



Dear <<First Name>>,

In today's organizations, Leadership Conversations often center on Strategy, Innovation, and Market Agility. Yet beneath these priorities lies a deeper question: **How do we build leadership systems that are both effective and fair?**

This edition of On-Point explores that question through multiple lenses, examining how Leadership is Developed, Chosen, and Experienced within organizations.

We are also proud to share that our CEO, **Dr Sujaya Banerjee** was recently conferred the **Lifetime Achievement Award by The Maharaja Sayajirao University of Baroda**, recognising her enduring contributions to Leadership Development and Organizational Transformation. This milestone reflects a journey defined by Purpose, Impact, and a deep Commitment to building Leaders and Institutions from within, values that continue to shape our work at Capstone People Consulting.

We begin with insights from a recent **Leadership Journey with the senior team at L&T Precision Engineering & Systems**, focused on building Momentum for Change

The conversation extends to Inclusion and Equity. While many organizations aspire to meritocracy, perceptions of an "inner circle" can erode trust. True inclusion goes beyond diversity metrics to creating Cultures of Transparency, Opportunity, and Voice.

As we mark March as Women's History Month, we spotlight Dr Sujaya Banerjee, CEO of Capstone People Consulting, recently recognized among the "10 Inspiring Women to Follow in 2026." At the **Euro Global Women's Rise Conference** in Paris, her keynote on Self-Advocacy underscored a vital truth: Talent must be matched with Voice, Agency, and Opportunity.

This edition also reflects on the evolving nature of Leadership, as a responsibility to enable others' success. Empathy, Servant Leadership, and Perspective-building are no longer optional; they are essential to building trust and unlocking potential.

Finally, we examine the role of relationships and influence. While collaboration is critical, organizations must ensure that Capability,

through Self-reflection, Emotional Intelligence, and Culture.

A critical capability in this journey is **Emotional Agility**, the ability to navigate complexity while staying grounded in values and purpose. In an increasingly uncertain world, Leaders must act not just as Decision-makers, but as Emotional Anchors for their Teams.

Equally important is how organizations identify and elevate Talent. We explore the **Familiarity Trap**, where comfort with the known can overshadow merit and potential. Alongside this is the often-overlooked strength of Middle Management—a layer critical to execution and engagement, which must be developed intentionally, not left to chance.

not proximity, remains the foundation of Decision-making.

At Capstone People Consulting, our work continues to focus on strengthening these Human foundations, because Sustainable Performance is built not just on Strategy, but on the Integrity of Leadership and Culture.

As you read, we invite you to reflect:

Are your Leadership systems designed for efficiency alone, or for fairness, growth, and long-term trust?

Warm regards,

Team Capstone People Consulting

CELEBRATING A LEGACY OF LEADERSHIP & CHANGE



POWER OF IMPACTFUL SELF-ADVOCACY FOR WOMEN



Dr. Sujaya Banerjee, CEO, Capstone People Consulting, delivered the Keynote address at the **Euro Global Women's Rise Conference** held in **Paris** on 4 March 2026, as part of the International Women's Day celebrations. Her keynote, titled **"The Power of Impactful Self-Advocacy for Women"**, brought together Women Leaders from across the world and focused on strengthening voice, agency, and influence in Leadership Spaces.

The Lifetime Achievement award for 2026 being conferred to **Dr Sujaya Banerjee, CEO Capstone People Consulting** by Dr Bhalchandra Bhanage, Vice Chancellor M S University Baroda for her impactful contributions to Organisational Change and OD across leading organisations as a Trusted Advisor, and for the powerful Global Impact she has created as a much-respected Educator for Leadership and Change and the many outstanding professionals she has nurtured through her admirable Career.

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A LEADERSHIP JOURNEY REFLECTION - BY CAPSTONE



What a privilege it has been to be the Leadership Educator of the L&T Precision Engineering and Systems' Top Leadership Team! Grounded, focussed, humane Leaders who lead with their Heart and Head to continuously manifest Excellence!

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THE FAMILIARITY TRAP - WHEN TRUST DISGUISES AS

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EMOTIONAL AGILITY IN ACTION



Here's my article on a topic most close to heart – that can become a game-changer for Leaders and Managing teams in times of constant Flux and Uncertainties.... It's human to experience Negative emotions, but it's important to acknowledge them from a distance.. labelling emotions is the most powerful part of coping with them...

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BUILDING A LEADERSHIP FACTORY - NOT A LOTTERY

COMPETENCE



Across organizations, a subtle, pervasive bias is quietly derailing futures: the confusion of Familiarity for Competence... I've repeatedly observed a pattern- when a critical role opens, the gravitational pull favours the known entity over the most suitable one...

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A silent crisis festers in the heart of many organizations. It's not a revenue shortfall or a market disruption, but, often a weak, ineffective layer of Middle management, who directly shape the daily reality for 80% of your workforce...

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DEI AS CULTURE CATALYST



Rethinking DEI-From Numbers to Nurturing Equal Opportunity Cultures as Differentiator

The latest data is telling—and prompting hard questions. Many women are opting out of the senior leadership track and gender diversity initiatives, while well-intentioned, often feel stuck...

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INCLUSION BEYOND MERITOCRACY MYTH



The "Inner Circle" Trap- When Meritocracy becomes a Myth and Inclusion Stops at the Door

A persistent, often unspoken, perception haunts many organizations that champion merit and inclusion- that the path to the top is not a ladder of performance, but a velvet rope guarded by an Inner Circle.

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LEADERSHIP IS NOT A REWARD, IT'S A RESPONSIBILITY



We often confuse the corner office, the title, and the authority as the "prize" for hard work. But true Leadership flips that script. The role isn't the culmination of a reward; it's the beginning of a profound responsibility. This responsibility is best understood through the lens of Servant Leadership...

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RELATIONSHIP BUILDING IN ORGANIZATIONS



The Risk of Over-Reliance on Political Capital. In the complex ecosystem of modern workplaces, relationship building is often touted as a critical skill for career survival and advancement. Strong networks can open doors, provide support, help navigating hurdles...

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Best Consulting Firm for OD & Leadership Development - 2025
by **SiliconIndia**



TALKING POINTS WITH CAPSTONE

**ANCHORING LEADERSHIP IN
THE SPIRITUAL:
A 21ST CENTURY IMPERATIVE**

**TALKING POINTS WITH
CAPSTONE...**

April 30, 2026
4:00 pm - 5:00 pm IST

CAPSTONE PEOPLE CONSULTING®
People | Change | Workplace Culture
Mumbai | Singapore

DR SUJAYA BANERJEE
CEO, Capstone People Consulting
Global Educator - Duke CE

ARUN WAKHLU
Chief Mentor, Pragati
Leadership Institute



ANCHORING LEADERSHIP IN THE SPIRITUAL: A 21ST CENTURY IMPERATIVE

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VIDEO RECOMMENDATION OF THE MONTH:



TED TALK: RAY DALIO - HOW TO BUILD A COMPANY WHERE THE BEST IDEAS WIN

WATCH NOW

What's New At Capstone?

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

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AI First Mindsets with Emotional Intelligence



Capstone's Surge Effect: Setting the Pace for Senior Women Leaders



Strategic Communication in the New Economy for Leaders



Leadership Lessons from Jazz music



Thriving in Flux



Leadership and Impactful Stakeholder Management

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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



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