



## COMPANY PROFILE

Capstone Consulting and Training  
Registration: 53238649C

## COMPANY PROFILE

Capstone Consulting helps MNCs, SMEs and government organisations achieve their goals with necessary professional development using experiential learning and organisational psychology theories and models. Our vision is to collaborate with companies in their professional development, helping them shine and be capstones of their own industries. Our mission is to deliver exciting and rewarding psychology-based learning that makes professional development more effective and fun.

We at Capstone Consulting believe that good performance and business success are the happy results of enjoyment and competence in the work that one does. As every employee is a gem that needs to be polished every now and then to maintain its shine, it is important to ensure there is an element of fun through the training process so that the employee adds even greater value to the organisation.

Capstone Consulting adopts a holistic approach to our interventions. Through our Total Intervention and Measurement of Effectiveness, TIME™ model (leadership, people, culture, strategy, system and process), our consultants will provide a thorough diagnosis and recommend effective interventions to help organisations achieve their desired outcomes. Thus, organisational and employee performance will be the core measurement of our interventions.

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## CONSULTANCY

In times of globalisation with cross-national and cultural movements of human capital, it is essential that HR solutions / implementations should often be relevant and efficient in meeting the multifaceted influence of people in organisations. When people are the assets of the organisations, Capstone Consulting believe that the success of the organisation is in reliance of the efficiency of the people determined not only by their knowledge, skills and the kind of training provided but also by their job-fit, work attitude and motivation. These requirements in turn are translated to their individual wellness and productivity. Our consultancy provides an array of specialised knowledge and skills ranging from organisational psychology, clinical psychology, human resources management as well as executive coaching to provide an eclectic approach towards solutions.

## TRAINING MODEL

The Capstone Consulting Training Model is based on:

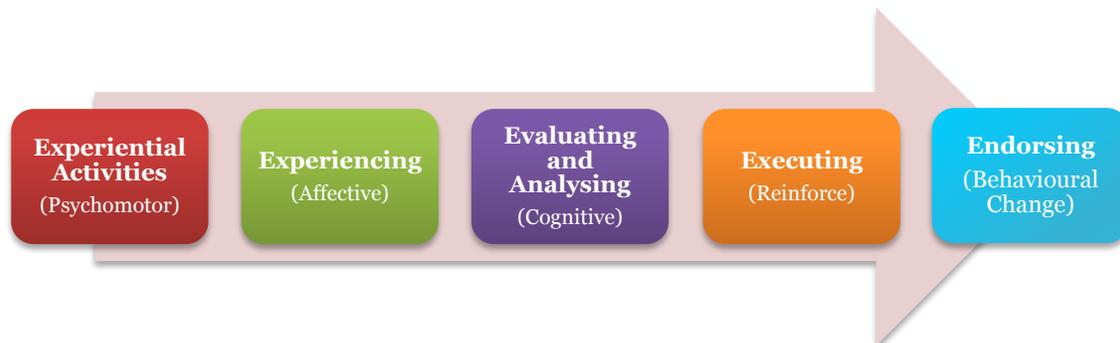
a) *Kolb's Four-Staged Experiential Learning Style Cycle*

Effective learning is demonstrated through behaviour when participants progress through a cycle of the four stages.



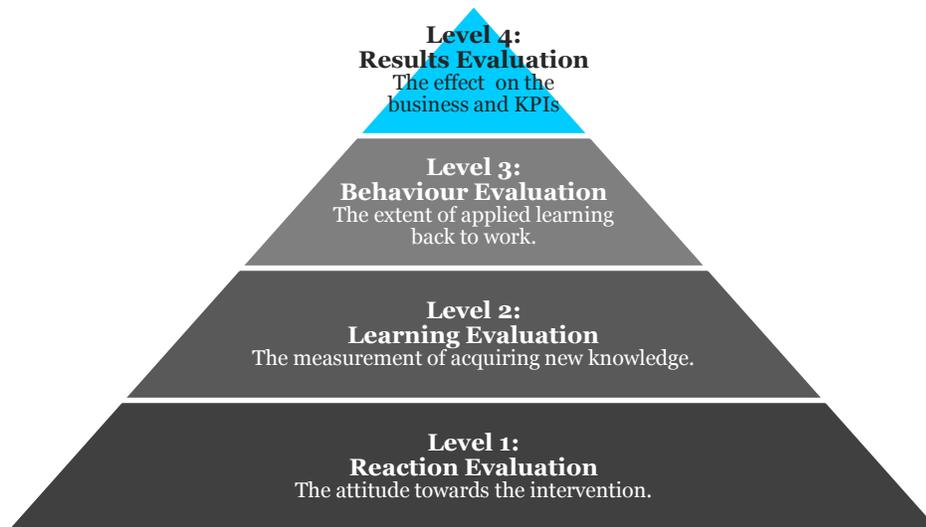
b) *Mezirow's theory of transformative learning*

Participants are exposed to experiential learning moments to construe, validate and reformulate the meaning of their experience, leading to a perspective transformation and behavioural change.



## LEARNING MEASUREMENT

Capstone Consulting believes that effective learning is measured by sustainable behavioural change and learning should be applied back to work. The Kirkpatrick's Learning Evaluation Model thus forms the backbone of our Total Intervention and Measurement of Effectiveness, TIME™.



To further enhance the effectiveness of our professional development programmes, our consultants will collaborate with clients in developing experiential activities and measurement in Key Performance Indicator, KPI. The result is exciting and rewarding learning grounded in psychology, making professional development more effective and fun.

“Fun Effective Learning. We are **Capstone Consulting.**”

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