

TODAY A READER TOMORROW A LEADER

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E-Newsletter



FORMING RESPONSIBLE LEADERS
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Roots

Ignatian Art of Contemplation in Business: Observing, Listening, and Understanding

Within the Ignatian tradition, the act of praying with the imagination is termed contemplation. In the framework of the Spiritual Exercises, contemplation is not a passive exercise rather, it emerges as a highly dynamic form of prayer that actively involves both the mind and the heart. This active engagement serves to stimulate thoughts and evoke emotions during the contemplative process.

Gospel Contemplation, a prayer method frequently recommended by St. Ignatius in his Spiritual Exercises, invites individuals to engage their imagination actively. Ignatius encourages participants to immerse themselves in the biblical scenes, taking an active role in the unfolding narrative. **The process involves keenly observing the people within the scene, attentively listening to their dialogue, and closely watching their actions, as outlined in the Spiritual Exercises (SE, 106, 107, 108).**

In the world of business, where efficiency and productivity often take precedence, the art of contemplation may seem farfetched. However, in reality, taking the time to notice people, listen to them, and observe their actions can be a powerful tool for success. Contemplation in the business context goes beyond mere observation; it involves a thoughtful and deliberate effort to understand the dynamics that occur within an organization.

Let's explore the significance of contemplation in the business world and how it can contribute to enhanced decision-making, improved communication, and ultimately, organizational success.

Observing People: One of the fundamental aspects of contemplation in business is the art of observing people. In a workplace, it's easy to overlook the intricacies of human behaviour that can reveal valuable insights. Taking the time to notice how individuals interact, their body language and the dynamics of team interactions can provide a wealth of information. For a leader, understanding the strengths and weaknesses of team members, their preferred communication styles, and their unique contributions is crucial for fostering a positive and collaborative work environment.

Listening: Effective communication is a cornerstone of successful business operations, and listening plays a pivotal role in this process. Contemplation involves active listening—going beyond hearing words to understanding the underlying messages and emotions. Whether it's during a team meeting, a one-on-one conversation, or a client presentation, the ability to truly listen allows leaders to grasp diverse perspectives, identify potential challenges, and build stronger connections. Moreover, by actively engaging with others through thoughtful listening, leaders demonstrate empathy, which can foster a more inclusive and supportive workplace culture.

Watching What They Do: Actions often speak louder than words, and in the business context, observing what people do can be as important as listening to what they say. Watching how employees approach tasks, handle challenges, and collaborate with others provides valuable insights into their work ethic, problem-solving skills, and commitment to the organization's goals. Moreover, understanding the actions of competitors, industry trends, and market dynamics is essential for making informed strategic decisions. Contemplating these actions allows leaders to anticipate changes, adapt proactively, and stay ahead in a competitive business landscape.

These steps would hence lead to:

- **Informed Decision-Making:** Contemplation provides leaders with a deeper understanding of the various factors influencing business operations, enabling more informed decision-making. By considering multiple perspectives and analyzing observed behaviors, leaders can make strategic choices that align with the organization's goals.
- **Enhanced Communication:** The art of contemplation fosters better communication within the workplace. By actively listening and observing, leaders can tailor their communication styles to resonate with their team members, promoting clarity and reducing misunderstandings.
- **Improved Team Dynamics:** Understanding the strengths, preferences, and working styles of team members through contemplation can lead to improved team dynamics. This knowledge allows leaders to build cohesive, high-performing teams that collaborate effectively.

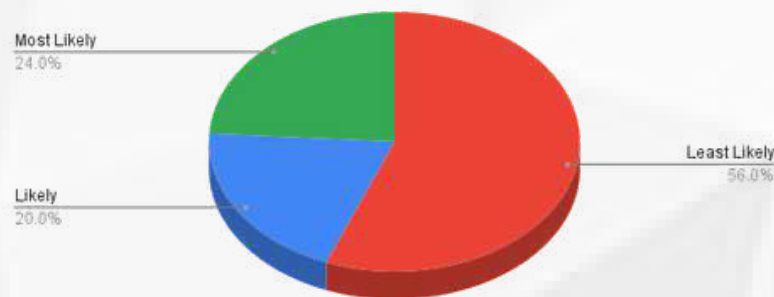
In the fast-paced dynamic world of business, the art of contemplation is a valuable skill that should not be underestimated. By taking the time to notice people, actively listen, and observe actions, leaders can gain a deeper understanding of their organization, its challenges, and its opportunities. The benefits extend beyond individual insights to encompass informed decision-making, improved communication, and stronger team dynamics. In a world where change is constant, the ability to contemplate and adapt is a powerful asset for any business leader seeking sustained success.

JIM Asks

Why Most People Don't Pay for Music and Podcasts?

Music and podcasts are now essential things for an individual. After a survey of JIM, How willing are you to spend money for listening to/downloading music and podcasts? 56% of the people have responded indicating the least likelihood of spending on Music and podcasts. 20% of the people responded for Likely spending and 24% responded for the most likely spending.

Chart 1: Classification of people's willingness to pay for music and podcasts



People don't prefer to spend on music and podcasts because there are many other ways to listen to music and podcasts. People either opt for television or apps so that it doesn't require them to spend on music and podcasts. There are many apps for music and podcasts like Spotify, Amazon Music, YT Music, and YouTube. All these apps provide premium subscriptions but people don't need to subscribe for it because even without subscribing to premium people can listen to music and podcasts.

Some people subscribe for premium because they get some benefits, for example, Spotify if you subscribe for premium, you can rewind music, play the previous music, and play music in the order you like, these are some of the features you get from the premium. But on the other side without these features, people can listen to the music or podcast they want.

People who subscribe to the premium for music and podcasts are lower when compared to people who do not. Therefore, it prevails that for music and podcasts, people more often refrain from subscribing for any premium because better options are available. Businesses that rely on such investments must find an adequate and steadfast platform to sustain their market.

Social Cause

Unveiling the Silent Suffering: Domestic Violence Against Men

Domestic violence is a common issue that outsteps gender boundaries, affecting individuals irrespective of their sex. While the majority of domestic violence cases are reported against women, it is crucial to acknowledge and address the often-overlooked occurrence of domestic violence against men. Society's traditional perception of gender roles and stereotypes has contributed to the underreporting and stigmatization of male victims. Here let's look into the prevalence, causes, and consequences of domestic violence against men, while emphasizing the importance of eradicating stereotypes and fostering a more inclusive understanding of intimate partner violence.

While it is challenging to ascertain the exact prevalence of domestic violence against men due to underreporting and societal stigma, research suggests that a significant number of men experience various forms of abuse within intimate relationships. The reluctance to report such incidents is often attributed to fear of disbelief, ridicule, or societal norms that undermine the possibility of men being victims. The stigma surrounding male victimhood further perpetuates a culture of silence, hindering the acknowledgment and redressal of their suffering. Domestic violence against men manifests in various forms, including physical, emotional, verbal, and financial abuse. Physical violence may involve hitting, slapping, or any form of physical harm. Emotional and verbal abuse can include constant criticism, insults, and manipulation. Financial abuse may involve controlling or restricting access to financial resources, exacerbating the victim's vulnerability. Recognizing the diversity of abuse is crucial in comprehending the multifaceted nature of domestic violence against men. The root causes of domestic violence against men are complex and multifactorial. Similar to violence against women, power imbalances, societal expectations, and economic stressors can contribute to abusive dynamics within relationships. Traditional gender norms that portray the idea of men as stoic, dominant figures can discourage victims from seeking help, as it conflicts with societal expectations of male strength and resilience. Addressing these deeply ingrained stereotypes is essential in tearing down the barriers that prevent male victims from coming forward.

The consequences of domestic violence against men extend beyond the immediate physical harm. Victims often suffer from long-term psychological trauma, leading to issues such as anxiety, depression, and post-traumatic stress disorder (PTSD). Moreover, the societal stigma attached to male victimhood may deter individuals from seeking support, exacerbating the isolation and emotional distress experienced by victims. By recognizing and addressing the consequences of domestic violence against men, we can develop more effective support systems and interventions.

Domestic violence against men is a complex issue that demands attention and understanding from society, primarily education system, policymakers, and the legal system. By breaking the silence surrounding domestic violence against men, we can work towards a society that acknowledges the suffering of all victims, regardless of gender, and fosters a culture of compassion, empathy, and support.

Stocks Radar

After a long bull run in Dalal Street, the market has not become exhausted, it is still buzzing. The Indian stock market index, SENSEX and NIFTY has risen to 7.05% and 7.22% month-over-month. The reason behind the long rally in the month of Frosted Windows is because of Uncle Sam's Policy and interest rate unchanged on its borrowings, and the information of cutting of 0.75 basis point in its interest rate in the new year 2024 which will be around 0.0075%, made the US global investors to inject their capital in global emerging markets.

Additionally, there are no strong fundamentals for the rise of the Indian stocks, but due to the positive economic conditions, the cooling of US inflation and strong buying of DII's are the key driving forces of the market.

The chart 1 and 2 represent the average values of the Indian stock index SENSEX & NIFTY for the month of December.

On the other side the impact of positive market led to surge the Nifty Bank Index to 48219.95 from 44814.20, precisely a 4% increase from the beacon of investors



is from the significant credit demand. Higher repo rates which give Better NIM's and improved asset quality that keeps the credit cost under control, has significantly helped all the PSU Banks and Undervalued private banks like KTKBANK, SOUTHBANK, IDFCFIRSTB and TMB. The majority of the banks are in or near its 52-week high. Chart 3 will spotlight the average value of the bank index week-wise.



Global news

- Global sentiment has turned positive after Uncle Sam's meeting minutes.
- The global market rallied in the range of 3% to 7% in the month of November 2023 setting the trend for December 2023 on a positive note.
- The US Fed, the ECB and the BOE keep interest rates unchanged.

Top 5 Gainers & Losers of December

Top Gainers	Average Volume	Top Losers	Average Volume
ADANIEN	28.99L	DRREDDY	1.96L
POWERGRID	59.53L	MARUTI	4.12L

TECHM	17.77L	NESTLEIND	1.32L
AXISBANK	40.84L	CIPLA	3.44L
BPCL	35.03L	INDUSINDBK	13.41L

Overall the market reached its all-time high in December, at this juncture we should remember an important fact, it is not assured that the stock market will always be at its peak, there are chances of short-term fall, but it is also not assured as there would be no immediate negative impact in the market. To safeguard our investments, it is the right time to sell some of the weak fundamental stocks in case you have accumulated good stocks with strong fundamentals.

But now due to the High Streaks, all the stocks are in their 52-week high or near, so some Undervalued Stocks such as TATACHEM, TATA STEEL, PGINVT, THANGAMAYL and TMB can be added to your portfolio which will give you a reasonable safe return at this period.

Index Snap Short	
Sector	% change
Nifty Auto	+ 5.26%
Nifty IT	+ 5.05%
Nifty FMCG	+ 5.66%
Nifty Pharma	+ 3.72%
Nifty Realty	+ 0.59%

Metal \$ Snap short	
Commodity	% change
Yellow Metal (1 ounce in \$)	+ 1.96 %
\$ to INR	+ 0.0003065%

There is a huge gap between IT stock's earnings and their market price, it is an opportunity for investors to park their investments in the IT sector because, of the strong dip in dollars to INR which may cut these companies' exchange value in revenues, if the dollar strengthens and reaches to (\$1 to 100INR) these IT companies will get a high exchange value which may give a significant growth on their conversion rate, so

investors can consider TCS, INFI, WIPRO and TECHM to add them in their portfolios in future corrections.

Chart 4 shows that FII's & FPI's capital inflow in the equity & debt segment has increased 63 times and 23 times, due to the impact of the US Fed policy and the emerging economic trends in India. These changes made the FII & FPI's to sustain their position in markets. If the same trend continues there is a strong possibility that the SENSEX and NIFTY could outperform mid-cap and small-cap indexes, as the global investors' eyes are on large-caps

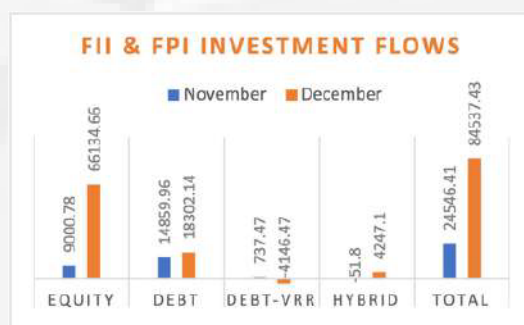
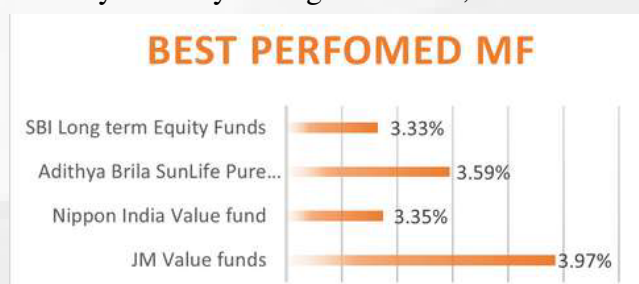


Chart 4

As we can see in Chart 5, two out of four funds have given a quite good return compared to the mutual funds industry monthly average of 3.55%, in which most of the low-risk investors have cherished high returns.



Keep this important mantra from the Sage of Omaha in mind before investing **“Price is what you pay; Value is what you get,”** simply it means, for better returns, invest in a stock priced INR 5.00 and whose value will be INR 10.00.

Let's Know

Notion - - A Chameleon in the World of Productivity Apps

Organising is a challenging task, especially when it comes to your thoughts and plans. We install multiple apps, one for notes, one for the to-do list, one for reminders and more. Aren't we tired of juggling between these apps? If yes, check out this exciting app - Notion!

Notion is not a regular note-taking app, but an intelligent workspace that adapts to your needs and preferences just like a chameleon. You can write, plan, share, and manage complex projects with customizable building blocks and AI-powered features. Notion lets you create your own spaces, pages, sub-pages, labels, tags, and more, to keep everything organised and contextual. And the best part? Just drag and drop any elements like images, toggles, to-do's, or even embedded databases.

For now, it's all about you. What if your team members want to see your work? Just add them to your team space. Cool! What if a client of yours who doesn't have Notion wants to view it? You can convert your pages into web pages and publish them online. Hence chameleon proved!

Hope Notion helps with your organizing needs. If you end up using the product, we would love to hear about your experience!

Sherin Maria S
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Let's Think

Happy New Year Readers!

Have you ever wondered why we wish people on occasions? While wishing we transfer our emotions and goodwill.

But, do you know we can also transfer our stress to others? We not only transfer our stress, but we also fill others with negative thoughts. And most of the time we comfortably fail to even realize it.

JIM asks each of you to look into you and ask,

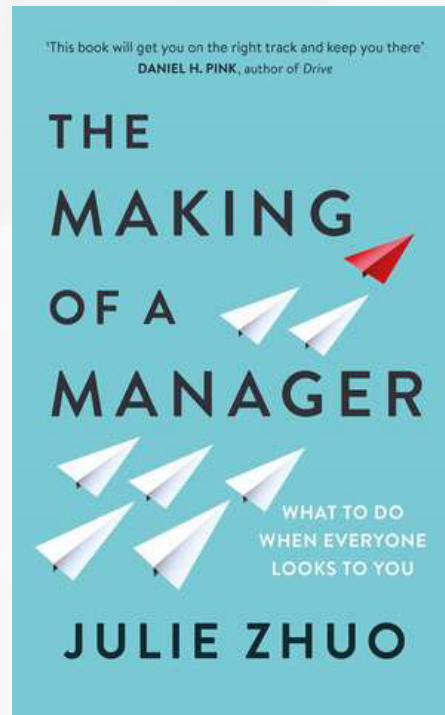
“Am I stressing others with my stress? How can I get help for my stress from others?”



What are your thoughts? [Click here to drop your comments.](#)

Reads

"The Making of a Manager" by Julie Zhuo



"The Making of a Manager" by Julie Zhuo is a practical guide to getting up and running as a new manager. It covers essential topics, such as building trust within a team, focusing on the first few months, ways of getting better results from other people, and depicts ways to cope with increased responsibility. It's a must-read for any newly joined managers in an organisation.

The book is constructed around three fundamental pillars: purpose, people, and process. Zhuo asserts that successful management is the art of influencing these elements to enhance team outcomes. It begins by addressing the question of "why," emphasizing the significance of a clear purpose and shared vision within a team. The crucial aspect of managing people, exploring topics such as team dynamics, motivation, and skills. Conclusively, the book tackles the intricacies of optimizing processes for effective collaboration and decision-making.

It comprises key concepts such as the manager as a coach, the significance of regular one-on-one meetings, and the transformative power of constructive leadership. The author also positions a strong insistence on empathy, feedback, and the manager's role in setting clear expectations. The book concludes with insights into simplifying meetings, continuous learning, and strategic goal prioritization.

Who Can Read:

"The Making of a Manager" is tailored for a diverse audience. It is indispensable for the below people

New Managers: Those stepping into managerial roles will find this book as a practical guide, furnishing foundational principles and actionable advice for immediate implementation.

Experienced Managers: Seasoned managers can benefit from Zhuo's insights to recalibrate their approaches, fostering continuous improvement and adaptability in a dynamic work environment.

MBA Students: Aspiring and current MBA students stand to gain a real-world perspective on management, bridging the gap between theoretical knowledge and practical application.

Entrepreneurs: Individuals involved in founding or leading businesses will find the book instrumental in developing leadership skills and nurturing effective team dynamics.

Leadership Trainers: The book serves as a valuable resource for leadership development programs within organizations by offering a structured framework for cultivating effective managerial skills.

Review:

The book has garnered widespread acclaim for its practicality, clarity, and immediate applicability. Readers praise the author's writing style and the book's ability to demystify the complexities of management. He gives examples from the real world that add a human touch and make the concepts accessible to a broad audience. The transformative impact reported by readers, as highlighted in numerous testimonials makes this book a ready reckoner for managers.

One can learn good things from this book. "The Making of a Manager" stands as a highly recommended resource for anyone involved in or aspiring to leadership roles. It not only provides a roadmap for the effective management of people but also inspires one's thought process of continuous learning and improvement in the realm of leadership and becoming a future manager in the AI world.

Key takeaways from this book

1. Focus on Purpose, People, and Process
2. Periodic meetings
3. Provide regular feedback to the team members
4. Clearly communicate the expectations to the team
5. Consider the importance of diversity and inclusion in the team
6. Knowledge has to be kept updated
7. Trust

Book Reviewed by
Dr S Suresh
Assistant Professor, JIM

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Recently held on November 30 and December 23, 2023, two Management Development Programmes (MDP) at Jenny's College and Mahalakshmi College of Nursing took center stage in fostering comprehensive development of nursing students. Dr. S. Suresh, the Chair of the MDP, orchestrated a day filled with engaging sessions featuring esteemed speakers covering topics ranging from communication and interpersonal skills to life skills, soft skills in patient care, digital skills, professional etiquettes, and motivational insights for evolving careers. The program, designed not only for technical proficiency but also for fostering a holistic mindset. Such MDPs stand as a testament to the commitment of both institutions in shaping empathetic and skilled nursing leaders for the future.

In a strategic collaboration, St. Joseph's Institute of Management (JIM) orchestrated a bespoke Management Development Programme on "Sales Skills Refresher" for Sky Communications Private Ltd. at the Inigo Research Centre on December 16, 2023. The program catered crucial facets of professional growth, including ice breaking, communication etiquette, lead generation, life skills, and customer service for the sales executives. Attendees from Sky Communications Private Ltd. acquired valuable perspectives on essential elements of professional development. The faculty imparted hands on experience, earning commendation from participants who expressed gratitude for the profound knowledge shared. In its entirety, the program effectively equipped attendees with indispensable skills crucial for success in their respective professional capacities, reinforcing JIM's dedication to delivering focused and influential training initiatives.

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St. Joseph's Institute of Management (JIM) joyously marked the Christmas festivities on the 21st of December 2023, bringing the entire JIM community together in a spirit of merriment. The festive had a Christmas Mass, the Blessing of the Crib, Blessing of JIM Shades, and a vibrant Christmas Program held in the Auditorium. Rev. Dr. P. Paulraj SJ extended a warm welcome, setting the tone for the morning filled with special moments. The gathering included the recognition of esteemed guests, followed by a felicitation by Rev. Dr. M. Pavulraj SJ. A spirited class-wise competition added to the jubilation. Thiru. S. Vaidhiyanathan, Assistant Commissioner of Trichy Corporation, delivered an insightful address, enriching the celebration with wisdom. The festive spirit peaked with a symbolic cake-cutting ceremony, creating a memorable moment for all. The class-wise competition was won by II MBA B claiming the coveted First Place (Rs. 3000/-) and II MBA A securing the Second Place (Rs. 2000/-). The event gracefully concluded with a heartfelt vote of thanks, expressing gratitude to all contributors who played a pivotal role in making the Christmas celebration at JIM a resounding success. Beyond preserving cherished traditions, the celebration served as a unifying platform for the JIM community to come together, share the joy of Christmas, and making enduring memories.

MANAGEMENT CONCEPTS IN THIRUKKURAL

குறள் 687

கடனறிந்து காலங் கருதி இடனறிந்து
எண்ணி உரைப்பான் தலை.

தன் கடமை இன்னதென்று தெளிவாக அறிந்து , அதை செய்வதற்கு
ஏற்றக்காலத்தை எதிர்நோக்கி தக்க இடத்தையும் ஆராய்ந்து
சொல்கின்றவனே தூதன்.

TRANSLATION

HE IS THE BEST WHO KNOWS WHAT'S DUE, THE TIME CONSIDERED
WELL, THE PLACE SELECTS, THEN PONDERES LONG ERE HE HIS
ERRAND TELL.

EXPLANATION

HE IS CHIEF (AMONG AMBASSADORS) WHO UNDERSTANDS THE
PROPER DECORUM (BEFORE FOREIGN PRINCES), SEEKS THE
(PROPER) OCCASION, KNOWS THE (MOST SUITABLE) PLACE, AND
DELIVERS HIS MESSAGE AFTER (DUE) CONSIDERATION.

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