women to Follow in 2026 by The Women Stories for being a Global Thought Leader in the space of Leadership, Workplace Culture, OD, and Change.

## WHAT REALLY IS EMOTIONAL REGULATION?



Perspective is everything, especially as we zoom — whether we're zooming in microscopically into the details of a moment, a feeling, or a problem, or zooming out to see the bigger picture, the context, the timeline, or the scale of things...

[Read More](#)

## SILOS VS COLLABORATION



Lack of Collaboration and Silo working is undoubtedly at the centre of many casualties in the workplace—the worst being the Organization never really performs to its full potential— to call out other some obvious ones...

[Read More](#)

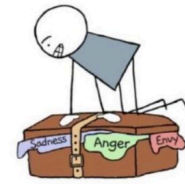
## LEADER AS COACH

## EMOTION REGULATION

Is



Is not



© 2023 Maria Iuise engels

Emotional Regulation is at the centre of succeeding in times of constant uncertainties and Flux. Keeping yourself aware and self-regulating can be a game-changer whether you are a Team member or a Team leader. At Capstone this is one of the most consistent ask for Leadership and Team effectiveness from our Global clients...

[Read More](#)

## WHY EMOTIONAL AGILITY MATTERS

Things that can co-exist







This picture speaks a thousand words...the spectacular win by the India Women's' National Cricket team recently, has validated so much around Performance and Accomplishment if given training/ coaching with opportunity...this is undoubtedly a QED ...

[Read More](#)

## STRATEGIC THINKING IN TIMES OF FLUX



[Read More](#)

## THE COURAGE TO CARE - THE LINES OF LIFE



This image is a telling commentary on the lack of Compassion often experienced both personally and professionally... I have often wondered about the tendency to Not get involved, not show empathy or be fair enough to show compassion to reach out to help...

[Read More](#)

These images below are pragmatically calling out the need of our times – especially in an environment of uncertainties and constant flux when the most wanted capability is Strategic Thinking , combined with the ability to interpret and manage ambiguities that may emerge during Execution...

[Read More](#)

---

## THE FUTURE OF THE CLO



**The future of the CLO:  
Leading in a world of  
merged work and  
learning**

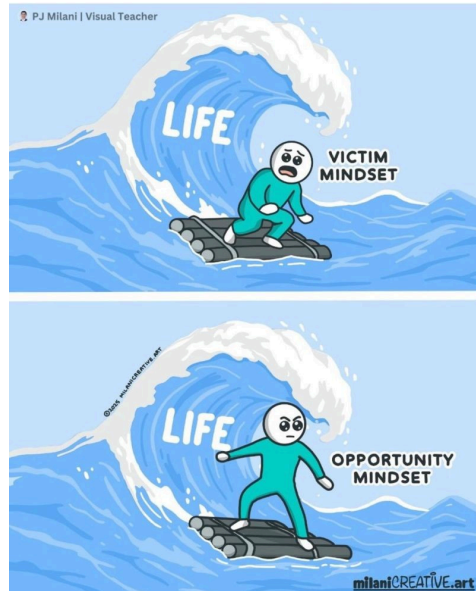
This is the title of an extremely relevant McKinsey article that is calling out an obviously emerging trend for some years now, somehow often missing within the Learning fraternity, demonstrating Fixed mindsets where Growth Mindsets are most expected and advocated...

[Read More](#)

---

## YOURCOMMUNE PRESENTS DUOLOGUES

## WHICH MINDSET DO WE SHOWCASE - THE VICTIM OR OPPORTUNITY MINDSET



This indeed is the difference between winning and whining in these times of constant uncertainty and flux ...

Change is the new constant. But our biggest challenge isn't the change itself—it's the mindset we choose to meet it with.

[Read More](#)



**Gyan Nagpal**  
Director of Human Resources -  
AIA Group / Dean of AIA  
Leadership Centre



YOURCOMMUNE  
PRESENTS

**“DUOLOGUES”**


**MANAGING TALENT IN  
THE NEW ECONOMY**



**Dr Sujaya Banerjee**  
CEO, Capstone People  
Consulting

## MANAGING TALENT IN THE NEW ECONOMY

In this episode, we have **Dr Sujaya Banerjee**, CEO Capstone People Consulting, in Conversation with **Gyan Nagpal**, renowned author and thought leader in the Talent & Future of Work space, unpacking one of the most critical questions of our time: **How do we manage Talent in the new economy?**

 **Date– Tuesday, 23 December 2025**

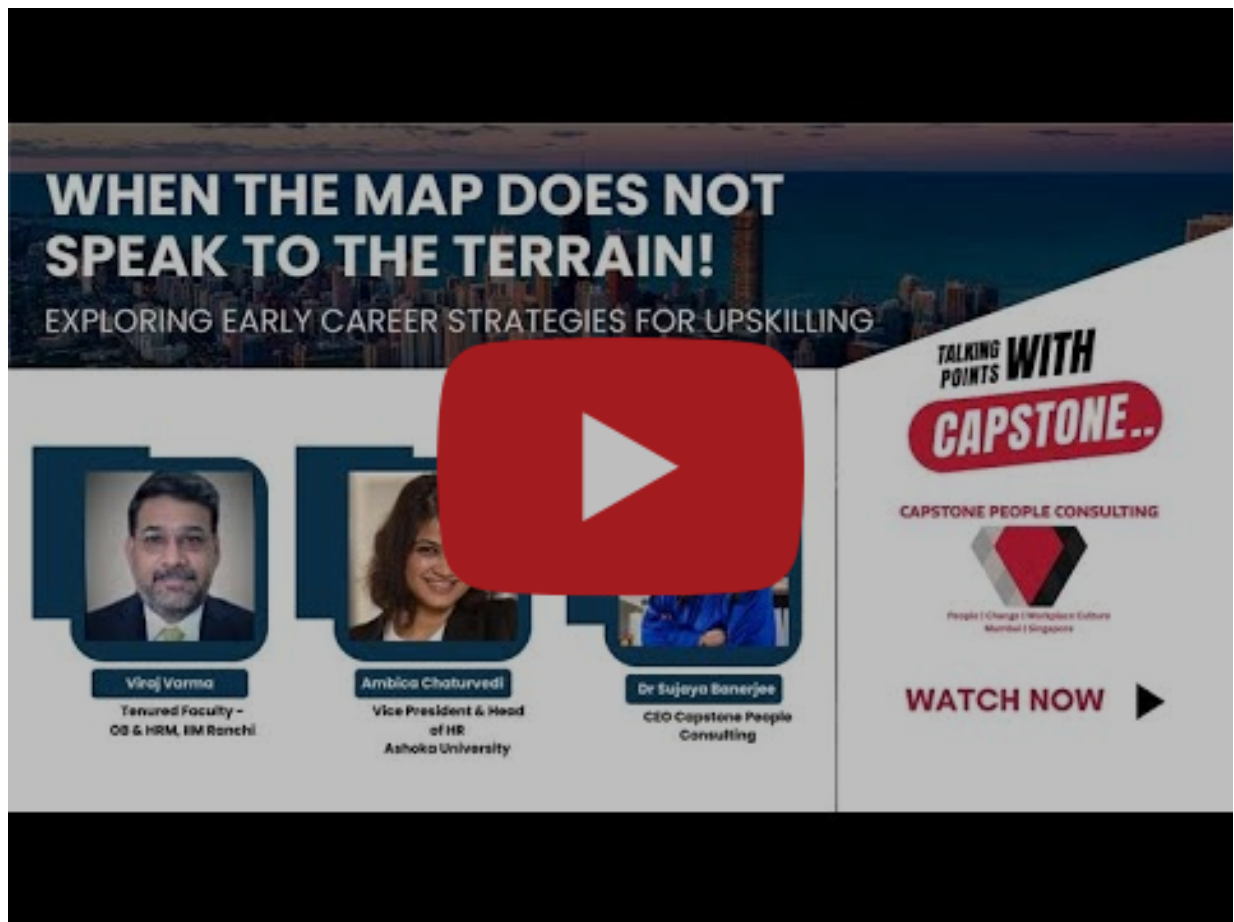
 **From– 4:00 pm – 5:00 pm IST**

REGISTER NOW

---

## TALKING POINTS WITH CAPSTONE





## WHEN THE MAP DOES NOT SPEAK TO THE TERRAIN!

In this episode of Talking Points with Capstone titled "When the Map Does Not Speak to the Terrain!", we dive deep into the realities of the challenges faced by early and mid-career professionals navigating a world where the speed of change far outpaces traditional learning systems.

[WATCH NOW](#)

---

## DR SUJAYA BANERJEE AT THE ICF MUMBAI CHARTER CHAPTER



## LEADING WITH COMPASSION WITH DR SUJAYA BANERJEE

On November 15, 2025, the ICF Mumbai Charter Chapter hosted its virtual event, “Beyond 10: Leading with Compassion,” bringing together coaches, leaders, and practitioners. In this talk, Dr. Banerjee, the Keynote Speaker delves into the emotional and social intelligence that underpins compassionate leadership. She explains how compassion goes beyond empathy—moving from simply understanding suffering to actively alleviating it.

[WATCH NOW](#)

---

**VIDEO RECOMMENDATION OF THE MONTH:**



## TED TALK: AMY SHOENTHAL - HOW TO TURN SETBACKS INTO SUCCESS

WATCH NOW

## What's New At Capstone?

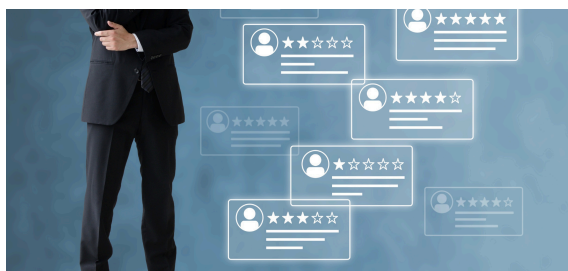
Capstone's Signature Learning and Change interventions include...

## CAPSTONE PEOPLE CONSULTING



People | Change | Workplace Culture  
Mumbai | Singapore

Learn More



Capstone's Measurements and Assessments



Leadership Lessons from Jazz music





REACH OUT TO US

## What's New At Pinnacle?

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



Learn More



**Pinnacle Developmental Studio**



**The Goldmine Effect Journey for Future Leadership**



**Adaptive Leadership for Middle Managers**

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.

Contact Us Now



---

Mob: +91 7400488288  
E: [contact@capstonepeople.com](mailto:contact@capstonepeople.com) /  
[sunith@capstonepeople.com](mailto:sunith@capstonepeople.com)  
[www.capstonepeople.com](http://www.capstonepeople.com)



**CAPSTONE PEOPLE CONSULTING**

Mumbai | Singapore



People | Change | Workplace Culture  
Mumbai | Singapore

View

*Copyright (C) 2025 Capstone People Consulting. All rights reserved.*

Want to change how you receive these emails?  
You can [update your preferences](#) or [unsubscribe](#).

[View in browser](#)