

PINNACLE LEARNING LLP



**MID-CAREER TALENT
SOLUTIONS**

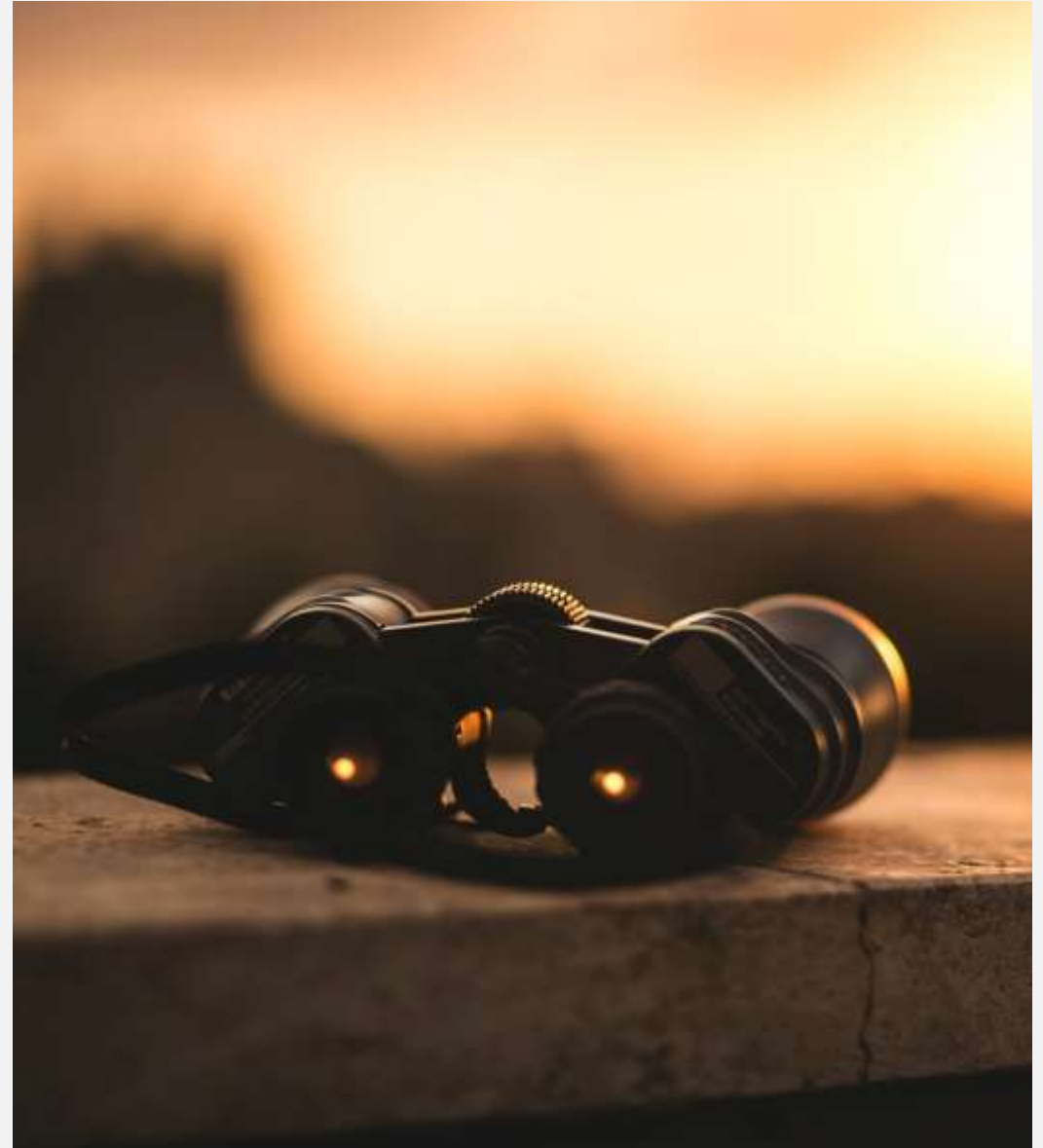
**DEVELOPMENT STUDIOS -
ASSESSMENT & MEASUREMENT**

**PEOPLE MANAGER,
EMPLOYEE EXPERIENCES**



OUR VISION

To Build strong Career Solutions for Organizations, that strengthen Talent Experiences & Pipelines to sustain Talent Continuity & High Performance





ABOUT US

- Pinnacle is the Talent Solutions organization for the New Economy
- Pinnacle Learning creates pioneering Talent Tools offering 360° Talent Solutions across the Talent Value Chain. Pinnacle supports organizations through researched Insights and validated Tools to manifest Business Impact through People.
- Pinnacle Learning LLP is part of the Capstone People Consulting Group - a foremost Consulting Firm offering People, Change Management and Workforce Culture Services to help Clients build High Performing, New-age Workplaces of the Future...





BUILDING COMMUNITIES OF EXCELLENCE

PINNACLE LEARNING LLP





OUR EMPANELLED EXPERTS

- Top Notch Subject Matter Experts
- Distinguished Practitioner experience
- Capability Building Experts
- Culture Assessment / OD Experts
- Executive Coaches
- Psychometrics & Custom Assessment Researchers





OUR OFFERINGS

**DEVELOPMENT STUDIOS -
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**PEOPLE MANAGER,
EMPLOYEE EXPERIENCES**

**MID-CAREER
TALENT SOLUTIONS**





MID-CAREER TALENT SOLUTIONS



MID-CAREER TALENT SOLUTIONS

- Middle Managers play **Key Connector Roles** within organizations, helping Teams to make meaning of a constantly changing Environment, while simultaneously **managing and influencing upwards**.
- They are the bridge that helps to convert Business Strategy to successful Implementation
- Despite being so crucial, most managers are not supported in their crucial transition from leading self to leading others





MID-CAREER TALENT SOLUTIONS

Pinnacle's Mid-Career Talent Solutions are highly customized solutions to help Organizations support Managers to make these Career Transitions successfully.

Some of our Signature Offerings –

- High Potential Development Journey
 - Pinnacle Voyage – First Time Managers Learning Intervention
 - 90 minutes to Insights – Future Readiness Coaching for Managers
 - Control Refresh - Integrated Managerial Effectiveness Program
 - Executive Development for Individual Contributors
 - Positive Management for the New-age Leader
 - Leading and Managing Change successfully
- & many more...



A woman's profile is shown in silhouette against a white background. Her head is filled with a complex, glowing blue and green digital visualization. This visualization consists of numerous small, overlapping images and icons, including people, charts, graphs, and abstract patterns, suggesting a highly active and technologically advanced mind. The overall aesthetic is futuristic and data-driven.

PINNACLE DEVELOPMENT STUDIOS - ASSESSMENT & MEASUREMENT



PINNACLE **ASSESSMENT &** **MEASUREMENTS**

Psychometrics can prompt powerful reflections and most of all the triggers to experiment with new behaviors...

- Pinnacle Psychometrics on QuestionPro
- 360° Feedback
- Self Assessment for Self Development
customized for Behavioural and Leadership
Reflections
- Pulse Feedback for People Manager/ Leader

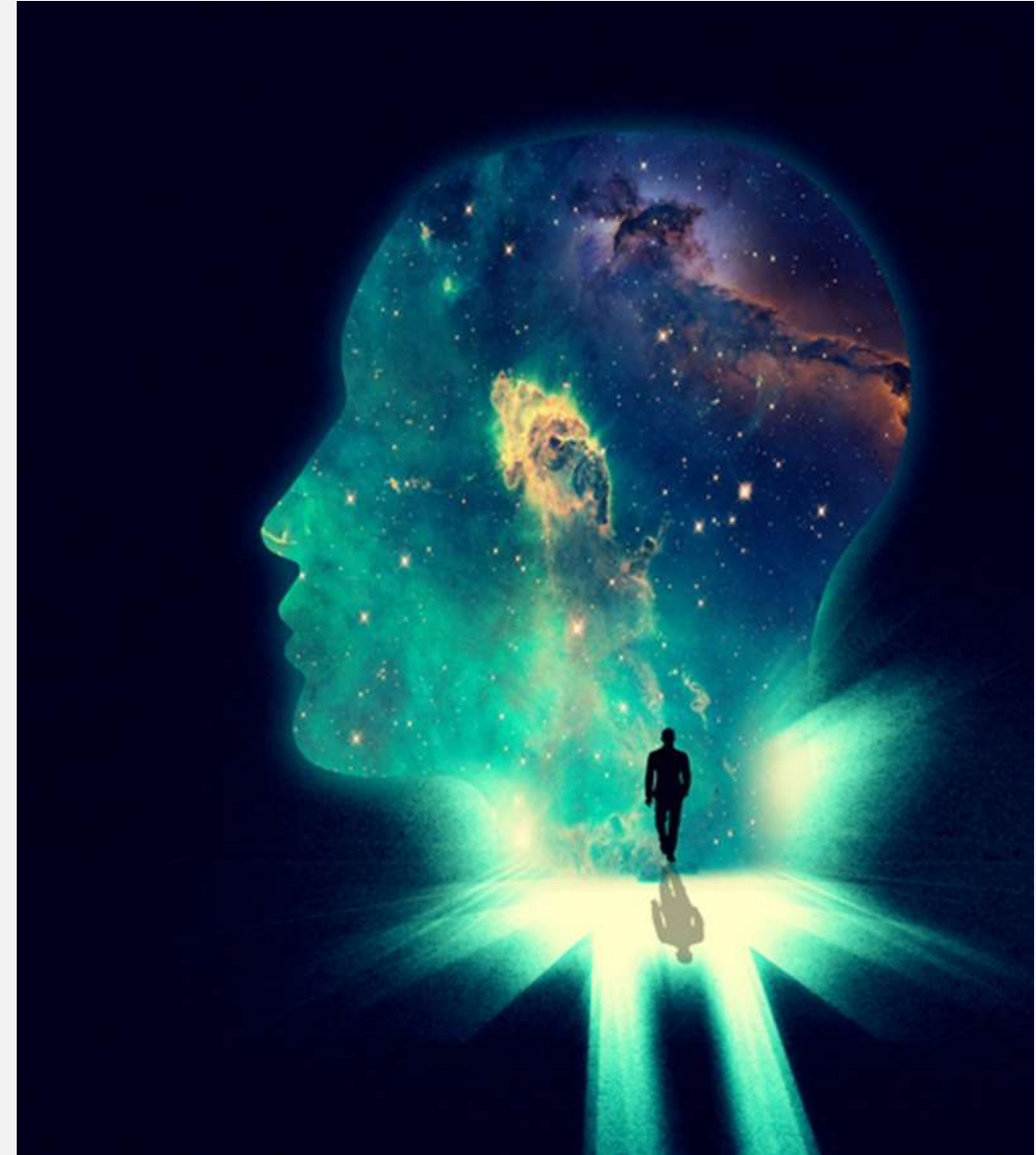




PINNACLE DEVELOPMENT STUDIO

For Future Ready Assessment

- High Potential Identification & Development
- Succession Development
- Future Readiness-based Assessment Development
- Future Readiness Coaching
- Individual Development Journeys





PEOPLE MANAGER, EMPLOYEE EXPERIENCES



FULCRUM THE PEOPLE MANAGER PROGRAM

Pinnacle's Signature Learning Intervention –
helping organizations make their People
Managers Future Ready

*“ Your organization is only as strong as your
People Managers....Your Culture, Productivity,
Talent Experience is delivered through the
People Manager, they are the Fulcrum of
your organization.... ”*

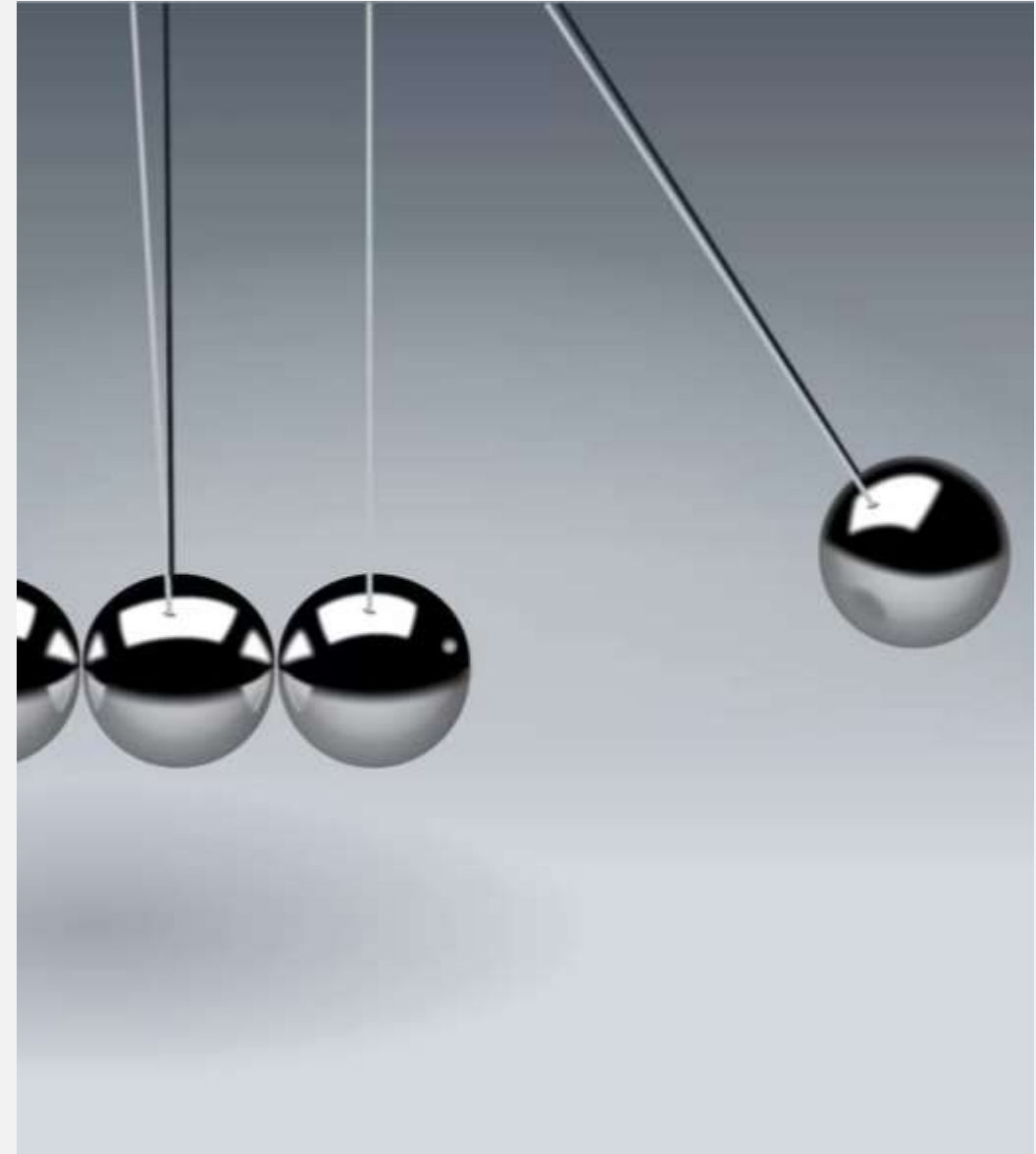




PINNACLE CULTURE MULTIPLIER

Pinnacle Culture Multiplier for Culture
Assessment/ Measurement/ Future-Readiness

- **Culture Change Agenda – 18 Months Roadmap**
- **Future Readiness Questionnaire**
- **Culture Assessment On Question-pro**
- **Advisory On Cultural Integration And Change**





PEOPLE MANAGER DEVELOPMENT PROGRAMS

People Manager Development Programs –

- Everyday Leadership
- Reflective Conversations - Build Trust
- Managing Teams for Performance
- Human-centric Leadership - Humanocracy
- Building Gravitas as a People Manager
- Build Inclusive Teams
- Executive Presence for People Managers



CULTURE BUILDING ADVISORY SERVICES

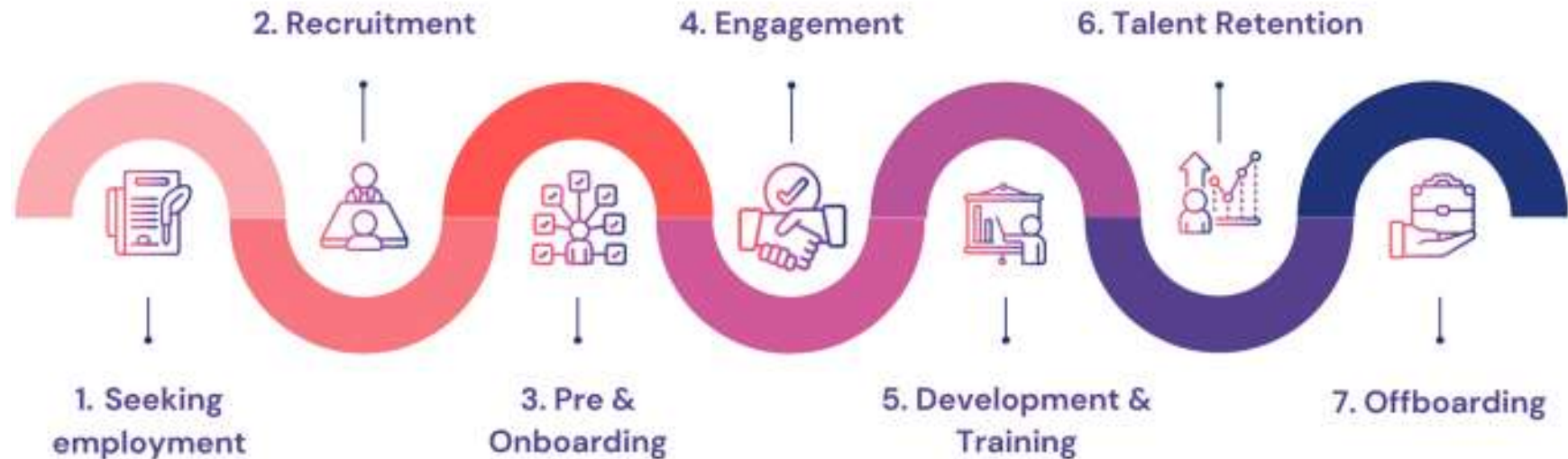
Plotting Employee Journeys to -

- To offer Custom Solutions
- Pulse on QuestionPro for Feedback
- Leading the Workforce of One

Pinnacle 360° Talent Value Chain Playbook -

Creating Talent Playbooks To Build

- People-savvy Leaders
- Alignment on People Practices





WHY PINNACLE?



Thought Leadership &
Domain, Practitioner
Expertise



Current New Age
Pedagogies to Engage



Distinctive Partner
Associations



Enabling
Learning Transfer



Serious About
Business Impact



Contemporary World
Class Learning

OUR CLIENTS





**Dr. Sujaya
Banerjee**
*Founder & CEO –
Capstone People
Consulting*

- Dr Sujaya Banerjee is the Chief Executive Officer of Capstone People Consulting (www.capstonepeople.in) – a leading new-age Consulting Firm engaged in **Workplace Culture, Change, and Capability Building**. Capstone works with over 130 leading organizations to drive **People, Culture, and Business Transformation Agendas** to sustain High Performance in a disruptive business environment.
- 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**. She has also served on the Boards as **Director of AGC Networks** and **The Mobile Store**.
- 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 her areas of **Expertise**, and Capstone under her Leadership has helped several organizations to transform themselves through the **Power of building strong Performance Cultures**.
- 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. Dr. Banerjee is a strong proponent of Futuristic Leadership and speaks on topics of **Winning Leadership Mindsets in Disruptive times, Future of Work Cultures, and Positive Management**.
- Dr Banerjee writes regularly for **Times of India Ascent**, especially advising Senior Professionals through the **TOI Advise Column**. 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 40,000+ HR, Learning & OD professionals** interested in learning, change, and innovation. She is the Founder of **LNOD Communities (www.inodcommunities.com)** – **Asia’s first Communities of Practice**.
- Sujaya is also the Founder of the **Women Leadership Forum of Asia (www.wlfa.in)** which has **17,000+ members** and enables organizations to build Inclusion and is a passionate **Evangelist for Equal Opportunities**.
- Both the Learning and OD Roundtable and Women Leadership Forum of Asia were recipients of the Economic Times Human Capital Awards for Social Impact through Diversity & Inclusion in the year 2021. Dr Banerjee engages in contributing to building Future Leadership as a **Faculty at ISB, IIM’s, BITSOM, FLAME, and her outreach work with the Police Academy and National Academy of Indian Railways**.
- 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)** for their **contribution to the Business Community**.



- Sunith Kunder brings in several years of **Workplace Psychology** expertise combined with **Consulting experience** around **People, Change, and Workplace Culture**
- Sunith has been involved with **Capability Building** and **Change Management Interventions** for over a Decade and has helped **over 127 Clients** across Industries and locations. He has been instrumental in offering **Change, Capability Building, Learning & Development** solutions for various Organizations
- Sunith's forte is in the space of **Psychometric Assessments, Learning and Development Journeys** and identifying levers for Culture Change and increasingly in helping organizations become **Future Ready**. He also plays a key role in helping organizations build **Diversity, Equity and Inclusive Cultures** and sustain them for business impact.
- Sunith has been involved in interventions that have helped organizations manage their **Strategy execution** and enabled them to achieve **innovative growth**, other than helping clients create **Guiding Coalition to drive Culture Change across levels**
- As an IO Psychologist, Sunith has brought in his expertise to **The Commonwealth** (UK) and other organizations, before bringing in his expertise as a Consultant, in the space of enabling both organizations and people achieve their full potential
- Sunith is an **Industrial & Organizational Psychologist**, having completed his Masters in Psychology from Mumbai University. He is also a trained Counselor having completed his Post Graduate Diploma in **Counseling Psychology**.



Sunith Kunder

CEO – Pinnacle Learning
LLP

Executive Director –
Capstone People
Consulting





CONTACT US

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