

# XIME News

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## “XSEED”ing Expectations ...



*XSEED (XIME Social Empowerment, Education and Development) team with the President XIME, faculty and students at the inauguration of KidSkool at Hebbagodi.*

A long cherished dream of the management and XIMEans alike, starting from the very first batch of 1995 to the current thirteenth batch, was fulfilled on 11th April 2007 when XSEED, the ‘Social Action Group at XIME’ was officially launched. This was a dream to reach out to the underprivileged sections of society and serve them by enabling them to become better citizens, a vision shared by the President of the XIME Society Prof. J. Philip, who always wished to serve “the other side of the railway line”.

This initiative had been preceded by a series of student presentations on various social issues expressing their desire to ‘be the instrument of the change they wanted to see’. On this foundation of deep passion expounded by the student community, a committee comprising 27 students from diverse backgrounds has been formed with by Manu Mathew Thomas and Richa Dudani.

**Team in Action** – The core of XSEED initiatives revolves around education and managerial assistance. A total of three such initiatives have been identified for the current academic year (2007-‘08). The proposed projects are:

**I. Slum Development** – XSEED believes that charity has to begin at home and thus wishes to serve the slum settlement close to Electronic City. The slum comprises more than 230 houses with a population of about 600 people. All of them are migrant labourers, mostly from Andhra Pradesh. XSEED’s mission of service will be mainly on the following fronts:

- ▶ **Education** - setting up a school for nearly 80 children
- ▶ **Health Care** - organizing health camps and setting up first aid kiosks
- ▶ **Vocational Training** - imparting skills training to ladies in stitching, embroidery etc.

## *“XSEED”ing Expectations ...*

XSEED kicked off its activities in the slum with distribution of sweets on Independence Day. The settlers were addressed on the value of education and the need to send their children to school.

On 3rd December 2007, XSEED opened the cherished KidSkool, a teaching centre for the underprivileged, mainly from the slum area. The school functions on the ground floor of Sadashraya Children Home, a destitute home near XIME. KidSkool targets a total of 30 children in the age group of 6 to 12 years. The school will provide them free education and mid-day meals. XIME students will also work in their free time at the teaching centre, associating themselves with the teaching and related activities there. XSEED hopes to make use of KidSkool as a channel to interact with and help the slum settlers.



*Director D. Panduranga Rao and the XSEED team with the students*

### **II. Educational Assistance**

The difficulties faced by some government schools nearby have made XIME students realize that something more than just sponsoring students and distributing notebooks needs to be done. With this in view XIME officially partnered with the Government School at Hebbagodi, on Hosur Road and signed an MOU with the officials. XIME has budgeted an amount of Rs. 5 lakhs for the year to be spent on improving school infrastructure and facilities. As a modest beginning, on Independence Day, the institute donated bookshelves for the library and chairs and tables for the teachers.

### **III. Managerial Assistance to NGOs**

The ‘Social Action Group’ provides assistance to other NGOs, Self Help Groups and Welfare organizations in terms of responding to their managerial and fund raising needs. In fact this endeavor is an extension of the ‘Sumanahalli Project’. Sumanahalli is a village in Bangalore which provides a destitute home for leprosy patients. XIME students serve them by providing managerial assistance as well as developing various entrepreneurial schemes for the residents.

### **IV. Funds and Budget :**

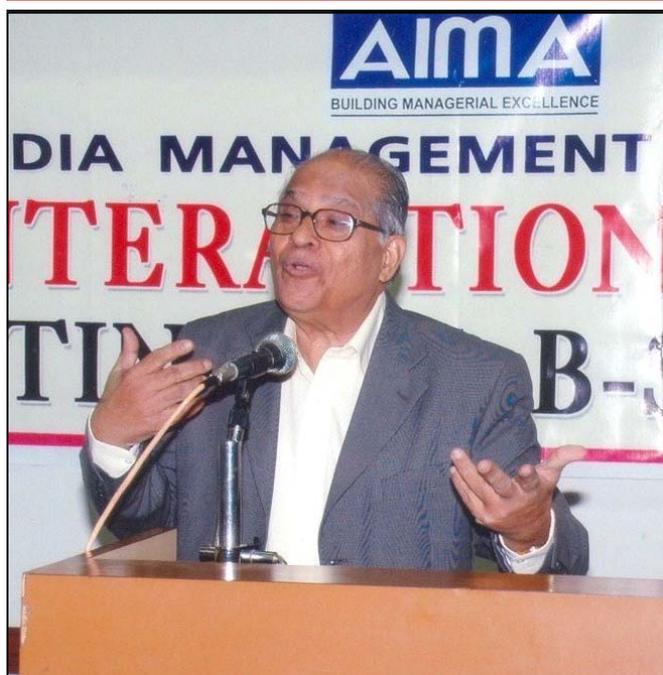
XIME management for its part has expressed total support to the group in financial matters as well. Donations from students, alumni and anyone with a passion to serve are appreciated and accounted for. For 2007 and 2008 a total budget of Rs. 10 lakhs has been allotted and further resources will be pooled if needed.

### **A Tribute:**

XSEED is a tribute to late Maria Teresa Philip, daughter of Prof. J Philip, President of XIME, in whose fond memory XIME was founded.

We, XIME students, earnestly hope that our efforts in this direction will bear fruit and XIME’s long cherished dream of serving the “other side of the railway line” will becoming a true mission of service to the downtrodden.

## President's Diary



*President Prof. J. Philip inaugurated the AIMA Conference on B-School rating, held at IIM-B on B-Schools Ratings.*

### September– December 2007

**7th Sept**

- ▶ The President spoke on "Jesuit Institutions in Emerging India" at the Jesuit Alumni Conference, Trivandrum.

**25th Sept**

- ▶ Attended CII - Industry Institute Interaction Conference, Chennai, introduced the objectives of the conference and the outcome expected from it.

**27th Sept**

- ▶ Worked with the top administration on the 'Mission-Vision Exercise' at Roshni Nilaya, Mangalore.

**9th Oct**

- ▶ Participated in the Board Meeting of CII Institute of Quality.

**14th Nov**

- ▶ Facilitated an Assessment centre, for the top management of SAIACS, Bangalore.

**21st Nov**

- ▶ Attended the Meeting of the Board of Governors of Bangalore International Centre

**24th Nov**

- ▶ Inaugurated the AIMA sponsored B-Schools rating and ranking conference at IIM-B

**7th -8th Dec**

- ▶ The President presented the findings of the research study- "Who Stayed Who, Left " - a study of Attrition and HR practices in some of the best BPOs in Bangalore, Chennai, Hyderabad at the ISTD National Convention, Hyderabad. The research study was conducted with the active involvement of Jisha Thomas, Swathi M and Pooja Palchaudhuri from the HR stream of the institute .

**21st Dec**

- ▶ Attended the Southern Regional Conference, 2007 at the National Institute of Personnel Management (NIPM) and presented a paper on 'Mentoring and Enrichment of Human Capital'.



*President Prof. J. Philip addressing the gathering at the CII Conference, Chennai*

Xavier Institute of Management and Entrepreneurship, Bangalore in collaboration with the Confederation of Indian Industry (CII), Tamil Nadu organized an Industry B-School Interaction Conference on 25<sup>th</sup> September, 2007 at Hotel Accord Metropolitan, Chennai. The conference was held with a view to discuss, debate and recommend ways to bring about increased Industry B-School interface. It was attended by several distinguished guests including Mr. Gopal Srinivasan, Chairman, CII-Tamil Nadu State Council & Director, TVS Electronics Ltd., Mr. Manikam Ramaswami, Vice Chairman, CII-Tamil Nadu State Council & CMD - Loyal Textile Mills Ltd., Prof. J. Philip, President, XIME, Mr. P. K. Mohapatra, Chairman, CII (SR) & President & CEO, RPG Enterprises, Mr. K Jayaramkrishnan, Co-Convenor, Education & III Panel & VP-TCS and Mr. B.S. Ravi, CHB-HR, Satyam Computers Ltd. The speakers unanimously agreed on the need to improve teaching methodology and course content, to internationalize B-Schools and to develop leaders with a strong social conscience. Speaking from a B-School perspective, Prof. J. Philip suggested the establishment of a Joint National Council for Management Education.

Four core groups consisting of respected and well known individuals from the Industry, B-Schools, Alumni and HRD Network deliberated the issues plaguing Management Institutes and Industry. The Industry panel, chaired by Mr. P S Rajamani, President, Simpsons and Co., spoke about the expectations from Management Schools and what should be inculcated in the B-School curriculum to deliver Industry-ready professionals. The Alumni panel saw distinguished personalities from premier institutes such as the IIMs, XLRI, BIM and XIME. While stating that there was a strong demand for the right talent with the required domain knowledge, people skills and information on global outsourcing, the Alumni panel discussed the vast changes that had given rise to the current talent crunch. They also spoke of how the institutes could leverage on the expertise and experience gained by its Alumni through career guidance cells.

The HRD panel suggested the adoption of an integrated, cross functional approach in the teaching methodology while laying emphasis on imparting soft skills to the students. Speaking on behalf of the management schools, the B-School panel threw light on the difficulties faced by them in terms of the selection of quality students and shortage of funds and of faculty with relevant Industry experience.

An action plan was formulated at the end of the program with the aim of further improving the relationship between B-Schools and Industry. Prof. R. Muralidhar, Member, Education & III Panel, CII -TN State Council, gave the vote of thanks.

### *Entrepreneurship Development Programme*



*Participants of the EDP program*

“Build your own career – Be your Boss” promises XIME’s Entrepreneurship Development Program which commenced on November 19, 2007. Entrepreneurship development has always been a priority area for XIME, and in association with Hewlett Packard, it promises to develop

and hone in the entrepreneurial qualities of the 20 participants who have joined the program.

The program which extends over a duration of eight weeks, has been broken up into sessions at the XIME campus for the first four weeks, with three weeks of industry internship followed by another week of mentoring at the XIME Campus. The program covers all the topics necessary for the success of any entrepreneurial venture and focuses on key areas like I.T Tools & Solutions in Small Business Management, Business Opportunity Identification, Pricing Decisions, Management Information Systems, Quality Control and Development of a Detailed Project Report among others.

The program was piloted by the Director, Prof. Panduranga Rao. It has received a good response and the varied backgrounds of the participants are an indication of its current relevance. The success of the program proves the fact that entrepreneurship is no longer just the stronghold of a few, but is increasingly becoming a much favored choice for people from all walks of life . XIME is thankful to HP-India for their financial assistance for this project.

### *St. Xavier’s Day*



On December 3,2007 XIME celebrated the feast of St. Francis Xavier, the patron saint of the college. Father Gabriel Mathias, of St. Anthony’s Friary joined the staff and students in celebrating this day. The theme of the mass was ‘the harvest is plenty, the labourers are few’. Fr. Gabriel enthralled his listeners with his sermon which he based on the very famous book ‘The Monk Who Sold His Ferrari’, by Robin Sharma. The short mass was followed by community breakfast on the college lawns.

### *Teacher’s Day celebrations*

The auspicious occasion of Teacher’s Day was celebrated on September 5<sup>th</sup>, 2007 at the XIME campus and due respect was paid to them who were instrumental in setting a direction for students. Reflecting on the changing role of teachers, it was said that a teacher today plays a more important role as a facilitator rather than a dispenser of knowledge.

Prof. J Philip, President, XIME, spoke about the emphasis the institute gave on grooming professionally competent leaders for tomorrow through constant encouragement and focus and on taking initiative and developing communication capabilities. The event ended with roses being gifted to the management and members of the faculty at XIME.

## *Distinguished Speakers at XIME*

### *French Trade Commissioner visits XIME*

XIME always encourages student interaction with expert professionals in various fields through guest lecture sessions. On 6<sup>th</sup> December 2007, students of XIME had the privilege to attend such a talk presented by Mr. Jean-Louis Poli, French Trade Commissioner in India.

Mr. Poli has been in India for the last 15 months and is the head of the Trade Commission of France in India. Mr. Poli spoke in detail about various economic and political issues concerning India and France. He stressed on the importance of relations between India and France on various fronts. He particularly highlighted the present Indo-French trade relations and said that both the countries were looking to increase their bilateral trade relationships.

This guest lecture was followed by a presentation on French culture by three students from Euro-med Marseille Ecole de Management, France.

### *Miss Shyamala Deshpande, GM, HR, Café Coffee Day*



*Ms. Shyamala Deshpande*

Hot cappuccino, warm brownies, delectable birthday treats and some special moments shared with a popular tagline that reads “A lot can happen over coffee”. Café Coffee Day or CCD as it is popularly known has become synonymous with fun, frolic and laughter and, to share with us the recipe that goes into making the coffee shop exceptionally popular across the country, we had on campus Miss Shyamala Deshpande, GM, HR at CCD.

Currently handling the twin portfolios HR and Training, she dreams of making Café Coffee day an employer of choice, who groom the powerhouse talent to handle the exponential growth of the organization.

With retention of employees proving to be a major challenge, she stressed on the need to chalk out a career development plan for each individual. “Hire for attitude and train for skills”, she said, was the principle behind the recruitment and selection process at CCD that has over the years proved to be effective.

### *Mr. Madan Padaki, Co-Founder & CEO, MeritTrac*

Entrepreneurship at XIME has always been a major area of focus and the institute prides itself on holding this unique distinction among several other B-Schools around the country. And to tell us more about what it takes to be a successful entrepreneur, XIME was privileged to have on campus Mr. Madan Padaki, Co-Founder & CEO of India's Largest Skills Assessments Company-MeritTrac Services Pvt. Ltd.

Bitten by the entrepreneurial bug in August 2000, he conceived and started MeritTrac along with some friends and colleagues. Today the company features extensively in a book on Entrepreneurship, titled Mastering Business in Asia - by Prof. Patrick Turner & Chris Boulton.

Mr. Padaki is also a regular guest faculty at INSEAD, Europe's Leading Business School and a speaker and active member of several entrepreneurship groups.



*Mr. Madan Padaki*

## *Distinguished Speakers at XIME Contd...*

*Mr. Bhabhani Prasad Mohanty's, GM, HR, Oracle*

Mergers and acquisitions seem to be the flavour of the season and one of the chal-

lenges that follows any major merger is integrating the cultures of the different organizations in order to retain the talent that reside on both sides. **Mr. Bhabhani Prasad Mohanty's (GM, HR, Oracle)** talk on the same enlightened us on what goes into successfully tackling these challenges. Currently working with Oracle India at its Development Center at Hyderabad he heads HR for Global Product Support, Global IT and On Demand.

An MBA with specialization in HR, he is a Thomas Profiling, MBTI and Strength Finder Assessor. Speaking on the importance of the role that HR plays in mergers and acquisitions, he said, compensation and attrition are major challenges that have to be tackled head on.

**Mr. Manoj Varghese, The Director - HR at Google - India** visited XIME and addressed the

*Mr. Manoj Varghese, Director - HR, Google*

students in a knowledge-sharing session on the HR Practices followed at Google that makes it one of the best companies to work for. Mr. Varghese spoke about the current job scenario that is witnessing unprecedented growth. He emphasized that 'Intelligent Recruitment' is a key factor for organisational success in the present complex and competitive environment. He elaborated on problems faced while recruiting such as low employability due to lack of soft skills, reach of the brand in attracting skilled labour and retention of this labour.

*Mr. Sharu S. Rangnekar*

A lecture on team building was given by **Mr. Sharu S. Rangnekar.**

Mr. Rangnekar is a reputed lecturer and writer on management topics. The lecture was in an innovative format. The audience, apart from listening to Mr. Rangnekar's speech, was shown a video that had two parts - a documentary on how teamwork helped increase profits in a fictitious company followed by Mr. Rangnekar addressing a corporate meet on the same.

The recent boom in the Indian Economy has given it the status of an 'Emerging Super

*Mrs. Mahapara Ali, CGM, State Bank of India*

Power' and has been accompanied by far-reaching changes in almost every sector. This is true for the Banking Sector as well, where foreign banks and private players are posing a challenge to the hitherto dominant Public Sector Banks. **Mrs. Mahapara Ali, CGM, State Bank of India** gave the students some useful insights with regard to this in her lecture - 'Emerging Trends in Indian Banking'.

*Mr. S.V. Venkataraman, COO, PSI, A. Birla Group*

A lecture on "How to win in IT services" was given by **Mr. S.V. Venkataraman,**

**COO, PSI Data Systems, Aditya Birla Group.** The lecture focused on the structure of the IT industry and recent trends, the PSI way of tackling the challenges faced and what PSI looks for in management graduates. Mr. Venkataraman stressed on the importance of students to have well-made plans for their future, build hard skills in addition to soft ones and, most importantly, show commitment to the organization and enthusiasm to learn.

*XIME at IIM - Bangalore Vista 2007*



Living upto its reputation as one of the best B- Schools in India, XIME students, Madhurendra Krishna Pandey and Avijit Chander won 1<sup>st</sup> prize in the strategy game 'General's Gambit', which was a part of IIM-B's annual inter-collegiate fest – Vista, held on October 13<sup>th</sup> 2007. It was sponsored by Cognizant Technology Solutions with Rs. 2,50,000/- as the prize money for the winning team.

The participants present were from India's top B schools, including teams of the host IIM-B. Corporate teams also took part in the competition. This was an event which focused on simplicity of presentation, clarity of thought, good articulation and confidence of the students and XIME students well qualified in all parameters.

*XIME at SDM, Mysore, Naissance 2007 - Overall's*

XIME emerged as the overall winner by sweeping the maximum number of prizes at Naissance 2007 - SDM's Management Fest held on 15-16th November, 2007, where XIME students won prizes in Marketing, Dalal Street, Operations and Best Manager events. In a tough competition Janani Raghu took the esteemed Best Manager title beating candidates of various leading B-schools. In other events, Swastik and Uzma Hameed won first prize for Marketing, Renjith R and Charumitra won 2<sup>nd</sup> prize for Operations and Jinesh Chedda and Sarita Aggarwal won 2<sup>nd</sup> prize for Finance.



*XIME at Christ College, Bangalore, Ushus 2007 - Overall's*



XIME students once again beat off intense competition to claim a medley of prizes at the business fest "USHUS 2007" hosted by Christ College Management Fest on 23-24th November, 2007. They walked off with the over all Champions trophy for winning the 1st prize in the HR Event, 1<sup>st</sup> prize in Marketing, 1<sup>st</sup> prize in Product Launch and 2<sup>nd</sup> prize in B-plan.

Participants for the winning teams were Annie Mary and Pooja Palchaudhari (HR), Shyransh Sacheti and Lakshmi S. (Marketing), Shyransh Sacheti and Amit Ved (Product launch) and Haris Javed, Shubhayen Deb and Shryansh Sacheti (B- plan).

## Accolades contd...

### *XIME at ICFAI Hyderabad - Trishna 2007 ,Overall's*



XIME students kept their winning form by being awarded the overall first prize at "TRISHNA 2007- ICFAI Hyderabad Management FEST" held on 24-25th Dec, 2007, with Amit Chatterjee and Hansen Menezes claiming the 1<sup>st</sup> position in the Systems event, Bhavik Bochar, Richa Dudani and Amit Ved winning the 1<sup>st</sup> prize for Finance, Madhurendra Krishna Pandey and Avijit Chander winning the 1<sup>st</sup> prize for the HR event and Swati M and Arkadev Ghosh winning 2<sup>nd</sup> the prize in the Systems event.

### *XIME at TAPMI, Atharva 2007*

As the latest addition to the list of achievements, XIME recorded its win at "ATHARVA" hosted by T.A. Pai Management Institute, Manipal, from 7<sup>th</sup>-9<sup>th</sup> December, 2007.

The team of Bhavik Bochar, Haris Javed, Jasmine Patra won the 1<sup>st</sup> prize in the Global Investor Event, which is a stock trading game, and the team comprising of Sandipan Mitra, Hansen Menezes won the 1<sup>st</sup> prize in the Creative Minds Event and 2<sup>nd</sup> in Tele-Tantra, the Systems event. The team consisting of Kingshuk, Ruchi and Sandipan took the 2<sup>nd</sup> prize in the Finance game, Outcry.



### *Osmosis 2007 , Mindtree*



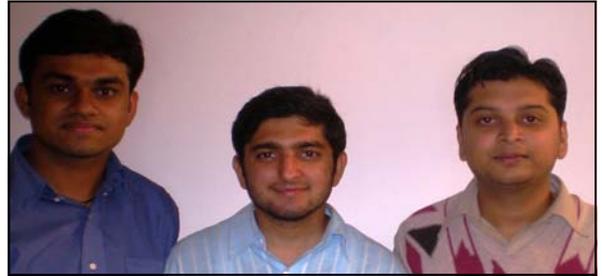
XIME students, Swathi. M and Ramya. S once again made the college proud by winning the first prize in "OSMOSIS-2007, Management Student Research Paper Contest", organised by Mindtree. The topic of their research paper was "Mobile Commerce: A reality or hype?".

In the preliminary round participants had to submit a summary on any of the listed topics and based on that summary selected candidates were asked to submit the complete paper. This competition was open for all including working managers.

### *Online Quiz, NMIMS*

In an online quiz on Marketing conducted by Narsee Monjee Institute of Management, the team of XIME students, Archit Agrawal (team leader), Rohan Saigal and Rohit Tiwari, won the first prize.

The quiz was open to all B- school students and corporate candidates and was conducted at an All India level.



### *Inter B-School Debate competition*



*Chief Guest for the event, Ms. Sonali Kulkarni, MD, FANUC*

Every year XIME organizes the Maria Philip Memorial Inter B-School Debate Competition, in the memory of Miss Maria Philip, daughter of Prof. J. Philip. She died at the age of 22 in an accident. She was pursuing her Master's Programme in HR at Madras school of Social Work. She was a bright student, an adored friend and a dutiful daughter. Her accidental death was the main reason that inspired Prof. J. Philip to build an institution like XIME. So XIME organizes this competition every year in memory of Maria, who was herself an excellent de-

bater.

On 13<sup>th</sup> October 2007, 8 teams from different B- schools participated in this competition. The topic of the debate was "Is the boom in Indian Economy Sustainable?" Each team presented their views for and against the topic in the prescribed time limit. All the teams had impressive arguments that were good enough to convince the judges and the audience, both for and against the topic. XIME, playing host to the event, participated but did not compete. XIME's team was represented by Shruti Suryaraj and Oliver Baptist.

The event was graced by the presence of the Chief Guest for the event, Ms. Sonali Kulkarni, MD, FANUC India. The panel of judges was headed by Ms. Anjana Vivek, CEO & Co-founder, Venture Bean Consulting. Also on the judges panel were Ms. Jessy James, HR consultant, Mr. Sunderrajan, GM-Sasken and two XIME alumni Ms. Hema Mani and Mr. R.V. Raman. Ms. Anjana Vivek shared her views on the topic and also critically analysed the participants performances. She stressed on the importance of relating facts and figures to the topic in a more practical manner. Ms. Kulkarni, then addressed the audience and focused on the issue of the rapidly changing business environment and the dire need for a manager to be adaptive in such circumstances.

In what appeared to be a very fierce competition, the team from SDM, represented by Atul Pandey and Lakshmi Priya, walked away as the winners. The team from TAPMI, represented by Lonapathy Iyer and Shruti Jaju, finished as runners-up. Winners received the rolling trophy and cash prize. The event ended with the vote of thanks from Ms Anupriya - a student from XIME.

***The Road Taken—Mekedatu***

In sync with the idea that MBA is about holistic development, XIME organised a trek, on the 18<sup>th</sup> November, 2007.

The venue of the trip, Mekedatu, was an ideal place for a one day's getaway. The long treks down the, approximately 3 kilometres walk, unravelled paths that seemed untraversed by civilization before.

The most awe-inspiring sight, however, was the confluence of the two rivers- Arkavathi and Cauvery. This, among many other scenic



views on the trip left the students spell bound. However, though the woods were lovely dark and deep, the students ultimately had to return to XIME, the place that held all their dreams. Dr. George Easow, Associate Dean took an active part in organizing the trip.

***Coming up...***

***CONFERENCE ON COUNTRY PERSPECTIVES, 24<sup>th</sup> - 25<sup>th</sup> of January, 2008***

XIME will be the proud host of a Conference on 'Management Education - Country Perspectives in a Globalizing World', organizing such an event consecutively for the third time since 2005. It will focus on how management education across the world is responding to the ineluctable demands of globalization.

The conference will bring together experienced academics from different parts of the world, as well as leading figures from Indian business and industry. The event, to be held on 24<sup>th</sup> and 25<sup>th</sup> January, 2008 will be an exciting and educational experience for all the participants.

**HIGHLIGHTS: Management Education Perspectives from :**

**Australia**

**China**

**Indonesia**

**Belgium**

**Croatia**

**Japan**

**Brazil**

**France**

**Macedonia**

**Britain**

**Germany**

**Russia**

**Slovenia**

**South Africa**

**United states**

**UN Global Compact**

**EFMDC**

**Key note Speakers :**

- ▶ **Prof. R A Yadav, Acting Chairman, all India Council for Technical Education (AICTE) - Chief Guest**
- ▶ **Mr. Bhaskar Bhat, Managing Director, Titan Industries Ltd, Chairman of the inaugural function**
- ▶ **Dr. Marti G Subrahmanyam, Professor of Finance & Economics, Stern School of Business, New York**
- ▶ **Prof. Jean-Pierre Helfer, Director General, Audencia School of Management Nantes, France**



**XIME wishes you a Merry Christmas and a  
prosperous  
New Year -2008**

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