

CAPSTONE PEOPLE CONSULTING™



People | Change | Workplace Culture
Mumbai | Singapore



CAPSTONE'S ESG CULTURES PRACTICE

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!

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

Capstone Globally Empanels over 90 Top Notch Consultants, Educators and Coaches with proven expertise.

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PINNACLE LEARNING BY CAPSTONE®



CAPSTONE-TSD
MUMBAI | SINGAPORE

CAPSTONE



Diversity Equity Inclusion

CAPSTONE



YOURCOMMUNE



WOMEN LEADERSHIP
FORUM OF ASIA
CREATING CRUCIBLES FOR LEADERSHIP & INCLUSION





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Duke
CORPORATE EDUCATION

#1

WORLDWIDE
BY THE FINANCIAL TIMES

CUSTOM EXECUTIVE EDUCATION

FT EXECUTIVE EDUCATION 2023 RANKING



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 has been ranked Globally as no 1 in Executive Education by the Financial Times



OUR AWARDS & ACCOLADES



Forbes Valuable Brand of the Year 2025



Outlook Business – Bharat ChangeMakers 2025



Best Consulting Firm for OD & Leadership Development - 2025



10 Inspiring Women to Follow in 2026

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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

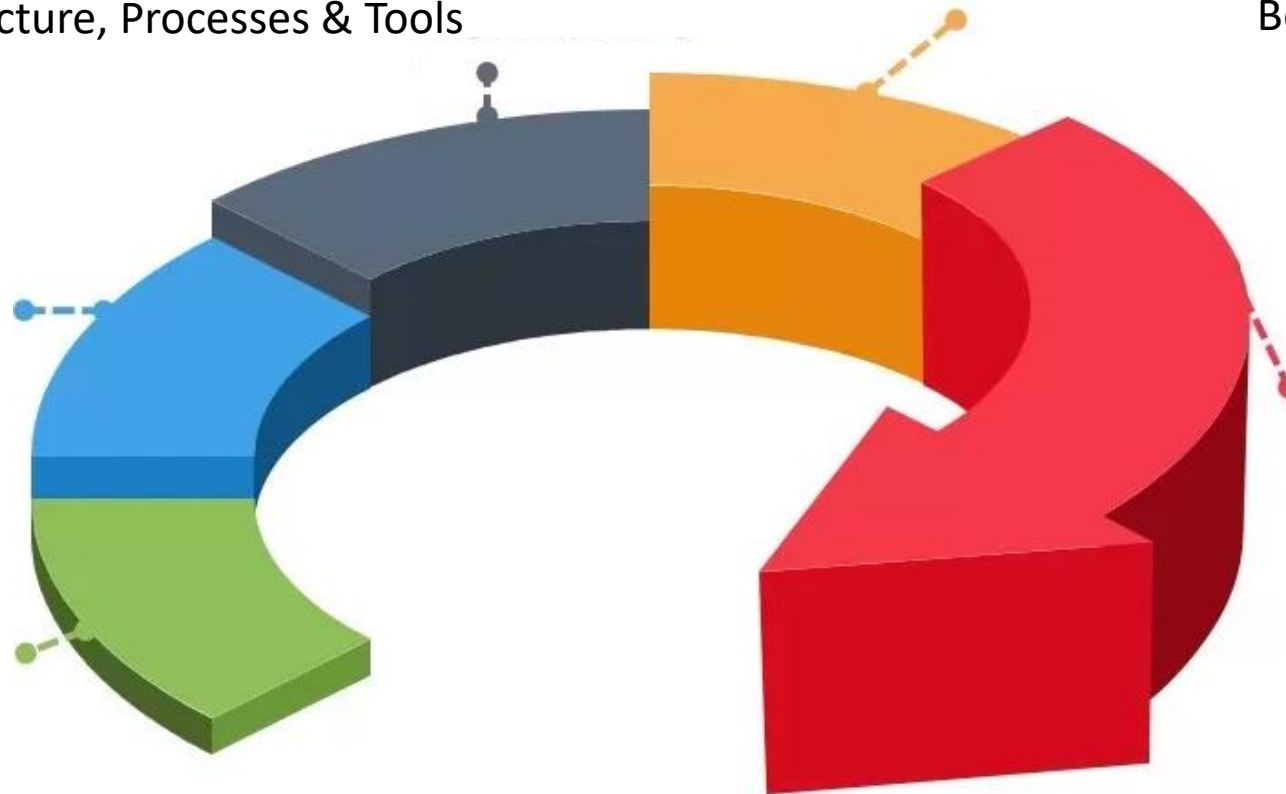
Enable shifts in Mindsets, Beliefs, Behaviours

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.**

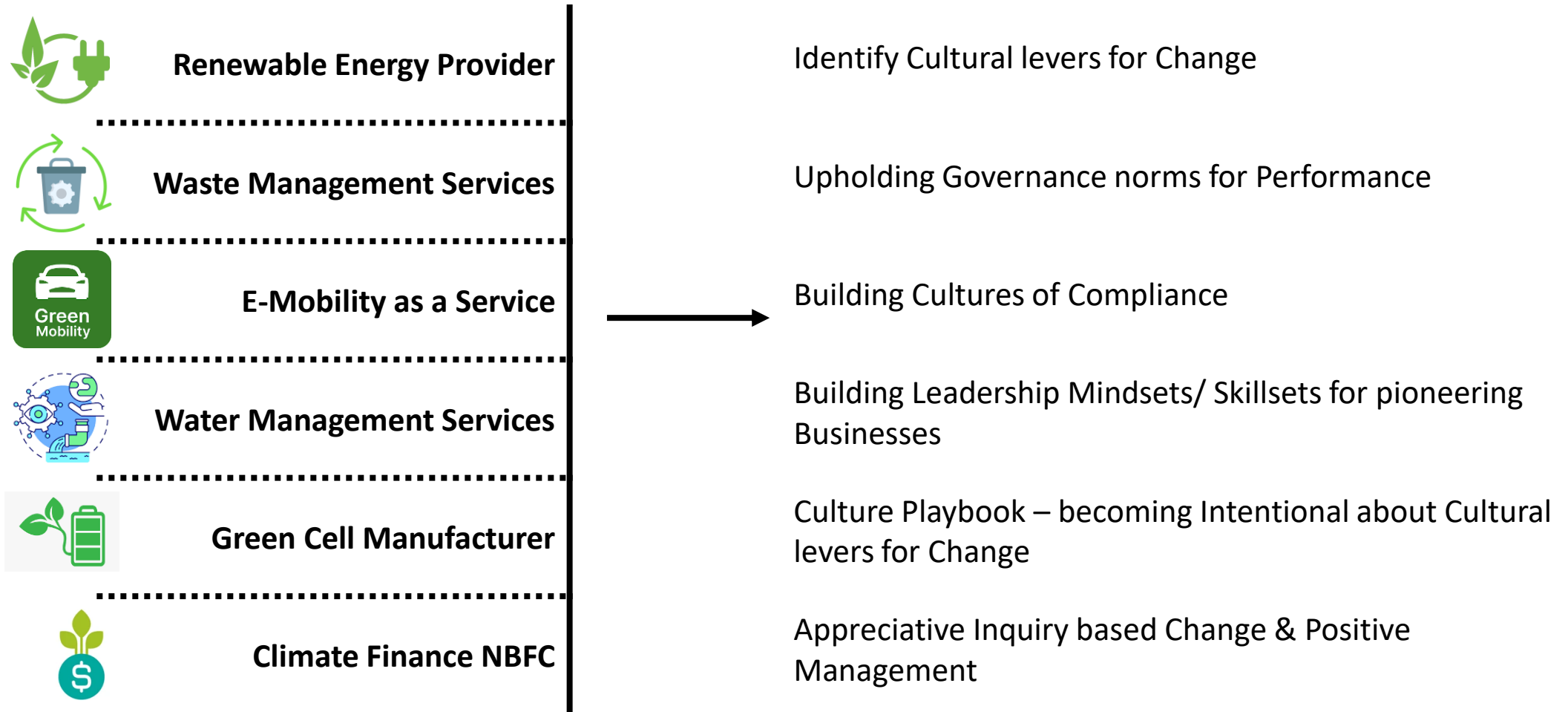
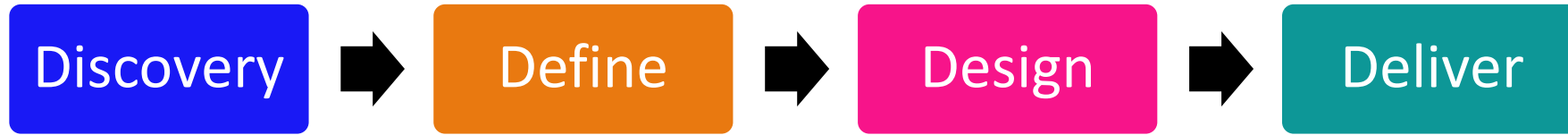
CAPSTONE'S ESG CULTURES



‘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

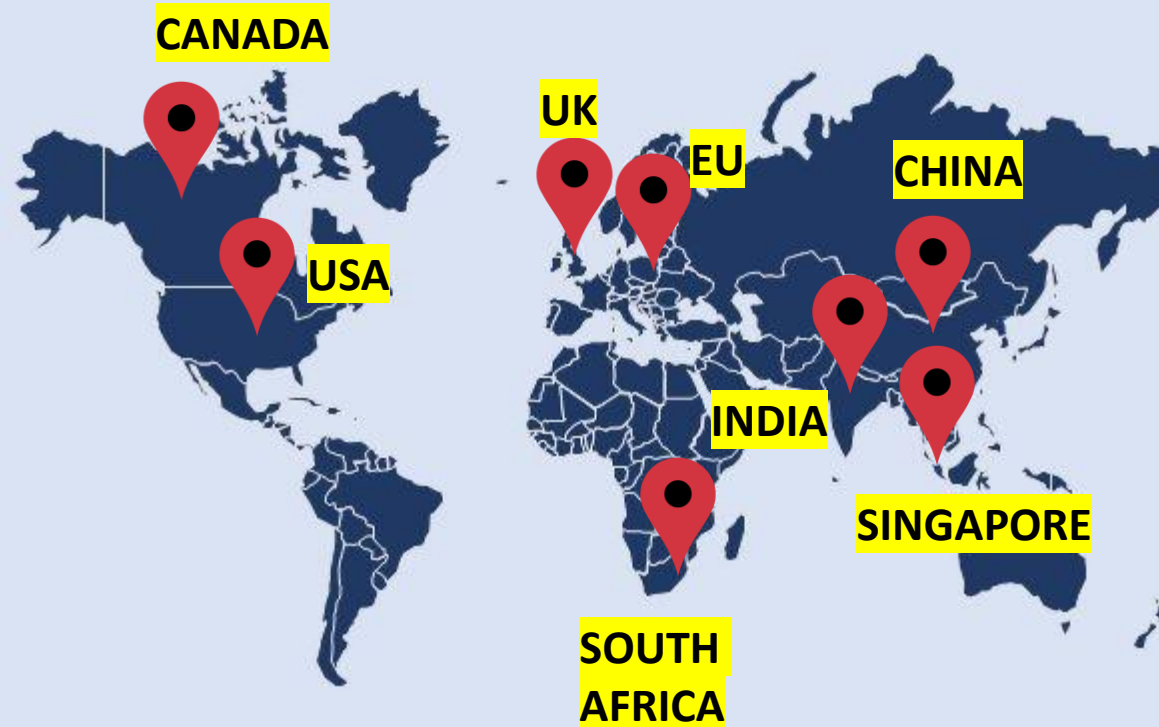


WHY MUST YOU WORK WITH CAPSTONE ESG CULTURE?



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**



- 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

- **Dr Sujaya 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 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.**
- Capstone has been recognized by **Forbes India 8 Most Valuable Firms in 2025 for HR Services.** Dr Banerjee has been identified as **Top 10 Inspiring Women to Follow in 2026 by Women Thought Leaders.** She has also been identified as a **Bharat ChangeMakers by Outlook Business (2025).**
- Dr Banerjee is a strong proponent of **Executive Coaching** having Coached CEOs, Board members, and CXOs to develop self-awareness, and the power of Reflective learning to improve performance. Sujaya is trained in **Fielding University’s Appreciative Coaching and David Rock’s Results Coaching Systems (ICF)** and actively advocates **Capstone’s 90 Minutes to Insight Proprietary Coaching Approach.** She is also a **Certified MHS EQi Master Coach.** In her body of work as an impactful Coach Sujaya has also worked with **Leaders on manifesting potential through delivering High Performance, demonstrating Social and Emotional Intelligence, and preparing High Potential Leaders for succession.** She is also an Expert in Remedial Coaching enabling the reversal of dysfunctional patterns to restore Performance and Well-being.
- Dr Banerjee has over 3 decades 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 50 Mergers & Acquisitions during the course of her career. She has also served on Boards as **Director of AGC Networks and The Mobile Store** and brought momentum to their Business Transformation agendas.
- 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 is the Founder of the **Learning & OD Roundtable (www.inodroundtable.com)** - a **Not-for-Profit Forum with a worldwide membership of over 35,000+ HR, Learning & OD professionals.** The **L&OD Roundtable** enables members to build Capabilities for driving Change and build Learning Organizations.
- Sujaya is also the Founder of the **Women Leadership Forum of Asia (www.wlfa.in)** which has **17,000+ plus members** and enables them to build Inclusion across all types of Diversities. She is a much-acclaimed **Speaker on themes of Diversity, Equity, Inclusion and is a passionate Evangelist for Equal Opportunities.** In her current avatar as CEO of Capstone she coaches CEOs and advises Companies on Driving Change through Leadership Capability Building.
- Capstone is a pioneer in helping Leading Organizations formulate their **D&I Strategy / Road Map** and is an active advocate of **Building Equal Opportunities Cultures** through their work in the space of Gender, Generational Diversity, Persons with Disabilities and LGBTQ Inclusion. Capstone is an advocate of **Theatre for Societal Change** through its work in association with **Leogirl Productions (www.leogirlproductions.com)** and its Insights rooted in India Research driven by the **Women Leadership Forum of Asia (www.wlfa.in).**
- 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 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
Founder



OUR CLIENTS



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