



FORMING RESPONSIBLE LEADERS

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ST. JOSEPH'S INSTITUTE OF MANAGEMENT (JIM)

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From this issue onwards you shall receive to reflect on our great saint's insistence on certain simple yet profound facts of life and how these find its contemporary relevance in one's personal growth as a leader.

St. Ignatius of Loyola writes letters to his fellow Jesuit companions making them view the innateness of virtues that are to be nurtured to become a better human being.



On Caring for One's Health

This is a letter he wrote to Antonio Araoz from Rome, on June 1, 1551

(Antonio Araoz was the nephew of Ignatius' sister-in-law, Magdalena de Araoz, wife of Martín García, an elder brother of Ignatius. Araoz was the first Spanish Jesuit to work in Spain; he proved to be an indefatigable laborer for the Lord, and as provincial, he established many new houses of the Society. He had been in Rome for the discussions on the Constitutions and had returned to Spain in April 1551. Ignatius received word that Araoz was not eating properly, could not sleep, and that he was suffering from so great a weakness that his physician ordered him to return to his native air to convalesce. In earlier letters Ignatius had paternally recommended that Araoz take better care of his health, but in the present letter he chooses to be more explicit, that is, he commands him under holy obedience to take three months off and do nothing but obey the physician's orders. Ignatius wrote this letter in Spanish [Ep. 3:534-535].)

St. Ignatius writes "I have been informed of the great need you have to look after your health, something I have partially known. I do know that though your health is frail, you allow yourself to be carried away by your charity to undertake tasks and labors that are more than you can conveniently bear. Judging in God our Lord that it would be more acceptable to His Divine Majesty to have you temper your zeal in this respect so that you will be able to labor the longer in his service, I have deemed it proper in our Lord to command you to follow the physician's advice in all that pertains to your meals, the use of your time, what hours and when you are to take for sleep and repose."

St. Ignatius's counsel, offers a deep and timeless lesson. It's a powerful reminder that true service and sustained effectiveness are not born from relentless self-sacrifice to the point of exhaustion, but from a disciplined stewardship of one's own well-being.

At its core, St. Ignatius's message is a divine command to prioritize health, not as an act of selfishness, but as a prerequisite for continued and meaningful contribution. He recognizes that an individual, however zealous, has finite capacity. To be "carried away by your charity to undertake tasks and labors that are more than you can conveniently bear" is not virtuous if it shortens one's ability to serve.

This wisdom holds true in every aspect of life. When we neglect our health – be it physical, mental, or emotional – in the name of work or helping others, we ultimately do a disservice to ourselves, our work, and those we aim to support. An exhausted mind struggles with clarity and creativity. A fatigued body is prone to illness and error. An emotionally drained spirit loses its capacity for empathy and resilience.

To do justice to the work one does and the people one works with, an individual must first be well. Prioritizing self-care – adequate sleep, nourishing meals, rest, and mental breaks – isn't a luxury; it's an investment. St. Ignatius wisely points out that it is "more acceptable to His Divine Majesty to have you temper your zeal... so that you will be able to labor the longer." This implies that longevity and sustainable impact are valued over short bursts of unsustainable effort.

Extending this principle to leadership, St. Ignatius's words become a critical blueprint for managing teams and organizations. A true leader, like St. Ignatius, must recognize the great need for health. In today's demanding business environment, leaders face immense market pressure, but succumbing to this, pushing employees beyond their limits is a short-sighted and ultimately destructive strategy.

A leader's foremost responsibility should be the well-being of their employees, because a healthy workforce is the bedrock of a thriving organization. When leaders prioritize employee health – physical, mental, and emotional – they cultivate Sustainable Productivity, Enhanced Creativity and Innovation, Increased Engagement and Loyalty and Resilience Under Pressure.

Leaders must thus embody St. Ignatius's wisdom by actively encouraging employees to "follow the physician's advice in all that pertains to your meals, the use of your time, what hours and when you are to take for sleep and repose." This means establishing a culture that values break, discourages excessive overtime, promotes work-life balance, and provides access to mental health resources. It also means leading by example, demonstrating that taking care of oneself is not a sign of weakness, but a mark of responsible and effective leadership.

We can see that here, St. Ignatius's letter serves as a timeless reminder that health is not a personal indulgence but a fundamental pillar of sustained effectiveness, both for the individual and for any collective endeavor. For leaders, this translates into a strategic imperative, prioritizing the well-being of their employees is not just being compassionate; it is the most intelligent way to build a resilient, innovative, and ultimately successful organization capable of "laboring longer" and more effectively in its service.

Ms Restina
Assistant Professor, JIM

Traditional Indian Business Today

JIM had the opportunity to engage in an conversation with a second-generation entrepreneur who succeeded in transforming a traditional enterprise into a modern, self-reliant manufacturing unit - headquartered in Tiruchirappalli, Tamil Nadu. Initially limited to crafting items such as rosaries and medals, the company gradually widened its scope to serve not only individual households but also churches across India, offering a comprehensive range of religious articles.



Regis Lenin Morais
MD SEBCO I&E Pvt. Ltd

For nearly two decades, the operational model was heavily reliant on the import of finished goods, particularly statues, from China. This system proved efficient and consistent—until the COVID-19 pandemic disrupted international trade and halted imports. By the adoption of advanced manufacturing techniques, traditional clay-mould methods were replaced with modern processes involving 3D scanning, digital modelling, and 3D printing. This shift enabled the company to scale production, ensure higher precision, and significantly reduce lead time.

For MBA graduates and aspiring entrepreneurs, he suggests understanding the importance of adaptability and forward-thinking strategy. Disruptions, while challenging, often present opportunities for growth, but Mr. Lenin says *“embracing technology, exploring new markets, and constantly upgrading skills are no longer optional—they are fundamental to sustained business success”*.

He strongly believes that, the current business environment encourages bold thinking and global vision. Therefore he urges students to look beyond domestic markets and actively consider the potential of exports. Leveraging digital platforms for sourcing, networking, and selling can significantly accelerate the pace of business growth is his ideology, also integrating technical knowledge with managerial insights can provide a strong competitive edge in today's dynamic market is what he firmly believes.

Interviewed by
Hasini S
25PBA232

A Rough Ride, or a Healthy Correction

The Indian equity markets experienced a turbulent July 2025, marking their worst July performance since 2019. Both the Nifty 50 and BSE Sensex recorded declines of around 3% to 3.5%, reversing the bullish momentum seen in the first half of the year. Nifty retreated to approximately 24,680, while the Sensex dipped to 80,891, after touching near-record highs earlier in the month. This dramatic reversal sparked widespread debate on whether the correction reflects a deeper structural concern or is simply a cyclical breather.

One of the key triggers was the disappointing Q1 FY26 earnings season. Market heavyweights like Reliance Industries, Bajaj Finance, Kotak Mahindra Bank, and Tech Mahindra failed to meet street expectations, leading to a downward revision in growth projections. This quarter's results underline a growing concern: valuations in several sectors may have outpaced their underlying fundamentals.



Adding to the woes was the lack of tangible progress in India-U.S. trade negotiations. The failure to finalize key agreements added uncertainty for sectors dependent on exports and global demand, especially IT and pharma. Meanwhile, the rupee depreciated to ₹86.58/\$, hitting a one-month low, largely due to risk-off sentiment and a surge in dollar demand.

Compounding this, Foreign Institutional Investors (FIIs) turned net sellers in July, pulling out nearly ₹12,000 crore. Their retreat reflects both global risk aversion and a reassessment of India's near-term earnings outlook.

Despite the correction, select sectors like telecom, defense, and domestic banking remained resilient. Domestic flows via SIPs (Systematic Investment Plans) continued to provide a cushion to the falling indices. Broader macro indicators (like moderating CPI inflation, improving PMI numbers, and robust credit growth) still paint a picture of a fundamentally strong economy.

For budding investors, particularly students and first-time market participants, July 2025 has been an invaluable lesson in the unpredictable yet logical dance of financial markets. It's a stark reminder that investing transcends mere number-crunching and chart analysis. Markets are deeply human, swayed by a complex interplay of sentiment, dominant narratives, and collective expectations.

July emphasized how outside factors can either magnify or muffle market movements, even though fundamental research of a company's health is still important. Rapid price fluctuations can be caused by global cues that elicit broad anxiety or optimism, such as changes in international trade ties or geopolitical concerns. Similar to this, policy decisions made by governments or central banks, such as adjustments to taxation, interest rates, or regulatory frameworks, have the power to drastically shift the investment environment and investor confidence.

The market downturn in July is seen by many analysts as a great chance for investors to build up assets, especially in industries with potential for long-term growth. This viewpoint is based on the conviction that the current decline is a brief setback rather than a significant change in the direction of the market.

It is projected that August will be a time for price discovery and stabilisation. This clarity is anticipated to be influenced by a number of important elements. In order to reduce uncertainty surrounding interest rates and quantitative easing, central banks are probably going to give more specific guidance on monetary policy. Concurrently, settlements of continuing trade policy conflicts may eliminate a sizable overhang and promote a more stable international economic climate. Lastly, investors will be able to evaluate the actual health of different industries and individual businesses thanks to the increased visibility into corporate performance provided by the impending earnings season in the upcoming quarter. The market can stabilise as these uncertainties fade, which will result in more sensible pricing and a less erratic trading environment.



Mohaneshwaran P
25PBA117

AI displacing human intelligence, or merely transforming it?

The answer is not straightforward. AI can perform tasks, automate decisions and analyse large amounts of data but it cannot fully grasp human emotions, ethical issues or cultural nuances as people do. AI isn't simply replacing human intelligence; it's redefining the very essence of what intelligence means, forcing us to reconsider our unique human contributions.

Truly though, what we are seeing is not complete replacement but a shift of a coexistence where human intelligence must adapt, complement and sometimes supervise AI. For now, it is not about choosing between humans and machines but it is about preparing people to work alongside machines in a smarter but more resilient way.

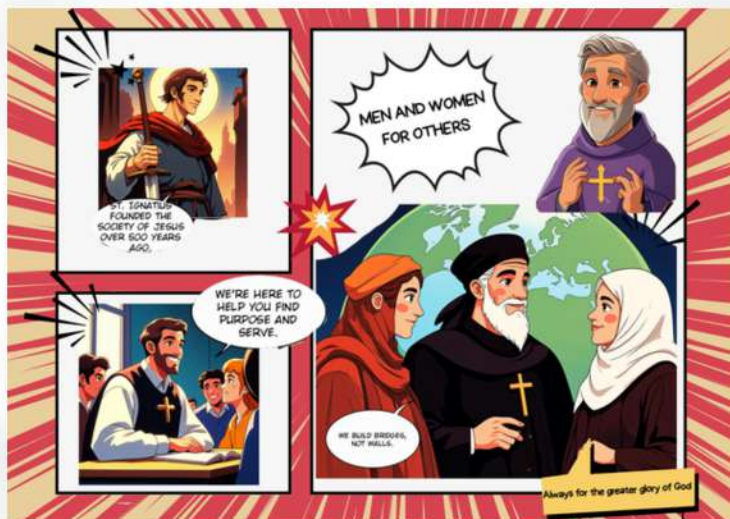
While AI can process and react to our emotions, it lacks the capacity for genuine feeling, using our sentiments as data to optimize its responses. As AI continues to reshape the workplace, the onus is on workers, leaders, and HR teams to navigate this transformation. The critical question remains - **Can we ensure AI integration that uplifts human dignity and purpose, rather than diminishing it?**

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

Lakshmi Prabavathi R
24PBA139



"IGNATIUS TAUGHT"



Dominic Joseph Alexander
25PBA202

Unstoppable Spirit

Jack Ma, the founder of Alibaba Group, is one such figure whose life journey serves as a powerful lesson in perseverance, self-belief, and determination especially for students and young dreamers.

Born in Hangzhou, China, Jack Ma came from a humble background. He struggled academically throughout his school years, failing primary and middle school exams multiple times. Even after high school, he faced rejections from colleges twice before finally being accepted on his third attempt. But the setbacks didn't end there. After graduation, he applied for more than 30 jobs and got rejected from every single one. One of the most striking examples was when he applied for a job at KFC, 24 people applied, and he was the only one not selected. He even applied to Harvard ten times, only to face rejection each time. For most people, such repeated rejection would be disheartening. But for Jack, failure was merely a stepping stone — not the end of the road.

During a visit to the United States in the mid-1990s, Jack Ma encountered the internet for the first time, an experience that sparked a transformative vision. He was fascinated but noticed that there was barely any content or business representation from China online. Despite lacking any formal knowledge in technology, he came back to China and, in 1999 started Alibaba right from his apartment, joined by 17 close companions who believed in his vision.



His goal was clear, empower small and medium-sized Chinese businesses to reach global markets through an e-commerce platform. He had no money, no technical expertise, and no investor support. What he did possess, was an strong belief in the vision he set out to achieve.

The initial days of Alibaba were marked by immense challenges and uncertainty. The company faced fierce competition, skepticism from users, and countless business challenges. But Jack's leadership style rooted in optimism, teamwork, and resilience pushed Alibaba forward. He constantly reminded his team to stay committed, to learn from mistakes, and to never lose sight of their mission. Over time, Alibaba became one of the world's largest and most successful tech companies.

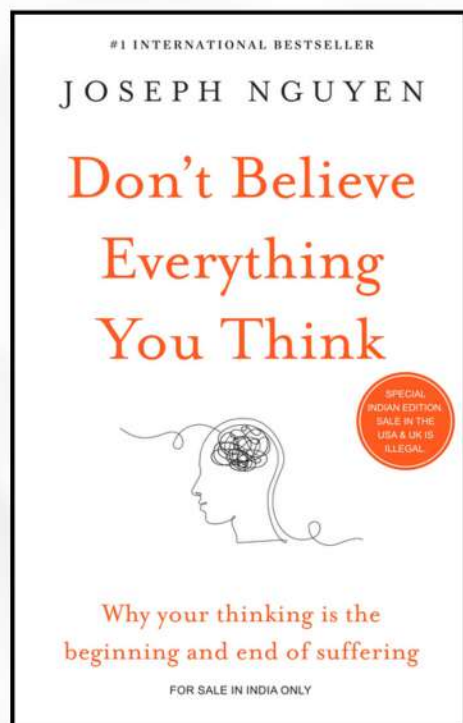
As Jack himself once said, "Never give up. Today is hard, tomorrow will be worse, but the day after tomorrow will be sunshine." So, keep going. Your story is still being written — and like Jack Ma's, it may inspire millions someday.

Nancy de Johnpaul M A J
24PBA214

Don't Believe Everything You Think – Joseph Nguyen

There are books that teach, and then there are books that quietly shift the way you see life. **Don't Believe Everything You Think** by Joseph Nguyen falls into the latter category. It isn't a book loaded with technical jargon or psychological theories, but rather a guide that speaks directly to your inner self. What Nguyen delivers is a simple but profound truth: **our suffering begins and ends with the thoughts we believe.**

The central idea is as striking as it is liberating, life is not nearly as complicated as our mind makes it out to be. Events themselves are neutral, but the interpretations we attach to them create unnecessary emotional weight. Nguyen explains this with the subtle distinction between "thought" and "thinking." A thought appears naturally like a passing cloud. But *thinking* is when we hold onto it, analyze it endlessly, and create entire stories around it. This simple distinction is a revelation, because it makes one realize how much of one's anxiety is self-created by overthinking situations that don't even exist outside our mind.



One of the strengths of this book is its conversational tone. Nguyen writes as though he's sitting beside you, guiding you gently through the noise of your mind. It doesn't feel like he's trying to preach or "fix" you; rather, he's reminding you of something you've known deep down but forgotten that peace is already within you. It is not something we need to earn or struggle for, but something we uncover when we stop believing every story our mind tells us.

Nguyen's writing is spiritual and reflective rather than scientific. He doesn't rely on psychological studies or research to make his point. Instead, he uses vivid metaphors, personal reflections, and relatable examples. One of the favorite metaphors compares the mind to a bowl of still water when stirred, it becomes cloudy and unclear, but when left alone, it naturally clears. It's a beautiful and calming image that can stay in the reader's mind.

One can find that in real life, things aren't always as simple as a book may suggest. Some thoughts require more than being ignored; they need to be understood, processed, or acted upon. The book included a few exercises that deepened its impact, one of which was an activity that asked a person to observe a thought as if it were a cloud. The goal was to watch without labeling it, judging it, or following where it led.

Said that, the simplicity of the book is both its strength and its weakness. For someone who is just beginning their journey of self-awareness or mindfulness, the book feels like a warm welcome. The language is straightforward, and the ideas are presented with clarity. But for readers who have already explored similar concepts in self-help or spiritual books, some of the content may feel familiar or surface-level. Still, Nguyen's unique ability to write with warmth and sincerity gives even familiar ideas a fresh perspective.

What captures the reader the most about this book is how it never tries to complicate things. In a world where we are constantly bombarded with advice on how to "fix" ourselves, Nguyen's message is refreshing. He reminds us that we are not broken our mind just convinces us otherwise by weaving stories that we believe to be true. By learning not to cling to these thoughts, we naturally return to a place of peace and clarity.

Another line from the book that is worth noting is "Peace is not the absence of thoughts, but the absence of belief in the mind's stories." How often do we assume that happiness is about controlling our mind or making it completely quiet? Nguyen suggests that peace isn't about fighting with your thoughts, but about recognizing that they are just thoughts temporary and often unreliable.

When you finish the book, it won't feel like you had learned a bunch of "techniques" to change your life. Instead, it would give you a lighter feeling, as if you had been given permission to stop trying so hard to control everything in your head. The book might not have hand answers; it encourages you to ask the right questions: "Do I have to believe every thought that comes into my mind?" and "What happens when I simply let a thought pass?"

Don't Believe Everything You Think is not a book you read once and put away. It's the kind of book you return to on days when your mind feels heavy, when you're stuck in overthinking, or when life feels more complicated than it really is. It's a gentle reminder that sometimes, the way forward is not about doing more or thinking harder but about pausing, breathing, and letting things be.

Book Reviewed by
Shri Malavika S
25PBA240

St. Joseph's Institute of Management (JIM), Trichy, held two significant MDPs in July 2025. On July 4, 15, and 24, Customer is our King workshop conducted by JIM faculty, taught 70 new hires of Pothys, cooperation, leadership, and communication. A Teacher Enrichment Workshop held on July 5, for 26 SFS School teachers, improved the teachers' performance both personally and professionally.



On July 12, St. Joseph's Institute of Management (JIM) experienced a day of significant events. In order to get divine blessings for the forthcoming academic year, the day started with a Holy Spirit Mass conducted by Rev. Dr. M. Pavulraj SJ, Rector of St. Joseph's Institutions. After this spiritual observance, JIM hosted the Academic and Student Advisory Council (SAC) Inauguration for the 2025–2026 academic year. The Director, Rev. Dr. P. Paulraj SJ, solemnly swore in SAC officials. Freshers' Day, a lively celebration for welcoming the incoming batch of first year MBA created a sense of community via excitement, gifts, and activities from second-year students.



The St. Ignatius Novena Talk series examined a range of Jesuit ideas and ideals from July 21–30. Daily presentations were given by facilitators that included alumni, students, and faculty. Among the values covered were Magis, AMDG, Tantum Quantum, Discernment, and Examen. On July 30, a special prayer service was held to honour the patron saint's feast day. It featured a movie about St. Ignatius' life, followed by an homage, feast message and songs performed by the JIM choir.



"Lead Beyond the Classroom," a dynamic Management Development Program for Bishop Heber College's M.Com. student leaders, was held on July 28, at St. Joseph's Institute of Management (JIM). They gained valuable skills from intense sessions, enabling them to succeed in areas well beyond academics.

An In-house talent show called JIMNESIA took place from July 24 to 26, it included 19 different cultural and managerial events. The six houses that bear the names of St. Ignatius's companions fought for the Overall Championship. Prominent JIM alumni were invited as event judges. JIMNESIA gave students a stage to showcase their skills in a variety of domains. Rodrigo won the Runners award, while Faber was proclaimed the winners.



தீருக்குறள்

குறள் 423

தெரிதலும் தேர்ந்து செயலும் ஒருதலையாச்
சொல்லலும் வல்லது அமைச்சு.

செய்யத்தக்க செயலை ஆராய்தலும், அதற்குரிய வழிகளை
ஆராய்ந்து செய்தலும், துணிவாகக் கருத்தைச்
சொல்லுதலும் வல்லவன் அமைச்சன்

TRANSLATION

A minister has power to see the methods help afford,
To ponder long, then utter calm conclusive word.

EXPLANATION

The minister is one who is able to comprehend (the whole nature of an undertaking), execute it in the best manner possible, and offer assuring advice (in time of necessity).

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