

# ON-POINT WITH CAPSTONE

JUNE 2026

Dear Readers,

Every organization aspires to High Performance. Yet, in our experience working with organizations across industries, geographies, and stages of growth, sustainable High Performance rarely emerges from strategy alone. It is built at the intersection of Leadership, Culture, Accountability, Inclusion, and the collective ability of people to align around a Shared Purpose.

This edition of **On-Point with Capstone** brings together a series of real Transformation Stories, Leadership Reflections, and Organizational Journeys from our work at **Capstone People Consulting™**. While industries, business challenges, and contexts may differ, a common thread runs through each engagement: **Meaningful Business Outcomes are ultimately enabled by Meaningful People and Culture Outcomes.**

Across these stories, we see organizations investing in building Leadership Pipelines equipped for the realities of the New Economy. We see Leaders navigating complexity with greater Accountability, Agility, and Self-Awareness. We see businesses pursuing ambitious Growth Agendas and Moonshot Goals through sharper Focus and Alignment, while discovering that Sustainable Competitive Advantage is often less about having the best strategy and more about creating the conditions for people to execute it brilliantly.

Several stories in this edition reaffirm an important belief we hold at Capstone: **Culture is not a soft concept; it is a business driver.** Whether fostering Collaboration across Genders, strengthening Leadership Accountability, advancing meaningful DEI agendas, Integrating Organizations Post-Acquisition, or creating Workplaces rooted in Care, Concern, and Compassion, Culture shapes the Behaviours that ultimately determine Organizational Performance.

Underlying all these themes is one enduring truth: **Leadership Matters.** Not as a position of authority, but as a Responsibility to Coach, Enable, and create conditions in which Individuals, Teams, and Organizations can Perform at their very Best.

At Capstone, we partner with organizations on some of their most important People, Culture, and Leadership Challenges. The stories and reflections in this edition are reminders that extraordinary outcomes become possible when Leadership Intention is matched by Organizational Commitment and Human Capability.

As you explore this edition, we invite you to reflect: How do we build organizations that

This issue also highlights an increasingly important challenge of our times: how do we continue to evolve without losing what matters most? In a world of constant disruption and endless distractions, Leaders are being called upon to simultaneously embrace Change, protect core Values, and create Environments where Deep Work, Thoughtful Decision-making, and Human Connection can thrive.

can move faster, adapt continuously, and yet remain deeply human at their core?

Because ultimately, Organizations do not outperform their People and Cultures for very long. Sustainable Success belongs to those who intentionally build both.

Best Regards,  
Dr Sujaya Banerjee

## CAPSTONE'S EXECUTIVE / TOP LEADERSHIP COACHING

While Executive / Top Leadership Coaching has been an area of both Passion and a Deep Calling through my career spanning over 3 decades, the past decade of leading Capstone has offered innumerable opportunities across industries to positively impact and witness the transformation of several C-suite Leaders in India and across the world...

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## BUILD OR BREAK IN THE AI WAVE?

## ARE YOU LAZY BUSY?



We wear 'busy' like a badge of honor. But the uncomfortable truth is that if we find ourselves constantly busy then we could well be what Tim Ferris calls 'Lazy Busy'.

As CEO I worked with once said that he lands up unannounced in the offices of people being considered for Promotions, and if he finds the place in a tizzy with the Leader being very very busy etc, he concludes the candidate already has enough on his plate and would not have room to take on more with a Promotion, and accordingly does not consider him for a Promotion??!!

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AI Isn't Breaking Your Tech Stack—It's Stress-Testing Your Relationships.

We're deep in the first wave of enterprise AI, and the narrative is all about systems- Integration, data lakes, and workflow automation.

But look closer at the teams struggling to ship meaningful AI value, and you'll see the real bottleneck. It's not the API, it's the Relationship debt.

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**HIGH PERFORMANCE FOCUS &  
ALIGNMENT DELIVERS MOONSHOT  
GOALS!!**



A leading Fintech Digital Payments company had evolved considerably over two decades to become a Market Leader in Digital Payments.

The problem was that Performance was being organically managed, highly dependent on an aggressive Sales Team. The requirement was to build a strong Performance process - especially managing Goals and building Accountability across Teams.

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**HOW TO NAVIGATE CHANGE  
WITHOUT LOSING WHAT  
MATTERS**



One global consumer goods company spent decades perfecting elegant and effective forecasting models. The system of predictive algorithms was proven through recessions and boom cycles and was reliable enough to plan global operations quarters in advance. Supply chain leaders could predict demand with remarkable accuracy and production schedules ran like clockwork. The models had become the company's competitive edge, its source of pride, its compass in an uncertain market.

But then Covid hit...

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**BUILDING A NEW ECONOMY  
LEADERSHIP PIPELINE TO ROLE-MODEL  
21ST CENTURY MINDSETS!!**



Given the fast changing Business Landscape and increasing complexity this organization moved early to create a Leadership Next group of Younger Agile Leaders and requested a Learning

Journey to build a set of 21st Century Leaders who brought in the Knowledge, Experience, Entrepreneurship combined with knowledge of Frameworks & Tools for Winning in the 21st Century.

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REMOVING IMPEDIMENTS TO HIGH PERFORMANCE – INCREASING MARKET SHARE IN A FAST-GROWING MARKET



This Company had existed in India for over two decades to grow slowly to have a humble presence in a fast-growing aggressive market, where the Market Leader owned almost 70% of the market share. It was during the visit of their new Global CEO that the conversations geared to Cultural challenges and old ways of doing things, that may be at the center of the Growth challenges the organization was persisting despite so many attempts to manage Change. They decided to reach out to a top-class OD firm. This is where Capstone stepped in!

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MORE USE CASES FROM CAPSTONE

DEI & CHANGE FOR ICONIC QSR BRAND THAT LEADS WITH THE HEART



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PIONEERING START-UP REINVENTS BUSINESS OPPORTUNITY THROUGH HIGH PERFORMANCE



POST M&A... ITS ALWAYS THE PEOPLE YOU ARE ACQUIRING FIRST – THEN THE ASSETS



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WHEN GOING BACK TO THE BASICS CAN REVOLUTIONIZE A WORKPLACE - CARE, CONCERN & COMPASSION @ WORK!



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LEADERSHIP ACCOUNTABILITY CAN TURN AROUND CULTURE AS KEY DIFFERENTIATOR



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COLLABORATION BETWEEN GENDERS FOR DEI CULTURE OF COLLABORATION & RESPECT



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UPCOMING EPISODE: TALKING POINTS WITH CAPSTONE

TALKING POINTS WITH  
**CAPSTONE...**

# BUILDING AI FIRST ORGANIZATIONS:



Leading the Shift from Digital Adoption  
to Intelligent Transformation

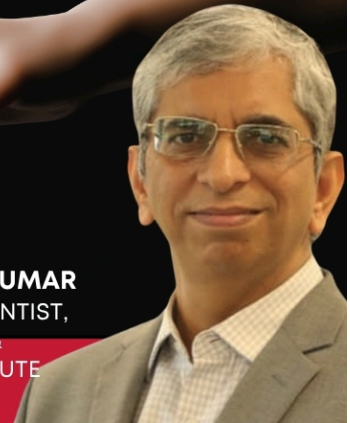


June 24, 2026

4:00 pm - 5:00 pm IST

**DR SUJAYA BANERJEE**  
FOUNDER & CEO,  
CAPSTONE PEOPLE  
CONSULTING

**DR SHAILESH KUMAR**  
CHIEF DATA SCIENTIST,  
COE AI/ML, JIO &  
DEAN, JIO INSTITUTE



## BUILDING AI FIRST ORGANIZATIONS: LEADING THE SHIFT FROM DIGITAL ADOPTION TO INTELLIGENT TRANSFORMATION

REGISTER NOW

### LATEST EPISODE: TALKING POINTS WITH CAPSTONE

TALKING POINTS WITH  
**CAPSTONE...**

**THE SURGE EFFECT:  
ACCELERATING  
CAREERS  
FOR MID-  
MANAGEMENT  
WOMEN LEADERS**

**ANURADHA DAS MATHUR**  
Founder and CEO  
Vedica Scholars Programme for Women

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

## THE SURGE EFFECT: ACCELERATING CAREERS FOR MID-MANAGEMENT WOMEN LEADERS

WATCH NOW

## VIDEO RECOMMENDATION OF THE MONTH



SERVANT LEADERSHIP: HOW A JAR CAN CHANGE THE WAY YOU LEAD AND SERVE

- ALI FETT

WATCH NOW

## What's New At Capstone?

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

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Mumbai | Singapore

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AI First Mindsets with Emotional Intelligence



**Strategic Communication in the New Economy for Leaders**



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



**Thriving in Flux**



**Leadership Lessons from Jazz music**



**Leadership and Impactful Stakeholder Management**

REACH OUT TO US

## What's New At Pinnacle?

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



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**Adaptive Leadership for Middle Managers**



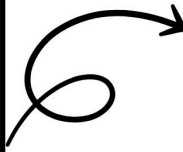
The Goldmine Effect Journey for Future Leadership

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



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