



PINNACLE LEARNING BY CAPSTONE

PINNACLE LEARNING BY CAPSTONE – ENABLING 21st CENTURY LEADERSHIP

CAPSTONE PEOPLE CONSULTING



People | Change | Workplace Culture
Mumbai | Singapore

OUR VISION

To be the most prominent and distinctive Brand driving Evidence-based Learning, Talent Development, and Career Advisory for Early to Mid-career professionals and the organizations that nurture them.

BUILDING COMMUNITIES OF EXCELLENCE

CAPSTONE PEOPLE CONSULTING



People | Change | Workplace Culture
Mumbai | Singapore




CAPSTONE-TSD
MUMBAI | SINGAPORE



ABOUT US

- **Pinnacle Learning by Capstone** is part of the **Capstone People Consulting Group** - a leading Consulting Firm offering **People, Change Management** and **Workforce Culture** Services to help Clients build High Performing, New-age Workplaces of the Future...
- Pinnacle is helping organizations **re-invent Early & Mid-careers learning and the experiences of work**
- Pinnacle has curated pioneering Learning, Leadership & Assessment Solutions & manifest the Modern Organization and the Future of Work



DRAWING FROM BEST-IN-CLASS FACULTY ORIENTED TO OUR PIONEERING LEARNING & ADVISORY SOLUTIONS

- Top Notch/ Global Subject Matter Experts
- Faculty with Distinguished Practitioner Experiences
- Executive Coaches par Excellence
- Culture Assessment/ OD Experts
- Workplace Psychologists & Researchers
- Authors/ Thought Leaders

Duke
CORPORATE EDUCATION

#1
WORLDWIDE
BY THE FINANCIAL TIMES



5.0
RATING



NET
PROMOTER
SCORE

100

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

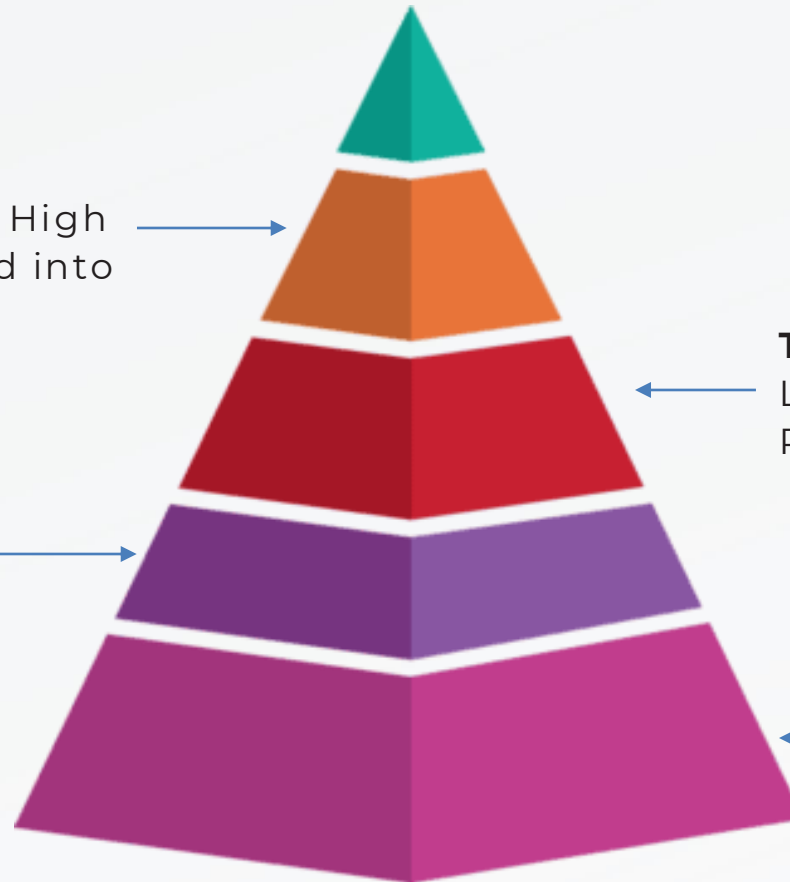
PINNACLE LEARNING - REVOLUTIONISING ENTRY & MID-CAREER LEARNING

The Nexus Leadership Journey

Pinnacle's Signature offering for High Potential Talent ready to succeed into Top Leadership Roles.

The Ascend Learning Journey

Enabling First Time Managers, New People Managers to succeed



The Goldmine Effect

Leadership Learning Journeys for High Potential Employees

Pinnacle Corporate Smart

Preparing Entry Level Talent for Contribution



THE NEXUS LEADERSHIP LEARNING JOURNEY

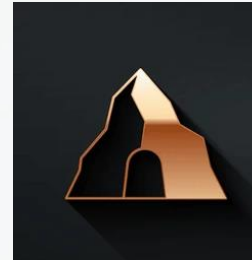
- ⊖ Pinnacle's Signature offering for High Potential Talent ready to succeed into Top Leadership Roles.
- ⊖ This Journey includes contemporary themes most relevant in times of constant flux and uncertainty such as Leading with Gravitas, EQ, Building Resilience, Managing Interpersonal Relationships, Stakeholder Management, Embracing AI Mindsets, Enterprise Leadership & Adaptive Leadership and more...
- ⊖ 6-12 months Learning Journey that builds Leadership Inside Out and creates High Impact with Customers and Teams internally to help sustain High Performance



Psychometrics | Pinnacle Development Studio | Classroom Learning | Group Coaching | Individual Reflection | Leadership Pulse | Workstreams |

THE GOLDMINE EFFECT

- Leadership Learning Journeys for High Potential Employees
- Manifesting Leadership Pipeline for Successor Development
- 12-18 months Journey to enable Career Transition, Managing Change, Strategic Thinking & Execution, Leading with EQ, Engaging for Goal Execution, 22 Reflection Questions, Leadership Conversations, Customer Centricity & Collaboration, Problem Solving

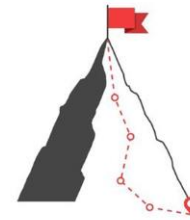


PINNACLE'S THE GOLDMINE EFFECT

Pinnacle Development Studio | Psychometrics | Classroom Learning | Group Coaching | Individual Reflection | Flip Classroom | Self Assessment for Self Development

THE ASCEND LEARNING JOURNEY

- Pinnacle's Signature Offering for First Time Managers, People Managers for building key Skillsets & Mindsets most needed in these dynamic times.
- 6-12 month Learning Journeys augmented by Data-based approach using the Pinnacle Development Studios, Group Coaching, Psychometric Instruments, and highly researched, engaging & interactive Learning sessions
- Participants build on their Personal Brand, Execution and Team Excellence, Collaboration, Stakeholder Management and having Impactful Conversations, augmented using proprietary Tools, approaches and Hacks.



PINNACLE'S ASCEND LEARNING JOURNEY

Pinnacle Development Studio | Psychometrics | Classroom Learning | Group Coaching | Individual Reflection | Flip Classroom | Self Assessment for Self Development



PINNACLE DEVELOPMENT STUDIO

Measuring what Matters!

- Assessment Centres for identifying Future Readiness
- Persona based approaches
- Measuring for EQ & managing Interpersonal Complexities
- Modern, Pioneering ways of manifesting Positive Management & Strength-based Assessments for building Future Skills
- Preparing Talent for Industry 5.0
- Business & Value Creation/ Technology/ Innovation curated Assessment



PINNACLE CORPORATE-SMART – CUSTOM ENTRY-LEVEL FUTURE LEADERSHIP

- ⊖ Executive Presence in the New Economy
- ⊖ Manifesting Vision and Brand
- ⊖ Value Chain to Value Creation
- ⊖ Creating Impact through Early Leadership
- ⊖ Collaboration Differentiator
- ⊖ Project Management and the God of Small Things

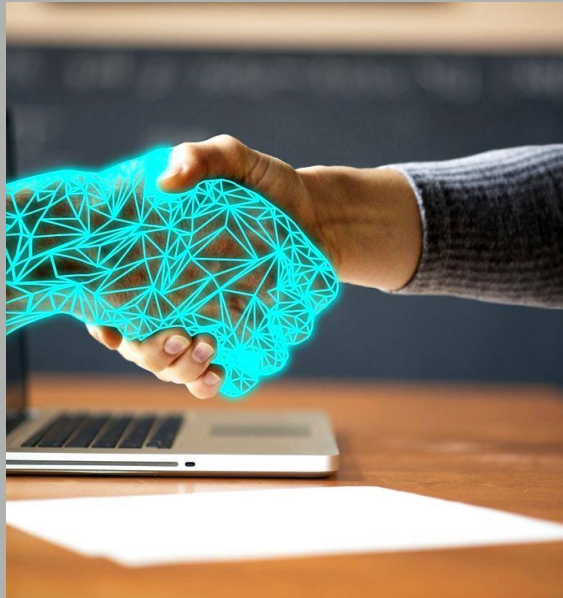
This is the most modern take on attracting Gen Z to the Business World we have ever seen...

Pinnacle brings its Multigenerational experience to re-invent modern workplaces & work experiences to engage & integrate Gen Z talent...

SIGNATURE PROGRAM OFFERINGS FOR EARLY & MID-CAREER LEARNING



**Reflective
Conversations**



**Embracing the AI
Mindset**



**Emotional & Social
Intelligence for
People Managers**



**Becoming the
Leader – Enterprise
Leadership**

SIGNATURE PROGRAM OFFERINGS FOR EARLY & MID-CAREER LEARNING



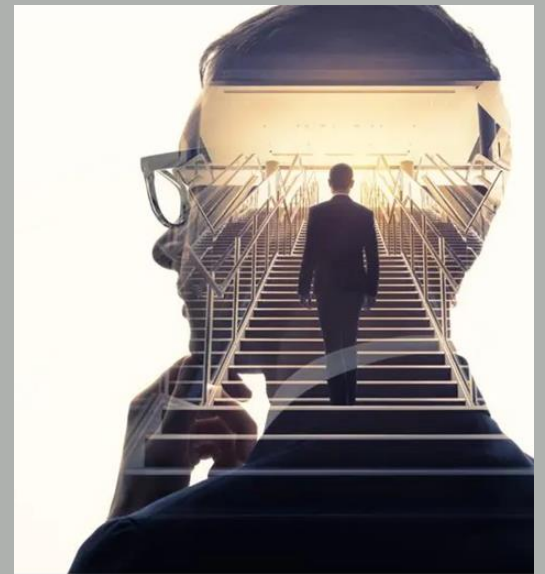
**Adaptability &
Change
Management**



**Creative Problem-
Solving**



**Executing Change
Strategies**



**The Personal
Leadership
Program**

SIGNATURE PROGRAM OFFERINGS FOR EARLY & MID-CAREER LEARNING



**From Leading
Self to Leading
Others**



**Influencing,
Negotiating Skills
Program**



**Stakeholder
Management**



**Performance
Conversations**



90 MINUTES TO INSIGHTS – COACHING JOURNEY

- **90 minutes to Insights – Individual and Group Coaching**
- **Future Readiness Coaching for Managers**
- Based on Team Feedback/ 360° Feedback/ Pulse Surveys
- **Pinnacle's Mentoring Offerings - Find the Guru within** – Grooming Mentors, Managers of Mid/Early Career Employees



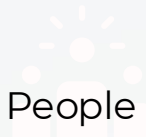
LEADERSHIP LESSONS FROM JAZZ MUSIC

Our Most Popular Signature offering for Team and Leadership Offsites – **Leadership Lessons from Jazz Music** – combines learning new-age Mindsets and Skillsets most needed to succeed in these highly dynamic times, the need to be highly agile, adaptive, collaborative and embracing both structure and constant innovation – all in the backdrop of a live Jazz Band. This is a highly engaging, impactful and entertaining session for any Team Offsite.

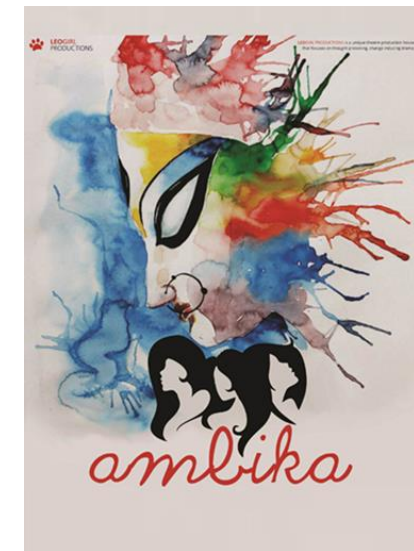


THEATRE FOR LEARNING AND REFLECTION

- Theatre is one of the most powerful yet underutilized mediums for Communicating, Mirroring and Driving Change through Reflection and Learning.
- Capstone People Consulting in association with Leogirl Productions has brought Theatre right at the centre of Learning by presenting powerful 60-90 minute plays.



THEATRE FOR LEARNING AND REFLECTION



*Come Out, Come Out,
Wherever you are!*

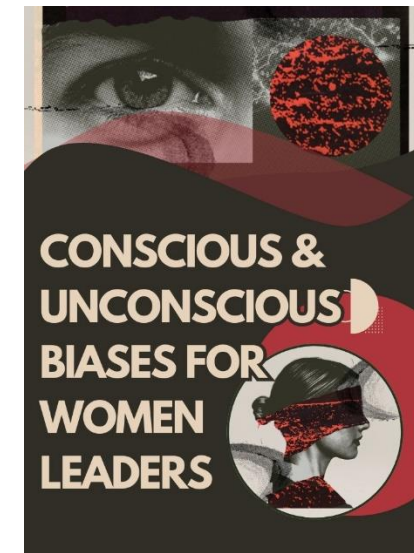
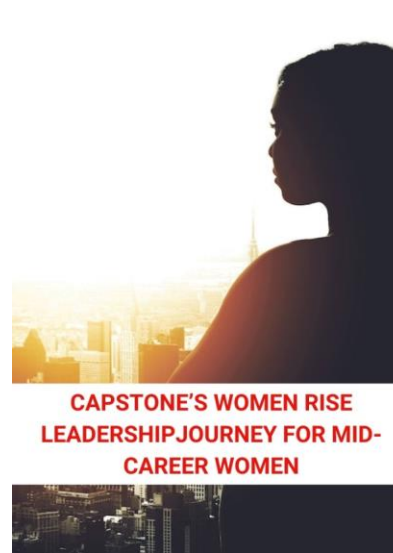




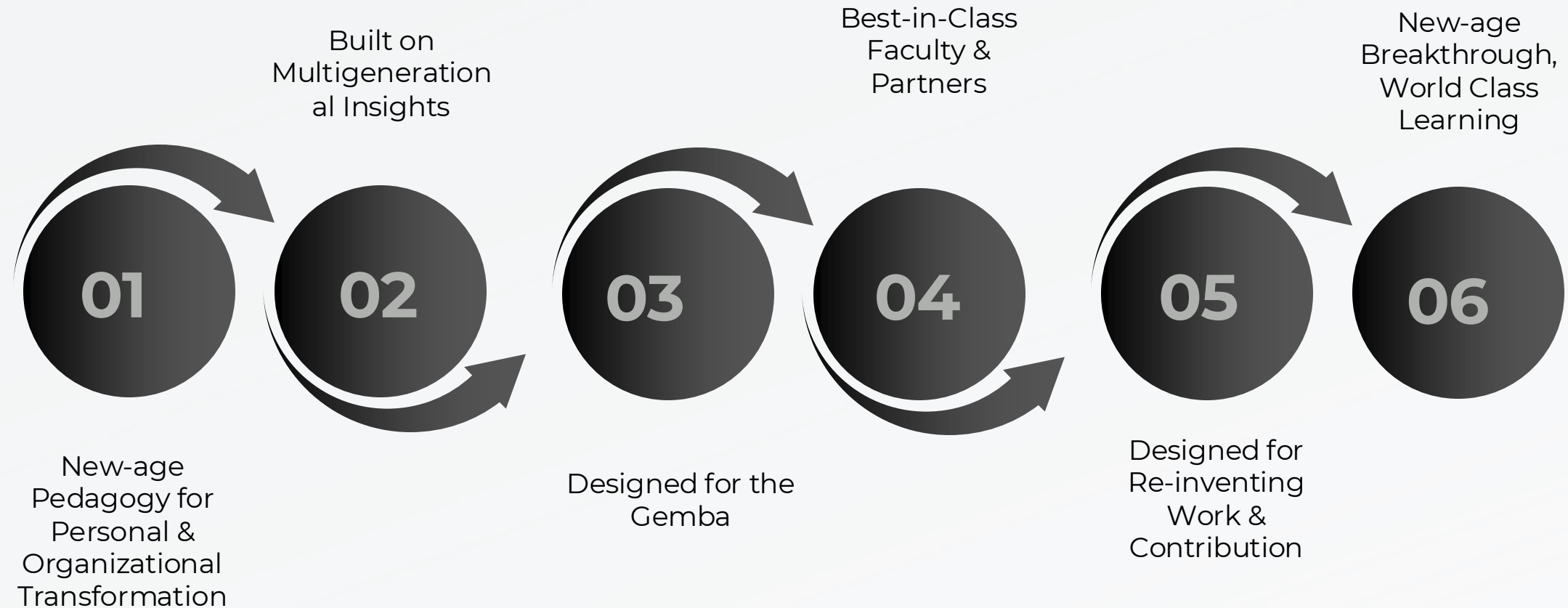
BUILDING CULTURES OF INCLUSION AND FLOURISH

- Pinnacle Learning brings tailored DEIB solutions and interventions designed especially for Early and Mid-Career Professionals, to build key Mindsets and Skillsets that bring about real Business Impact. We leverage latest relevant research along with our Community outreach for India-specific data through our association with YourCommune (LNOD Roundtable) and the Women Leadership Forum of Asia.
- Pinnacle equips First-time and Mid-level Managers to lead inclusively and foster belongingness. Our Programs are designed to build Inclusive Leadership behaviours along with Strategic Business acumen.
- Our Solutions help strengthen Organizational Culture by embedding Equity and Inclusion into Everyday Leadership. We drive data-based measurable impact on Engagement, Retention and Performance.

PINNACLE'S KEY DEIB OFFERINGS



WHY PINNACLE



OUR CLIENTS



BIOSEED



BNP PARIBAS



KFC



NATIONAL ACADEMY OF INDIAN RAILWAYS
Ministry of Railways - Government of India



NEOM



IIM RANCHI



UBS



L&T Precision Engineering and Systems



BITSOM





**DR. SUJAYA
BANERJEE**
CEO – Capstone
People Consulting



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**.

Dr 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 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**. Dr Banerjee has driven large Culture Change interventions successfully (especially in the Infrastructure, Manufacturing Industry) and has experience with over 40 Mergers & Acquisitions during the course of her career. She has also served on the Boards as **Director of AGC Networks** and **The Mobile Store** and brought momentum to their Culture Change agenda.

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 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), 10 Most Promising Organization Development Consultants (2023)**.



SUNITH KUNDER
*Business Head
Pinnacle Learning LLP
by Capstone*



- Sunith Kunder brings in over 15 years of **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 130 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 identifying levers for Culture Change and increasingly in helping organizations become **Future Ready**. He also plays a key role in helping organizations build **High Performance 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 Coalitions to drive Culture Change across levels**
- Sunith has brought in his expertise to **The Commonwealth (UK) and other organizations**, before bringing in his expertise as a Consultant in India & Globally through his work with Capstone People Consulting and Pinnacle Learning LLP.
- 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**.



PINNACLE LEARNING LLP



www.pinnaclelearningllp.com



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