

# XIME News

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## New Campus of XIME At Kochi



*Sri Oommen Chandy, Hon. Chief Minister, Kerala and a number of his cabinet colleagues graced the Foundation Stone laying function.*

It was a red letter day in the history of XIME when the foundation stone for the new campus of XIME was laid at Kinfra Park, Kochi on November 12, 2011.

The presence of the Honourable Chief Minister of Kerala, Mr. Oommen Chandy, Ministers Mr. Ibrahim Kunju and Mr. K Babu, Union Minister Prof. K V Thomas; Industrialist Mr. Jose Dominic; Mr. S Ramnath, MD of Kinfra, Mr. Jamal Manakkadan, Municipal Chairman of Kalamassery, Mr. A C Jose, Former Kerala Assembly Speaker and a number of eminent persons from the industry and academia made the occasion memorable.



*Sri Oommen Chandy, Hon. Chief Minister of Kerala laying the foundation stone*



*Sri Oommen Chandy, Hon. Chief Minister of Kerala speaking on the occasion*

The Chief Minister unveiled the foundation stone and pledged the requisite help and support from the Government of Kerala for the venture.

He expressed his hope that XIME Kochi would contribute high value to the higher education scene in Kerala. XIME Kochi could also be a model and inspiration for others to come up with high quality higher education institutions in the state.

## New Campus of XIME at Kochi



Mr. K C Mohan, Chairman, XIME welcoming the gathering

Prof. KV Thomas, Union Minister of State of Food, Consumer Affairs & PDS unveiled the campus model and welcomed XIME to Kochi.

Industrialist Mr. Jose Dominic welcomed XIME to Kochi on behalf of the CII and described the development as a remarkable move towards making Kochi a knowledge capital.

All the speakers offered full support and encouragement to the vision and commitment of Prof. J. Philip in building a first rate B-School in Kerala. Dr. J Alexander, former Chief Secretary, Karnataka, thanked the gathering.

The campus is scheduled to be inaugurated in October 2012.



Dr. J Alexander, former Chief Secretary, Karnataka introducing the Chief Minister

## International Conference on HR Practices at XIME, Bangalore



Rev. Fr. E Abraham, Director, XLRI welcoming the audience

The Association of BRICS Business Schools (ABBS) in collaboration with XIME and XLRI, Jamshedpur organized a two-day international conference on "HR Practices and Trends: An International Comparison" at the XIME campus. The seminar addressed a wide range of issues and themes in Human Resources Management at the global level.

Fr. Dr. E. Abraham, Director, XLRI welcomed the dignitaries and speakers from around the

globe. Prof J Philip, President, XIME, initiated the discussions by introducing the agenda. Mr. Ashok Baweja, Former Chairman, HAL, gave the inaugural address and touched upon the HR challenges faced by HAL. He threw light on the innovative steps HAL initiated to counter them. He emphasized that to make people enthusiastic at the workplace one must begin with making people feel that they were important above everything else.

The keynote address was delivered by Mr. Abhijit Bhaduri, Chief Learning Officer, Wipro. Mr. Bhaduri spoke about the role of HR in moulding the software of the mind. He said that the line between work and leisure had blurred and the notion of information being proprietary had changed.



Mr. Ashok Baweja delivering the inauguration address



Mr. Abhijit Bhaduri of WIPRO delivering the keynote address.



Prof. Germano Reis, Sao Paulo addressing the Conference

## HR Conference (contd.)

The audience was given a glimpse of the HR trends in India, China, USA, UK, Brazil, South Africa and Malaysia. Top executives from ITC and Mahindra and Mahindra also shared the HR practices followed in their companies.

A highlight of the seminar was presentation by XIME's HR students on 'Attrition in BPO industry' Maya Sara John and Pallavi Sinha made



*Mr. Allen Sequiera, M&M, addressing the Conference*

a very professional presentation on various aspects of attrition and possible answers for the same.

The second day was devoted to a comparative study of HR practices in Russia followed by a session by Prof. Julian Teicher and Prof. Bernadine Van Gramberg from Australia on how technology is challenging the idea of HRM.

Prof. Jittu Singh from XLRI made a presentation on the topic 'Has HR belied its promise?' wherein he suggested some action steps to focus on the developmental aspects of HR. Mr. R R Nair, former HR Director of HUL gave a brilliant presentation on HR practices in that MNC.

The conference concluded with a session on Germany by Dr. Michael Freiboth of Faurecia

and Mr. Hubert Reilard of EFD Induction Group.

The event brought together leading corporates and Business Schools across geographies.

The conference underlined that in the present scenario companies needed to have a fresh perspective on HR and that people were not liabilities but assets. Everyone went home with the idea that HR is not about systems and techniques but matters of the heart.



*Dr. R. Sridhar, ITC addressing the Conference*

## Post Budget Discussion

XIME organized a post budget discussion on 21 March 2012 to critically analyse the Union Budget 2012-13. The session was chaired by Mr. J Viswanathan, M.D, John Fowler Ltd., and a member of the board of XIME. The key speakers of the evening were Mr. Vijay Krishnamurthy, CFO, and Mr. Thiruvengadam from Deloitte Touche Tohamatsu Ltd.

They saw some kind of short-sightedness in this year's budget

and in its implications across various sectors of the industry. A paper which critically analysed the budget was also presented by Mr. Apoorva Bahadur and Mr. Ankush Bahri, students from the 16<sup>th</sup> Batch of XIME. This was followed by a question and answer session which featured many lively questions by the students. Students from some of the other leading B-Schools in Bangalore also participated.



*Mr. S Viswanathan leading the discussion*



*Mr. Thiruvengadam addressing*



*Mr. Vijay Krishnamurthy on the Budget*



*XIME students making a presentation on the budget*

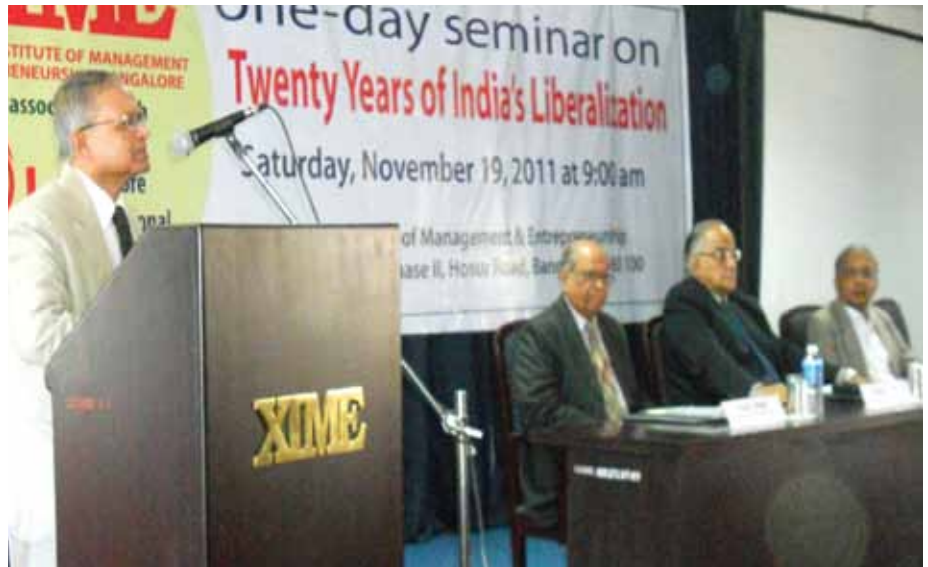
# Seminars on 'Twenty Years of India's Liberalization'

XIME conducted a series of one day seminars on '20 years of India's liberalization' to analyze developments in India post the milestone year of 1991. Held in Bangalore, Chennai and Kochi, the seminars attempted to assess the progress made by India since then and the areas where it could not. Eminent speakers addressed themes ranging from changes in industrial policies, manufacturing policies, education policies, labour policies, and the impact of corruption. The sessions sought to identify the steps the nation should take to ensure further success.

## Bangalore (19 November 2012):

The Bangalore edition of the seminar was held at the XIME campus, in association with Bangalore International Centre (BIC). Prof. J Philip, the President of XIME, underlined the importance of B-schools taking a stance on major social and economic issues facing the country.

The keynote address was delivered by Prof. S L Rao, Chairman of Institute for Social and Economic Change (ISEC) and former Director



Mr. P R Dasgupta, IAS (Retd.), Director, Bangalore International Centre welcoming the gathering

General of National Council for Applied Economic Research (NCAER).

Mr. Lakshminarayanan, former joint MD, MICO, chaired the session on manufacturing policy and argued that the next level of liberalization should take place in peoples' minds. Mr. L Krishnan, MD of Taegu Tec, emphasized the need for supporting technology so as to bring it on with international standards.

Speaking of the 'Unfinished Tasks in Banking' Prof. G Apte, former Director, IIM-Bangalore and

Mr.T Prabhu, former Chairman and MD, Oriental Bank of Commerce, voiced the need for efficiency and effectiveness in banks.

Mr. Anand Sudarshan, MD and CEO, Manipal University Learning presided over the session on "Educational Reforms: An Urgent Task".

The concluding session was chaired by Prof. C P Ravindranathan, IFS, (Retd.). Dr. Ashok Desai, former Economic Advisor to the Government of India gave the valedictory address.



Mr. Vinay Deshpande, Chairman, Encore Software speaking at the inaugural session



Dr. Ashok Desai, former Economic Advisor, delivering valedictory address



Prof. C P Ravindranathan speaking at the concluding session of the Seminar

# The Seminar at Chennai



*Prof. J Philip, President, XIME introducing the Seminar at Chennai*

## Chennai (7 January 2012):

XIME, IFMR- Chennai, and PSG-IM-Coimbatore jointly organized the Chennai Seminar on 'Twenty Years of India's Liberalization'.

The Chief Guest of the programme was Mr. N Vittal, IAS (Retd.), Former Central Vigilance Commissioner and the Keynote Address was delivered by Mr. C Ramachandran, IAS (Retd.), Former Secretary, Ministry of Finance, Government of India.

Mr. Manickam Ramaswami, CMD, Loyal Textile Mills Ltd., spoke on the manufacturing policy. Mr. S R Subramanian, Executive

V.P., Industrial Machinery SBG, Larson & Toubro Ltd. and Dr. N Ravichandran, CEO, Lucas-TVS also shared their views on this subject.

Mr. J N Amroliya, Director-Ashok Leyland, John Deere Construction Equipment Co. and Mr. T S Gopalan, Leading Labour Lawyer gave interesting perspectives on the changes in the Labour Policy since 1991.

Dr. G Viswanathan, Chancellor, VIT – Vellore, Prof. J Philip, President, XIME and Dr. Bobby Srinivasan, President, IFMR explored the education reforms that have

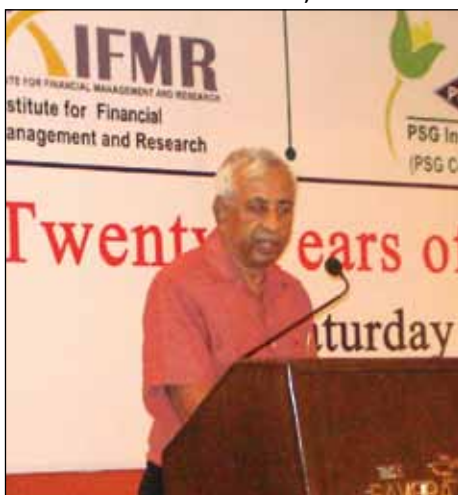
taken place, particularly in higher education. They also highlighted some of the continuing problems in the area.

Reforms in Retailing Sector were reviewed by Mr. Pradipta Mohapatra, former MD, Spencer's, and Prof. Umesh Chandrasekhar of PSG Institute of Management, Coimbatore.

Dr. A Vaidyanathan, former Member of Planning Commission, was the Chief Guest at the concluding session which was presided over by Dr. J Alexander, IAS (Retd.), former Chief Secretary, Govt. of Karnataka.



*Mr. N Vittal, former CVC delivering the inaugural address at Chennai*



*Mr. C Ramachandran, Former Finance Secretary, Gol, delivering the keynote address*



*Prof. Bobby Srinivasan, President, IFMR sharing his views*



*Dr. G Viswanathan, Chancellor, VIT speaking at the Seminar in Chennai*

# The Seminar at Kochi

**Cochin (3 March 2012):**

The Chief Guest at the inaugural session was Mr. KM Chandrasekhar, former Cabinet Secretary, Government of India. He gave a first-hand view of events that led to the major decisions in 1991.

The keynote speaker, Mr. T Balakrishnan, former Additional Secretary, Government of Kerala reviewed both sides of the progress spectrum and proposed innovative solutions to India's sick industries. Political freedom, he said, was meaningless without economic freedom.

The event also saw Mr. Pradipta Mohapatra and Dr. A B Unnithan, Professor, IIM-K, evaluate the reforms thus far in the retail sector.

The session on educational reforms in India was chaired by Prof. Philip, President, XIME. Dr. G P C Nayar, Chairman, SCMS group and Mr. George Paul of Synthetics were the speakers.

Mr. Kochouseph Chittilappilly, MD,



*Dr. J Alexander, Prof. J Philip, Mr. KM Chandrasekhar and Mr. T Balakrishnan at the inaugural session of the Seminar at Kochi*

V- Guard, and Mr. S Gopa Kumar, Unit Head, Apollo Tyres gave their view on labor policy.

The concluding session was chaired by Dr. J Alexander, former Chief Secretary, Govt. of Karnataka, and Dr. Ashok Desai, former Economic Advisor, Government of India gave the concluding address.

Debates were held in Bangalore and Kochi to assess the opinion of MBA students on FDI in retail. An opinion poll was conducted, the results of which showed an overwhelming support for FDI in retail.



*Mr. K. M. Chandrasekar, Former Cabinet Secretary, Govt. of India*



*Mr. T. Balakrishnan, Former Additional Chief Secretary, Kerala*



*Mr. Pradipta Mohapatra, former MD, Spencer's, Chennai, speaking on Retail*

## Socially Productive & Useful Activity

SUPA is both a vital and differentiating factor of XIME in that all students of first year undertake a 3-week internship at a recognized NGO. SUPA moulds the

students into sensitive and socially responsible citizens. The students of Batch 17 pursued their SUPA programme from December 27, 2011 to January 14, 2012.

The students interned at NGOs working in diverse fields like child and women welfare, AIDS rehabilitation, geriatrics, environmental protection, medical psychiatry etc.

## From The President's Diary

Dr. V K Unni and Prof. Madan Annavarjula from Bryant University visited XIME and held discussions with the President on 7 December. Prof. V J Kaujalgi of IIM, Bangalore joined in the discussions.

His Eminence Cardinal Mar George Alenchery, Major Archbishop of Ernakulam - Angamaly and His Grace Metropolitan Archbishop Mar Joseph Perumthottam, Archdiocese of Changanacherry visited XIME on 8 February and had a meeting with Prof. J Philip, Secretary and senior faculty.

Prof. Shantaram Hegde and Prof. Girish Punj from University of Connecticut visited XIME on 19 December and held discussions

with the President on the introduction of Business Analytics Course at XIME. Their visit was at the invitation of Mr. Tomy Ollappally, XIME's Board Member.

Prof. J Philip was chosen for the "B-School Leadership Award" at the Africa-India Partnership Summit. Prof. C P Ravindranathan received the Award on 14 December 2011 at Sugar Beach Resorts, Mauritius.

Prof. J Philip and Prof. C P Ravindranathan visited Guangdong University of Foreign Studies, China for discussions and signing of an MoU with the university on 26 and 27 December 2011.

Prof. J Philip and Prof. C P

Ravindranathan presented jointly a paper on December 8, 2011 at the International Consortium for Entrepreneurship Research (ICER) – BRIC International Conference on 'Entrepreneurship and New Venture Creation' at IIM Bangalore.

Prof. J Philip addressed "Rethinking the MBA- Business Education at a Crossroads", a two day workshop on Corporate Governance and Ethics conducted by GRG School of Management Studies, Coimbatore at Hotel Taj, Coimbatore in collaboration with IIM-A and IIM-C on January 6, 2012.

XIME President was a speaker at the 4th International Conference organized by IFIM on "Doing Business in India – Opportunities and Challenges in the Service Sector" on 11 - 12 January 2012 at Hotel Crown Plaza, Bangalore.

He was also speaker at a symposium organized by AON Hewitt, People Matters and BIMTECH at Vivanta Taj, Bangalore on 'Leadership Brand' on Jan. 20, 2012.

He was Chief Guest at the Annual Students Debate Competition at Assumption College, Changanacherry on 2 March 2012.



*His Eminence Cardinal Mar George Alenchery, Major Archbishop of Ernakulam - Angamaly and His Grace Metropolitan Archbishop Mar Joseph Perumthottam, Archdiocese of Changanacherry with President and Secretary on their visit to XIME*



*Prof. J. Philip, addressing the B-School gathering at GRG School of Management*



*Prof. Philip and Prof. Ravindranathan with the Dean and his Colleagues at Guangdong University of Business Studies*

## Seminar on 'FDI in Retail - to be or not to be'



*Prof. J Philip, President, XIME interacting with the audience*

Six management institutes from Karnataka: IBA, IFIM, KIAMS, SDMIMD, TAPMI and XIME came together to conduct a one day seminar on 'FDI in Retail – to be or not to be' on Thursday, 15th December at XIME campus, Electronics city, Bangalore.

The Seminar began with management students from different colleges featuring in a debate competition on the topic of the seminar. Well informed and energetic participants put forth different perspectives on the issues relating to foreign direct investment in the retail industry. Mr. Anil Chinnabhandar, VP, Big Bazaar, Mr. Shakti Sharma, GM-HR, Life Style International, Prof. Mohamed Minhaj, faculty SDM



*Prof. Y L R Murthy addressing the Seminar*

IMD, Prof. Chowdari Prasad, Dean of Planning and Development, TAPMI and Mr. L Surendra, Management Consultant were the judges for the debate competition.

Swathi Manjunath of XIME, Bangalore emerged the winner in a keenly contested debate, while Saurab Chakraborti from TAPMI, Manipal was the runner-up.

The event had a panel discussion on the topic by experts from management education and industry. The key speakers on the occasion were Prof. S L Rao, Chairman ISEC & Former DG, NCAER, Prof. Badal Mukhopadhyay, TERI University, Dr. J. Alexander, former Chief Secretary, Govt. of Karnataka, Prof. J.Philip, President, XIME and Prof Y L R Murthy, IIM, Bangalore.

Prof. Y L R Murthy presented data from both sides. He felt that much of the heat stemmed from uninformed politics rather than from economics. Prof. Murthy analyzed the record of both foreign retailers and Indian ones. The percentage of consumer rupee going to the farmer is a long way from fair return. In his

interactive session, he said that making Amul-like co-operative model would be ideal. He left the audience with the question 'But how many Kuriens can we produce?'

Prof. Mukhopadhyay said people were shifting to better income levels and that had been impacting price rises. And this was where the political class had pegged its arguments. He urged people to trust data and not conform to populist views. Private truths and public lies, he said, distorted views; it was for the prudent to see through the smoke screen.

The Seminar ended with 86% of the MBA students present voting for FDI in retail and 14% against.



*Dr. S L Rao addressing the Seminar*



*Prof. Badal Mukhopadhyay, TERI University addressing the Seminar*



# An Evening with the Elders of HR



Ms. Rupande Padaki (P&P Group), Mr. N Balachandran (Coffee Day), Mr. C Mahalingam (Symphony), Prof. J Philip (XIME), Dr. Pallab Bandopadhyay (Citrix Systems), Mr. B Venkataramana (Lifestyle Landmark) and Mr. Sailesh Menezes (HP) in the panel

“An Evening with the Elders of HR” was a panel discussion organized by XIME to enable the students to benefit from the wisdom of elders in HR profession. The panel featured HR professionals with a wealth of experience from various industries. They brought into focus some of the current HR challenges and trends in a splendidly moderated discussion.

Ms. Rupande Padaki, Founder Director, The P&P Group, presented her views on diversity and psychological tests. She spoke briefly about the problems faced by the women workforce, how diversity put pressure on HR,



Ms. Rupande Padaki

assessment centres, competency framework and interpretation of psychological tests.

Mr. N. Balachandran, Director HR, Coffee Day, spoke on leadership development and idea generation. He referred to the significance of imagination, communication and execution.

Speaking about the importance of HR Analytics and Strategic HRM, Mr. C Mahalingam, Sr. VP & CPO, Symphony, emphasized their critical role in the current business environment.

Making people feel important, said Dr. Pallab Bandyodhyay, VP & Head HR, Citrix Systems, was the challenge HR faced. He held that the focus should be on creating a purpose as well as appropriate roles and trust.

Mr. B. Venkataramana, Senior VP, Lifestyle Landmark Group, presented his views on HR moving from transaction to transformation.

Mr. Sailesh Menezes, Country

Manager-HR, HP, pointed out that we were in a world of severe constraints and therefore, HR needed to optimize the resources and should have the power to innovate.

President, Prof. J Philip moderated the discussions.

## Alumni Day Celebrations



Alumni in a meeting with Prof. J Philip

The XIME family had its alumni at its campus on December 3, 2011. The alumni revisited memories of their time at XIME. The students got a chance to interact with the alumni over lunch.

On completion of 2 years, the present group of office bearers requested election of a new team of office bearers. Accordingly, election was held and new office bearers took over.

- Mr. Gokul Santhanam (1999), President
- Ms. Sonali Satish (2003), Vice President
- Ms. Nidhi Palta (2005), Secretary

The assembly added representation from different batches to complete the composition of the Committee.

The incoming office bearers profusely thanked the outgoing team led by Ms. Liza Jacob (1997).

This was followed by a cultural show by the students.

## Speakers on Campus



### Mr. Suresh Balasubramani

Mr. Suresh Balasubramani, Associate Principal, Mu Sigma spoke about the various facets of multinationals and the nuances of doing business with major MNCs. His presentation highlighted the importance of diversity in multi cultural teams. He shared his experiences of different cultures in Japan, US and Northern Europe. He touched upon the importance of following key values in business such as Integrity and focus. The speaker answered the numerous questions posed by enthusiastic students.

### Mr. Udaya Bhaskar

A guest lecture on the topic "Sales Compensation" was delivered by Mr. Udaya Bhaskar, Head Compensation, United Breweries Ltd. He highlighted how compensation affected the organizational behavior and why it was important to design the right compensation plan for a business. He also spoke of the general framework design for compensation. Mr. Bhaskar presented details on different selling roles, elements of sales incentives, measurement parameters and industry practices. He concluded the session with a few challenging cases that gave the students food for thought.

### Mr. Kiran Kumar and Mrs. S. Yogitha

Mr. Kiran Kumar and Mrs. S. Yogitha from Infosys Technologies Ltd. delivered a guest lecture on "The Role of a Business Analyst." Mr. Kiran Kumar started the session with some challenging puzzles and then spoke about the different roles of a Business Analyst, particularly in the Testing Services at Infosys. He also spoke about the competencies that are necessary to become a successful Business Analyst. Mrs. S. Yogitha



spoke about how the role of a Business Analyst added value to the organization and also dwelt on "Business Value Articulation".

### Mr. Kanwal Rekhi

XIME was delighted to have an entrepreneur, businessman and philanthropist millionaire Mr. Kanwal Rekhi share his experiences and thoughts on "Entrepreneurship" with the



students and faculty. Mr Rekhi is the Managing Director of Inventus Capital Partners. He stated some hard facts about the percentage of successful entrepreneurs in the West and in Asia. He opined that entrepreneurs were restless, innovative and that they thrived in chaos. He said that they make assets productive. He said that though there were huge barriers to becoming an entrepreneur, after the initial struggle there was no looking back. For this, one needed to move out of one's comfort zone.

### Mr. R Venkataraman



Mr. R. Venkataraman, former Director of XIME spoke to the students of batch 16 on business policy. A seasoned strategist, Mr. Venkataraman centered his speech around his experience with Indian Airlines. He provided nuances in strategies through anecdotes from his own life experiences.

He exhorted the students never to look down upon anyone, to take a holistic view of the problem and to always thrive towards a sustainable solution. He also reminded the gathering that though they would be entering any organization at the functional level, their upward contribution towards strategic policies would always be noticed and appreciated.

## IV<sup>th</sup> BRICS Students' Meet - India



A scene in the Cultural Show by students during IV BRICS Students' Meet.

The fourth students' meet of BRICS B-Schools was organized by Association of BRICS B-schools (ABBS) from 15, February 2012 to 19 February 2012. The meet was hosted by SDM-IMD, Mysore, PSG-IM, Coimbatore, and XIME, Bangalore.

Students and faculty members from Guangdong University of Business Studies (GUBS, China), Guangdong University of Foreign Studies (GDUFS, China), FGV-EAESP (Brazil), University of Management Studies, Moscow (Russia) arrived in Bangalore on 15 February, 2012.

They had a welcome session at XIME which was followed by grand cultural events. Students of XIME, China, Russia and Brazil gave scintillating performances.

The delegates from the participating B-schools travelled from XIME to SDM-IMD, Mysore on 16 February and then to PSG-IM, Coimbatore during the next four days in the course of which they participated in panel discussions, management competitions, quizzes, debates, cultural shows etc.

Mr. Rishi Raj Manchanda and Ms. Swathi Manjunath from XIME secured first and second prizes respectively in the grand finale of the debate competition.

ABBS has planned the next students meet to be hosted by other partnering institutes from BRICS nations. The third assembly of BRICS Students had been held at Guangdong University, Guangzhou, China in March 2010.



XIME Delegates at PSG Institute of Management



Participants in the Cultural Show at XIME

Scenes from the Cultural Show at XIME

## St. Xavier's Day



*Student Choir singing at the Holy Mass*

XIME celebrated the feast of its Patron Saint, St. Francis Xavier, on December 3, 2011 with great fervour. Rev. Fr. Hedwig D'Souza, the former Rector and Principal of St. Joseph's College said the holy mass. Hymns were sung by the college choir lending an edifying note to the holy and joyous occasion. After the holy mass, the entire XIME community with the Chief Guest got together for the traditional community breakfast.

## Christmas Eve



*Mrs. Leelamma Philip cutting the X-mas cake*

XIME students, staff and faculty celebrated Christmas Eve on 12 December in the central lawns. Prof. J Philip gave his Christmas message. XIME Choir enthralled the audience with their carols.



*XIME Choir singing Carols*

## Excellence Award



*Prof. C P Ravindranathan receiving Le Matinal Educational Excellence Award for XIME*

XIME, Bangalore was presented the coveted "B-School Leadership Award" at the Le Matinal Educational Excellence Awards ceremony on the sidelines of the Africa-India Partnership Summit 2011 in Mauritius. The award consists of a Trophy and a Citation.

Prof. J Philip, President of XIME, was also given the "Innovative Leadership Award" for his exemplary contribution in building up an institution through Leadership, Innovation, Academic and Industry Interface. The Le Matinal Awards are presented to individuals and institutions that have surpassed several levels of excellence and set an example of being a role model.



*Santa with toffees for students*

## Republic Day Celebration

The Republic Day Celebrations at XIME was filled with patriotic zest and fervour. President, Prof. J Philip hoisted the national flag and addressed the students. The Republic Day address was given by Dr. J Alexander IAS (Retd.), former Chief Secretary of Karnataka and member of Board of Governors of XIME. A number of merit cum means scholarships were distributed to deserving students during the function.



*President hoisting the Tricolor*



*Dr. J Alexander delivering the speech*



*Shantanu Phathak receiving merit-cum-means award from President, Prof. J Philip*

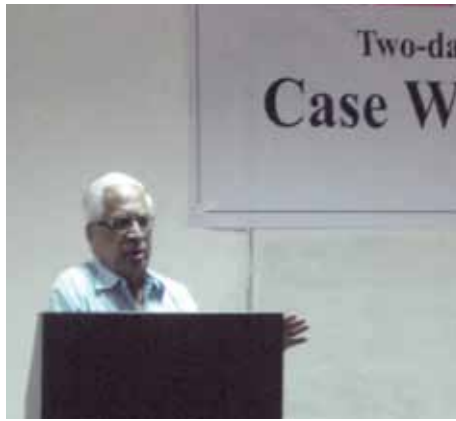
## FDP/MDP

### Case Writing and Case Teaching Workshop

An FDP on Case Writing and Case teaching was organized by XIME on 24th and 25th of February 2012 for the benefit of faculty members of B-Schools, trainers from Staff Colleges and line executives who are often called upon to be in-company trainers. The key resource persons who facilitated the process were:

- Prof J Philip, President, XIME
- Prof G R Kulkarni, former Dean, IIM A
- Prof P G Apte, former Director, IIM B
- Mr V M Cavale, Consultant & Trainer
- Prof. Mathew Manimala, Professor, IIM B

The FDP covered aspects such as identifying case leads, liaising with concerned industry representatives, writing cases and getting necessary clearances and using case method in teaching.



*Prof. G R Kulkarni headed Faculty*



*Prof. Mathew Manimala, Professor, IIM-B in a session with participants*

### Finance for Non-Finance Executives

Two MDPs on Finance for Non-Finance Executives aimed at equipping the non-finance executives with the essentials of financial management were held (25-26 November 2011 and 17-18 February 2012) at XIME, Bangalore. The methodology adopted was lectures including presentations with special emphasis on real life cases.



*Participants of MDP with Prof. Panduranga Rao Director, XIME*

## XIME Premier League

XIME Premier League (XPL), the eagerly awaited cricketing extravaganza in the campus, kicked off with passion and zest. Six different teams lined up for the event and saw great cheer from both batches. The matches were held on holidays and during early mornings.

MarkXIME, the marketing club designed a competition to promote a team of the participants' choice. The students used social media extensively to market the event and to campaign for their teams.



*A cricket match in progress*

## XIME Xoccer Liga

The students of XIME organized an intra-college football tournament called 'Xoccer Liga'. This is the first time XIME had organized such a tournament.

The teams were formed and players selected through an auction. The teams were split into two groups, each comprising three teams. The tournament was held over a period of two weeks and the atmosphere was electrifying.

Another unique feature of the tournament was that the matches were held during night under the newly installed flood lights.

After the resounding success of the first edition of Xoccer Liga, students and organizers of the event are planning to organize the next edition of the event more colourfully and extravagantly.

## Games

## Volleyball Tournament

The Sports Club of XIME organized a Volleyball tournament at the campus. The teams were formed based on a random selection process.

The finals were played between teams representing the 16th batch and the 17th batch. Students from the 17th batch won the finals which were a one-sided match. The event marked the end of the sports activities for the current academic year.



*The proud winners of XPL*

## Winning Habit at XIME

### BRICS Debate Contest Winners

Swathi Manjunath and Rishi Raj Manchanda from XIME won the first prize in the debating competition held as part of the IV<sup>th</sup> BRICS Students Meet on 18 February 2012 at PSG-IM, Coimbatore. The contest was a closely fought one with participants from BRICS countries.



Winners of Debate with Dr. R Nandagopal, Director, PSG-IM, Coimbatore

### Winners at Naissance' 12

The students of the PGDM 16th batch of XIME won several prizes and the overall championship in the annual management fest "Naissance 2012" of SDMIMD, Mysore. The fest was spread over 3 days from 27 January 2012.



Shanbhu Pathak & Prakash Menezes won Retailing competition at Naissance 12

### XIME steals the show at IFIM

The students of XIME won prizes in HR, Finance, Operations and Best Manager event to become the overall winners of Naman 2011, the annual fest of IFIM Bangalore held on 12 December 2011.



XIME team which became Overall Winners at IFIM, Bangalore



Vivekarjun & E Theagarajan winners in the Strategy competition at Naissance 12



Apoorv Bahadur and Jnanashankar Haridas winners Finance competition



XIME winners at TiE-GRG Contest at Coimbatore

### Overall Champions at Ushus 2011

XIME students emerged as the overall champions of Ushus 2011 the annual management fest of Christ University, Bangalore. They won prizes in marketing, finance, operations and HR events.

### Impressa Business Plan Contest 2012

The team comprising Robin Bhartia, Sharath C George, Varun Aggarwal and Vivek Singh bagged the First Place in the Impressa Business Plan Contest 2012 conducted by IFMR, Chennai.



M. Sabari Ayyappan of XIME, adjudged as the Best Manager at Naissance 12

### TiE-GRG Venture Contest

GRG School of Management Studies, Coimbatore in association with The Indus Entrepreneurs organized a business plan contest, the finals of which were held on 2 March 2012. The team from XIME comprising Hema Gandhi, Nidhi Shah, Shilpa Subramanian and Shoba Ramakrishnan of the 17th Batch emerged as the Winners. Their business plan was about social empowerment in rural India. They were awarded trophies and a cash prize.

## Upcoming Events

**April 4:** Foundation Day Celebrations and Best Speaker Competition.

**April 5:** Visit of Dr. Jonathan Ferguson, Director for Indian Programmes at Alliance for Global Education, Washington.

**April 13:** Commencement of Entrepreneurship Development Programme.

**April 14:** Meeting of Directors of Xavier Association of Management Institutes (XAMI) at the campus.

**April 24 & 25:** OBP on 'Behavioural Interviewing Skills' for Goodrich Aerospace Limited, Bangalore

**April 25:** Directors' Round Table on "Indian MBA Education-Surviving and Thriving in a Era of Chaos" jointly organized by EPSI, AIMS and MBA Universe & KAABS.

**May 14:** One day programme on "Developing World Class Managers in Tough Times" by Prof. Mike Marquardt.

### XSEED: A day with the Students of Shanti Bhavan

XSEED, the social activity club of XIME, organized a day of infotainment for the 9<sup>th</sup> and 11<sup>th</sup> graders of Shanti Bhavan School, Bangalore on November 27, 2011. The school is run by Shanti Bhavan Trust with generous contributions of philanthropists. The Dean, Prof. S D Tyagaraj, conducted an inspiring session on importance of discovering one's own strengths and becoming an achiever.

It was followed by a quiz for the students on general knowledge, history and current affairs. The performance of the students was excellent.

The 2012 Placement season commenced on 4 January for Batch 16. Various organizations from different industries visited the campus to recruit their share from the talent pool. Some of the major companies which visited the campus include Infosys Ltd. and Wipro Technologies Ltd. from the IT sector, KPMG, Ernst & Young

and Federal Bank for Finance, Tata Motors and M&M from manufacturing and Robert Bosch in the Operations profile.

As of 31 March 2012, 117 students out of the total batch of 134 students have secured placements. The overall average package offered is Rs. 6.30 lakh. The highest package offered thus far is Rs. 9.40 lakh.

### Summary of Placements 2012

Specialization	Students placed	Average CTC (L)	Max. CTC (L)
Marketing	39	6.43	7.38
Finance	48	6.29	8.91
Operations	3	6.13	6.53
HR	27	6.04	9.40
Overall	117	6.29	9.40



Dean, XIME with the students of Shanti Bhavan

The Shanti Bhavan students were given a career guidance session by the students of XIME. There was a marketing event in which the students had to market their product with a brand ambassador who was in no way suited for the product. The students came up with amazing ideas, charts and the fun filled role plays to market their product. The students danced, beat boxed and displayed their talents for the audience. Prizes were awarded to the winners and mementoes were given to all the students. It was a memorable day for students of both Shanti Bhavan and XIME.

## Summer Placement

XIME attracted several companies from different sectors to the campus for the summer internship programme of the Batch 17 students. Major players like Thomson Reuters, Reserve Bank of India (RBI), Tata Global Beverages, HDFC Bank, Mphasis, Helios & Matheson have offered internships to students. Two students have also secured internship at the University of Redlands, California.

## Admissions

The admission process for the 2012-2014 batch of PGDM course under way at XIME. The GD/PI process for the shortlisted candidates was held across four centres located in four different cities namely Bangalore, Chennai, Kochi and Hyderabad. The intake for the course is 180. This will be the 18th Batch of the college.



**Students Editorial Committee with President Prof. J Philip and Dean Prof. S D Tyagaraj**

**(From Left) Sabari Ayyappan, Gayathri M. A, Neeta Kavalil, Swathi Manjunath, Athena Listin C. Anto, Shilpa Subramanian, Rahul Unnikrishnan.**

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