TODAY A READER TOMORROW A LEADER

# JIM CONNECT

E-Newsletter



FORMING RESPONSIBLE LEADERS

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# Cultivating Trust



Dear Readers,

Welcome to this month's edition of our newsletter. This month, we turn our attention to a principle that lies at the heart of meaningful relationships and personal growth: Cultivating Trust. Trust is more than confidence in others; it is nurtured through authenticity, self-awareness, spiritual grounding and the ability to recognise what is genuine.

In this issue, we explore the many dimensions of trust, beginning with a spiritual perspective drawn from a timeless letter of St. Ignatius, which invites us to reflect on the journey towards spiritual maturity. We then move into the world of hospitality, where a conversation with a Hotel General Manager challenges us to look beyond appearances and consider what truly makes an experience genuine. Extending this reflection into the workplace, we examine the importance of self-awareness, complemented by a book review that reminds us of the insights that emerge when we pause and look within.

As you navigate these pages, we invite you to reflect on how trust is built, experienced and sustained in our faith, our relationships and our professional lives.

— The Editorial Desk

# On Maturing Spiritually

***This is a letter St. Ignatius wrote to the Scholastics at Alcalá from Rome, in 1543***

*These general directives for scholastics have been preserved by Pedro de Ribadeneira[1] in his still unpublished Historia de la Assistencia de España (Book 1, chap. 6). Writing in his final years in Spain, Ribadeneira notes that the scholastics at Alcalá "did not have the Constitutions or the rules as we in the Society have them, since our blessed Father Ignatius had not yet written them; but they did have some of his instructions and counsels which they often read, and which they strove to keep with the greatest of care. Because these are the counsels of so excellent a Father, and the first that our scholastics ever had, it seemed good to include them here so that they may always be remembered." Since the first scholastics to study at the famous University of Alcalá de Henares went there in April 1543, the usual date given to these paternal counsels is 1543. However, it is very probable that they had already been prepared (as early as 1541?) for the scholastics studying in Paris or in Padua, and on the occasion of the scholastics going to Spain, a copy was given them. The scholastics are here reminded that during their years of study they are to retain purity of heart, live always in the presence of God, see Christ in their superior, behave humbly and charitably, reject anything that would keep them from loving their brethren, etc. In a word, these counsels are meant to shape a youthful scholastic into the mature Jesuit; they will eventually evolve into "Rules for Scholastics." These counsels, written in Spanish, may be found in Ep. 12:674-676.*

Long before management became a discipline, a short set of instructions written in 1543 was already describing what professional maturity looks like. Ignatius of Loyola gave twelve brief counsels to young students leaving for the University of Alcalá: *purity of intention, careful speech, freedom from the urge to impress, integrity, humble debate, love for colleagues, honest recovery from failure, respect for guidance, openness about struggles, a balanced manner, acting without delay, and perseverance in one's calling*.

Although written for a religious community, these timeless counsels speak to anyone who works alongside others, whether building a venture from the ground up or growing a career within an established organization. The business lessons that follow are an interpretation, not Ignatius' own intention, but they stay anchored in what the letter actually says.

Ignatius first asks *whether relationships and work flow from pure intention rather than personal pleasure or gain, and ventures and careers built on service and value tend to last longer than those built only on status or quick gains.*

The Saint believes that once operations are stable, or a professional is established in a mid-career role, integrity becomes the central lesson. Ignatius advises doing nothing that could not be done in full view of others, and today that reads as a call for transparency and ethical decision-making in an age of corporate scandals and growing ESG expectations. Communication thus should be purposeful, avoiding gossip and idle talk, and discussions should aim at finding the truth rather than winning, which builds psychological safety and better decisions. Anything that erodes trust within the team is a real business risk.

Similarly, the letter's counsel on failure is strikingly modern: a person who stumbles should neither hide it nor quit in discouragement, but apologize, accept correction and be honest about who they are, while colleagues reflect that they too could fall. This is the foundation of a learning culture. Many of the counsels also describe what we now call emotional intelligence: knowing one's own limits, managing one's reactions, listening before arguing, and caring genuinely for colleagues. A steady, balanced manner, neither gloomy nor overexcited, helps especially in difficult periods.

Ignatius states - as authority grows, a leader must keep serving the team and mission instead of personal credit, and must welcome feedback and stay open about problems, since ego and overconfidence become bigger risks at scale.

St. Ignatius writes...

**We should not conceal our temptations, nor even our good thoughts, but make them known to our confessor or superior, for even Satan disguises himself as an angel of light [2 Cor. 11:14]. We should always act according to the judgment and counsel of our spiritual father rather than our own, which we should always regard rather with suspicion.**

Growth also brings tempting new options, and Ignatius warns against longing for a path one is not on while neglecting what is at hand. In business terms, this means staying committed to the core strategy and not abandoning what is working for something that merely looks greener elsewhere. As organizations scale and adopt artificial intelligence, these counsels gain new relevance: algorithms can analyze data, but transparency, accountability and sound judgment remain human responsibilities. Leaders who model integrity, humility and care help these values become part of the organization's culture, while continuous small improvements sustain momentum better than waiting for a grand transformation.

Many will recognize the colleague who must always win the argument, the manager who cannot hear feedback, or the executive paralyzed by the pursuit of a perfect plan; this letter holds up a timeless mirror to each of them. Its counsel on resilience after failure and on acting now rather than waiting for ideal conditions are especially relevant to those who carry responsibility for teams, decisions and results, and who are often reluctant to admit mistakes or to seek guidance.

Readers might ask themselves which of the twelve counsels they most need in their own workplace today.

**Dr. Y Arul Sulochana**
**Associate Professor, JIM**

# Hospitality... His Way



**MR. SUSAI RATHINAM**

Susai Rathinam, General Manager of Shri Vaibhav Hotel, Trichy, oversees various departments, including room service, food services and sanitation, ensuring that daily operations are carried out smoothly. His responsibilities extend beyond supervision, as he must also ensure that employees adhere to the hotel's rules and regulations while maintaining the expected standards of service.

According to him, harsh behaviour towards customers can negatively affect the reputation of the management, making courteous communication and a service-oriented mindset essential in the hotel industry. Along with customer satisfaction, employee motivation is another important aspect of his approach to leadership. He believes that employees deserve recognition for their efforts and achievements.

His leadership approach reflects the importance of understanding that the quality of hospitality depends not only on facilities and services but also on the people who deliver them.

He encourages students to choose their career path thoughtfully and remain committed to the field they pursue. He stresses on how leadership is not merely about holding a position but about taking responsibility, treating people with respect and remaining committed to continuous improvement.

He believes and says *"Choose your path with purpose, stay focused on your goals, and let discipline, dedication and continuous learning lead you towards success."*

**Jaba Ranchana A**
**26PBA203**

# Rates Rose, EarningsAnswered




The Nifty 50 ended that day at 22,421.95, its eighth weekly fall in a row. A losing run that long hadn't happened in about 25 years, and it had wiped roughly 8.7% off the index. Similarly, the RBI's first rate hike in over three years, the highest inflation since 2024, and the rupee at a record low all happened in October, and somehow the market still went up. By 16 October the Nifty was at 23,146.15 and the Sensex at 74,729.28, about 2.3% and 3.1% higher than at the end of September.

The recovery didn't happen in one go. First, the losing streak ended in the week of 5 to 9 October, when the Nifty rose a small 0.43%. Most of that came from one strong day, its best in over two months, after a pause in US–Iran tensions brought crude prices down. The real change came once companies started reporting their September-quarter numbers. The Nifty gained another 2.8% in the week to 16 October, and on the 15th, 44 of the 50 Nifty stocks ended the day higher.

The biggest event of the month was the RBI's policy decision on 7 October. All six members of the Monetary Policy Committee voted to raise the repo rate by 25 basis pointsto 5.50%. It's the first increase since February 2023. The RBI also changed its stance from “neutral” to “calibrated tightening”, which in simple terms means we shouldn't expect rate cuts any time soon. It expects the economy to grow 7.1% this year,which is betterthan before, but it also raised its inflation estimate to 5.2%. The Nifty fell 0.76% that day, although bank stocks managed to hold up.

The inflation numbers came out five days later, and they explained the RBI's worry. Retail inflation rose to 5.54% in September from 4.83% in August, the highest since October 2024. Food was behind most of it. Food inflation touched 7.74%, onions cost 108% more than a year ago, and inflation in villages exceeded 6%, the upper limit the RBI is comfortable with. Tamil Nadu recorded the highest inflation of any major state at 6.81%.

The RBI didn't stop with the rate hike. It announced a ₹25,000 crore sale of government bonds and told banks to keep 99% of their required cash reserves with it every day instead of 90%. Both steps take money out of the banking system. Bond yields went up as a result, and the 10-year government bond yield hit 7.37% on 12 October, its highest in three years. The rupee also had a bad stretch and closed at a record.

Once results season started, IT companies did most of the heavy lifting. TCS reported first, on 8 October, with a net profit of ₹13,884 crore. What people really talked about, though, was its AI business, which now brings in about $3.1 billion a year, more than 10% of its revenue. HCLTech said its advanced AI revenue grew 78% to $219 million. Tech Mahindra improved its margin to 14.8% and announced a 1:1 bonus issue. Even Wipro, whose profit fell slightly, saw its shares rise almost 6% because its margins got better. In the week to 16 October, the Nifty IT index went up 11.72%, its best week since October 2008. That's a big change from February, when the same index had its worst month since September 2008 because investors feared AI would hurt the outsourcing business.

Foreign investors continued to sell. Between 1 and 12 October, FPIs took ₹47,417 crore out of Indian shares. That pushes their total selling this year past ₹3 lakh crore, almost twice the ₹1.66 lakh crore they pulled out in the whole of 2025. US 10-yearbonds are paying more than 5.2%, and markets in North Asia are riding an AI boom, so India just isn't top of their list right now. What kept our market steady was domestic buying. Mutual funds, helped by the SIPs that ordinary people keep paying every month, continued to buy even on the bad days.

A rate hike doesn't affect every company in the same way. In the week the RBI raised rates, realty and metal stocks fell more than 3% and auto stocks 2%, but banks, FMCG and capital-market stocks rose about2% each. And the biggest winners of the month were IT companies, which earn in dollars. The economy also seems to be holding up, with GST collections of ₹2.04 lakh crore in September, 14.7% more than a year ago. So the next time a scary headline comes along, it's worth looking at what the company's numbers actually say before reacting.

**Manoj S**
**26PBA113**

# The Real Challenge!!!




## Will We Recognise the Genuine?

*What if, in our quest to detect what is fake, we slowly forget how to recognise what is real?*

We pause before believing a photograph, hesitate over a familiar voice and wonder whether the words we read carry genuine human thought.

The real concern is not merely that machines can imitate us, but that their imitations may change how we perceive one another. Will every interaction need proof? Will suspicion become our first instinct and trust an exception? In trying to protect ourselves from deception, could we end up distancing ourselves from genuine human connections?

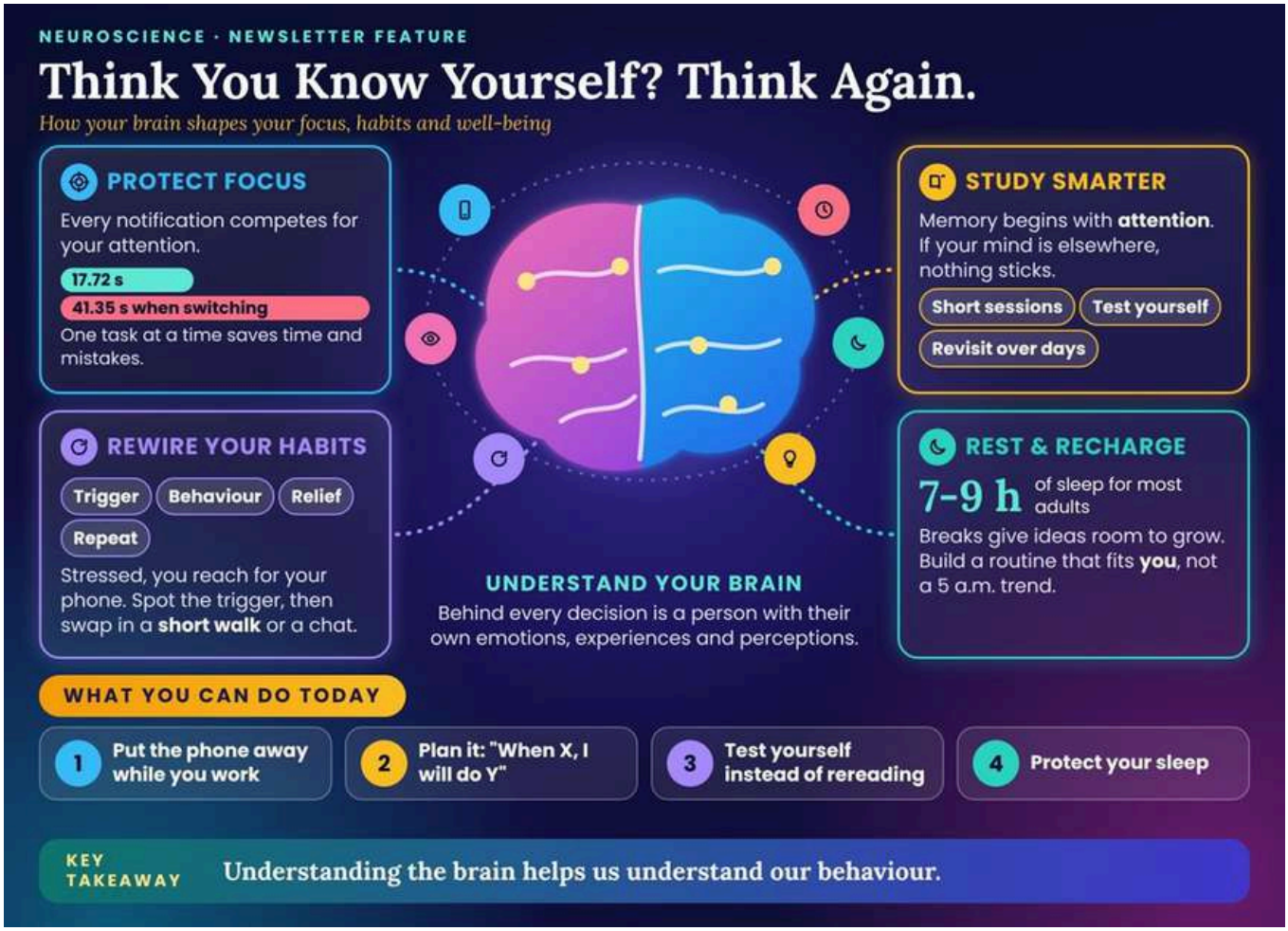
Perhaps the greatest challenge of the AI age is not learning to identify what is artificial, but preserving our ability to recognise, value and trust what is authentically human. The real measure of progress is not how carefully we guard ourselves against being deceived, but how courageously we continue to believe in one another. *But can relationships flourish when doubt becomes our first response and trust must continually earn its place?*

*Write to us what you think @ jimconnect@jim.ac*

# Think You Know Yourself? Think Again

*Neuroscience Article, inspired by cognitive neuroscientist Dr. Sahar Yousef*

One notification. Thirty minutes of scrolling. Sound familiar? Our phones are built to capture attention, and our brains are built to respond. Neuroscience shows that even a switched-off phone in sight can reduce focus, and that switching between two tasks took more than twice as long in a simple test: 41.35 seconds instead of 17.72 seconds. Habits, stress, memory and sleep all follow the same biological rules, and the good news is that these rules can be learned and used. Drawing on cognitive neuroscientist Dr. Sahar Yousef, this feature shows how small, specific changes can help us focus better, learn better and understand ourselves.




Source: Dr. Sahar Yousef,"Neuroscientist's Guide To 10X Your Focus & Memory,"

**Shri Malavika S**
**25PBA240**

# The Things You Can See Only When You Slow Down

*By Haemin Sunim*

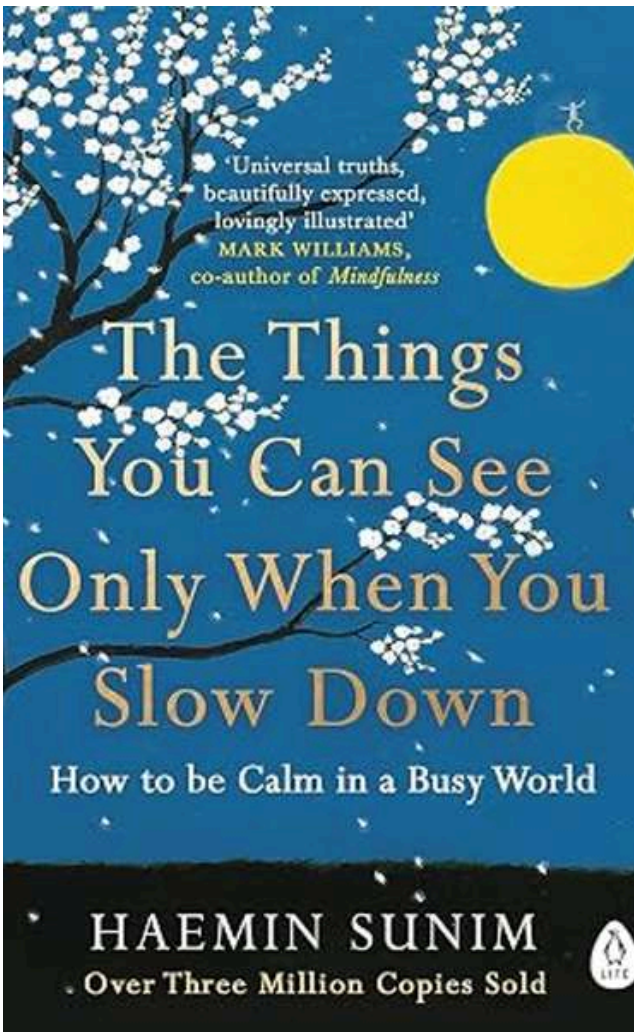
The Things You Can See Only When You Slow Down by Haemin Sunim is a thoughtful and meaningful book about finding peace, understanding ourselves, and discovering what makes life truly happy. Haemin Sunim is a Korean Buddhist teacher and writer who shares simple ideas about everyday life. The book is written in short reflections rather than one continuous story. It discusses the mind, relationships, love, work, rest, and the way we look at the world. Through these reflections, the author encourages readers to pause and understand their lives instead of always rushing from one task to another.

The main message of the book is that the world may be moving quickly, but our minds do not always have to move at the same speed. Many people spend their days worrying about the future, thinking about the past, or comparing themselves with others. They may become so busy trying to achieve more that they forget to enjoy what is already present in their lives. Sunim reminds us that slowing down does not mean being lazy or giving up on our dreams. It means taking a moment to breathe, notice our thoughts, and understand what is happening before reacting. When our minds become calmer, we may see situations more clearly and make better choices.

One of the most important lessons in the book is that peace begins with the way we respond to life. We cannot control every person, event, or problem, but we can learn to observe our thoughts and choose our response. For example, when someone speaks unkindly to us, we may feel angry and answer immediately. This can make the situation worse. If we pause for a moment, we have a better chance of responding calmly. The author is not saying that we should ignore problems or accept unfair treatment. Instead, he encourages us to face difficulties with awareness rather than allowing every emotion to control our actions.

The book also teaches us not to measure our worth by comparing ourselves with other people. In today's world, it is easy to compare our achievements, appearance, money, marks, or opportunities with what others have. When we do this often, we may feel that our own lives are not good enough. Sunim's message is that every person has a different journey, with different struggles and different opportunities. Another person's success does not mean that we have failed.

We can learn from others and feel happy for them without losing confidence in ourselves. Real growth comes from understanding our own strengths, learning from our mistakes, and taking small steps towards our goals.Another important idea is that happiness is not found only in big achievements or in getting everything we want. We may believe that we will be happy after earning more money, getting a better job, becoming successful, or reaching a particular goal.




Goals are important, but if we keep postponing happiness until the next achievement, we may never feel satisfied. The author encourages us to notice the small moments that make life meaningful, such as spending time with people we love, having a peaceful conversation, enjoying nature, or doing something kind for another person. These moments may look ordinary, but they can bring real joy when we pay attention to them.

Sunim also highlights the importance of relationships and kindness. Sometimes people focus so much on proving that they are right that they forget to understand how another person feels. Listening carefully, speaking gently, and trying to see a situation from another person's point of view can help build stronger relationships. At the same time, kindness should include ourselves. We should not speak to ourselves harshly whenever we make a mistake.

*The Things You Can See Only When You Slow Down* is therefore a meaningful book about mindfulness, self-acceptance, relationships, and happiness. Haemin Sunim reminds us that we do not have to lose ourselves while trying to keep up with the world. The book encourages us to slow down our thoughts, appreciate small moments, treat others with understanding, and respect our own journey. Its most valuable lesson is that happiness is not about having a perfect life or being better than everyone else. It is about living with greater awareness, accepting that life has both good and difficult moments, and learning to find meaning in the life we are living now. This book is for anyone who wants to understand life more deeply and develop a calmer, kinder way of thinking.

**Book Reviewed by**
**Arockia Sheela S**
**26PBA122**



Throughout October, JIM hosted a distinguished series of domain-specific guest lectures for I and II-year MBA students, featuring eminent academicians and industry leaders. Bridging classroom theory with real-world trends and executive practices.

On October 8, the Fine Arts Club of St. Joseph's Institute of Management brought business concepts to life with "Corporate Chronicles: A Stage Drama Event." Through compelling storytelling and dynamic performances, students tackled leadership, teamwork, strategy, and innovation, blending artistic expression with sharp corporate insights in a vibrant display of talent and collaboration.






The two-day SHEPHERD Programme, held on 9 and 10 October, immersed I MBA students in the spirit of social responsibility and community engagement. Through campus cleanliness initiatives and outreach at Thennathiraiyanpatti village, students connected with rural communities through awareness drives, health camps, children's activities, and surveys, translating learning into meaningful social action.

JIM conducted a three-day Management Development Programme, “Redefining Sales and Marketing Excellence for Sustainable Business Growth,” from 12 to 14 October for 53 Postal Department officials. Through insightful sessions and practical perspectives, the programme strengthened sales capabilities, customer-centric thinking, and strategic approaches to achieving sustainable business growth.






St. Joseph’s Institute of Management, welcomed students from UNITEN, Malaysia, for a five-day International Student Leadership and Cultural Immersion Programme from 12 to 16 October. Blending leadership learning with cultural exploration, industry exposure, and heritage visits, the programme enabled cross-cultural connections, global perspectives, and meaningful international collaboration.

As part of the International Student Leadership and Cultural Immersion Programme, the Go Green Club of JIM organised “Green Bites” at JIM Shades on 15 October. Featuring traditional, naturally prepared snacks, the initiative celebrated indigenous food choices while encouraging healthy eating, sustainable living, and cultural appreciation among students and international participants alike.






JIM hosted an International Seminar on “AI-Driven Global Business: Navigating Innovation, ESG and Sustainability” on 15 October. Featuring keynote addresses by academicians, including faculty from IIM, and eminent industry leaders from India and Malaysia, the seminar enriched UG, PG and PhD participants through global perspectives and expert insights.



JIM Family together celebrated a spiritual renewal session on “Perseverance” on 21 October, offering a meaningful moment of reflection and gratitude as the semester drew to a close. The gathering encouraged the community to acknowledge the semester’s journey, celebrate its blessings, and embrace the future with renewed faith, hope, and commitment.

# Faculty Achievements





**Dr R Deepak and Ms Janet Mary Portia attended a Faculty Development Program titled 'AI for Academics' conducted by XLRI, Jamshedpur**

# Director In Action







Dr. A. Michael John, SJ, Director and Associate Professor at St. Joseph's Institute of Management, brings vision and wisdom to higher education. His dedication to nurturing minds and character has inspired educators at two different institutions in this month to move beyond routine instruction toward transformative teaching. Through his leadership, experience, and passion for learning, he continues to reshape the teaching paradigm, empowering faculty to create lasting impact.



# திருக்குறள்

குறள் 594

**ஆக்கம் அதர்வினாய்ச் செல்லும் அசைவிலா**
**ஊக்க முடையா னுழை.**

**தளராத ஊக்கம் உள்ளவனிடம், செல்வமானது தானே அவன் முகவரியை அறிந்து செல்லும்.**

## TRANSLATION

*"The man of energy of soul inflexible,*
*Good fortune seeks him out and comes a friend to dwell."*

## EXPLANATION

Wealth will find its own way to the man of unfailing energy.

## EDITORIAL TEAM

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