

**XAVIER INSTITUTE OF MANAGEMENT  
&  
ENTREPRENEURSHIP,  
BANGALORE, CHENNAI & KOCHI**

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## XIME Bangalore Organises its 21st Convocation 2017

XIME Bangalore conducted its 21<sup>st</sup> convocation for its Post Graduate Diploma in Management (PGDM) students on 6<sup>th</sup> May 2017. 169 students from batch 21 graduated this year, out of which 90 were girls. Mr. TV. Narendran, Managing Director, Tata Steel Limited was the Chief Guest and he delivered the Convocation address. The Officiating Chairman, Mr. PC. Cyriac conferred the awards to the graduating students. Prof. J Philip, in his presidential address emphasized that XIME is the only South-based PGDM institution with three B-Schools in its armory and merit/quality overrides revenue.

XIME recognized and awarded the graduating students under various categories at the Convocation. The prestigious award titled **"Triune Company Gold Medal"** for all-round performance in the outgoing batch went to **Nicolette M Francis**. She won 2 more awards namely, **Prof. JD, Cherayil Memorial Award for Academic Performance (Runner-up)** and **Dell Excellence Award for scoring highest CGPA in Marketing Specialization**. The Chairman's Award of Gold Medal and Certificate for **Best Academic Performance** (the student scoring highest CGPA) went to **A Naga Jyoshna**.

**XIME President's Roll of Honour** went to Sreelakshmi Surendran. **Mphasis HR Excellence Award** went to Anagha CS. **Dr. A Anantharaman's Award for Excellence in Finance** and **Director's Award for Excellence in Operations** went to A Naga Jyoshna and Sheetal Nanjappa, respectively.

**Archbishop Alphonsus Mathias Award and Certificate for Humanitarian Spirit and Service** went to Thasni Sharaf and **CL. George Award for student with Best Potential for Entrepreneurship** went to Naveen J. Ridhi Chadha won the Tata Elxsi **'Award for Innovation'** and certificate. Interestingly, 10 out of 11 awards were won by girl students.



## Prof. J. Philip, honoured with the Golden Leaf Excellence Award

Future Kerala newspaper organized the **Future Kerala Education Conclave 2017** on 21<sup>st</sup> June 2017 at Hotel Crowne Plaza, Kochi. This was a first-of-its-kind conference where political leaders, industry leaders, education leaders, and distinguished thought leaders assembled to review the achievements of Kerala education so far; and to brainstorm on what should be the vision for Kerala education by 2021

**Prof. J. Philip**, President XIME inaugurated the Conclave and shared his thoughts on the future of education in Kerala. Hon. Shri. P. Sathasivam, **Governor of Kerala**, was the Chief Guest for the event. At the concluding session, the **Hon. Governor** honoured **Prof. J. Philip** with the **Golden Leaf Excellence Award** for outstanding contributions to Management Education. The conclave discussed the need for education reforms and the future of the education sector in Kerala. A number of other edupreneurs and leading educationists who had made valuable contribution in the field of education were also honoured at the event.

## State of Management Education in India

Association of Indian Management Schools (AIMS) in its Executive Board Meeting held at XIME-Chennai on 22<sup>nd</sup> June had appointed a high-level team of educationists to study the 'State of Indian Management Education', with **Prof. J. Philip**, our President as the Convener, and the current President of AIMS, **Dr B V Sangvikar** as the Chairman. The Group will study the growth and penetration of Indian management education, its societal contribution, industry linkages, intellectual capital output and global standing among others. It may be mentioned here that Prof. Philip is the Founder President of AIMS, 1988-92.

## 5th IR Summit

Prof. J. Philip, President XIME presented a paper titled '**Labour Law Framework and its Impact on Industry: A Comparative study across selected Nations**' at the 5<sup>th</sup> National HRD Network's IR SUMMIT, organized on 23<sup>rd</sup> June 2017 at Hotel Taj West End, Bengaluru.



**Hon. Shri P. Sathasivam**, Governor of Kerala, presenting the **Golden Leaf Excellence Award** to **Prof. J. Philip**, President XIME for his outstanding contributions to Management Education.



## Director XIME Bangalore Leads a Peer Review Accreditation Team on behalf of AMDISA-SAQS

**Prof. Mathew J Manimala**, Director, XIME Bangalore, India lead a Peer review team carried out the Accreditation Visit to FORE School of Management, New Delhi from 22<sup>nd</sup> to 24<sup>th</sup> May 2017. This accreditation visit was carried out on behalf of AMDISA - South Asian Quality Assurance System (SAQS). The Peer review team included Prof. Anwar Hossain, Vice-Chancellor, Northern university, Dhaka, Bangladesh (Member), Prof. N M Kondap, Director-General, Durgadevi Saraf Institute of Management Studies, Mumbai (Member), and Mr. V M Kaul, Former Director-Personnel, Power-Grid Corporation of India Limited (Member-Corporate Representative).



## Prof. A. Anantharaman, a key Resource Person at the CSR Conferences held at Harvard University and Stanford Business School.

Professor A. Anantharaman of XIME was the principal Resource Person and Convener of two significant conclaves that were held last month at Harvard and Stanford, Universities, USA.



On the 14th June, a conclave was held at the Loeb House at the Harvard University on Corporate Social Investment. Corporate Success and Strategy have long followed a Mercantilist thinking, a view supported by many classical economists. That Business of Business is Business. The conference focused attention on the shared value concept of a Corporate Social Investment. The participants to the full day conference included leading Corporate CEOs, Academicians and Social Entrepreneurs.

While the Harvard conclave focused on the “giving” side, the Stanford conference two days later focused on the “receiving” side. The full day conference served as a collaborative forum for innovators, NGOs and like-minded groups to identify, develop, and plan to implement scale appropriate, cost-effective and innovative solutions for the sustainable development of Communities. This conference was attended by Social entrepreneurs, Academicians, Inventors, Scientists operating in several areas of human endeavour.

Taken together the two conclaves added a rich input to the extant knowledge, both to academicians and practitioners. It may be recalled that Prof. Anantharaman was earlier an Adjunct Faculty at Harvard Business School.

## XIME offers New Specialization in Business Analytics

Business Analytics is an inter-disciplinary area encompassing statistics (Quantitative techniques), Information Technology (RDBMS, Data warehousing, data mining, Business Intelligence, Big data, Hadoop etc.) and Business Applications (functional areas of Management viz.; HRM, Finance, Marketing, Production & Operation Management).

Just as the technologies of internet, E-commerce and Cloud have pervaded our everyday lives within such a short span, Business Analytics is going to play a pervasive role in the life of future managers. With data growing very big encompassing traditional databases, Excel based data, unstructured data like Emails, Facebook, videos, photos and chat messages on the web; new tools are required for managers to analyze these data-spaces and find patterns to derive business intelligence (BI). This BI can be used for competitive advantage in various functional areas. This is already happening. We want to prepare our students by offering this Business Analytics specialization stream which consists of 7 elective courses, for job readiness and future readiness.

## Orientation Programme – 23<sup>rd</sup> Batch

The overview of the 2-week orientation Programme organized by XIME Bangalore for the 23<sup>rd</sup> Batch of PGDM students as presented by Ms. Anupriya Somani (a student of the new batch) is highlighted below.

Xavier Institute of Management & Entrepreneurship Bangalore, organized a splendid Orientation Programme for two weeks starting from 12<sup>th</sup> June 2017 to 24<sup>th</sup> June 2017. This Programme was designed so as to help the students of the new batch get accustomed with the 2-year remarkable journey of PGDM course at XIME.

- **Day 1** - On 12<sup>th</sup> June 2017, we had an inaugural session, wherein our President and Chief Guest addressed Batch 23 students. Our Chief Guest for the inauguration programme was **Mr. Bijou Kurien**. Who is the **Board member at L capital**, a leading consumer and retail focused private equity investor in Asia. Our president **Prof. J. Philip** with his gracious presence enlightened the students with his words of wisdom. The students were given insights about the vision, growth, culture of XIME and the unique strengths of XIME.
- **Day 2** (13<sup>th</sup> June 2017) - The Orientation Programme began with a Ice - breaking session, conducted by **Mr. Ragesh T. S and Dr. Sumathi Annamalai**. An effective team building activity which helped the students to know each other. For enhancing the basic concepts, bridge courses were introduced for students to get the basic knowledge about diversified fields like Soft skills, Economics, Quantitative Techniques, Financial Accounting. In addition



Mr. Bijou Kurien, Board member at L capital, delivering the Chief Guest address in inaugural function.



Mr. Anil J Philip, Senior Vice-President-Product & Services at Vodafone, addressing the new batch.



to this, Psychometric Profiling was also conducted through which one can get to know about oneself in a better way.

- **Day 3** (14<sup>th</sup> June 2017) - **Prof. Sam Placid, Dean External Programs** addressed the students on expectation from PGDM students. This was followed by learning orientation conducted by **Prof. Mathew J Manimala, Director**. The students got prodigious opportunity to interact with the industry experts and eminent entrepreneurs. On the same day, **Mr. Rajiv Vasudevan, MD and CEO, Ayurvaid** was the guest speaker.
- **Day 4 (15th June 2017) – Mr. George Selvam**, an alumnus of XLRI and Chairman of 5E serpraise, conducted a session on “Transformation”. It was a vibrant session, wherein the students performed a skit based on three aspects i.e. Launch Pad, Career Growth and Corporate Jungle through which students got insights about corporate life. Next session was by **Prof. C. P. Ravindranathan**, former High Commissioner to Australia and currently Senior Professor and board member of XIME Bangalore. He discussed about Challenges of corporate sector – Unavailability of jobs, Requirement and Technological advancement, Globalization – Facilitating trade, relations and standardization. **Prof. Shanmugam**, Placement Co-chair addressed the students about the future of IT sector.
- **Day 5** (16<sup>th</sup> June 2017) - **Prof. Shanmugam** discussed about the significance of Written Communication. During the next session **Dr. Sumathi Annamalai** briefed the students on the Academic guidelines, Evaluation and Grading. Next session was a Guest leacture by **Mr. Manoj Mehrotra President – Pharmaceuticals Hikal Ltd**, wherein the future prospects of Pharmaceuticals industry were highlighted.
- **Day 6** (17<sup>th</sup> June 2017) - the day commenced with an amazing interaction with the alumni of XIME. Students got insights about culture and life at XIME and also about the work culture at various organizations. Followed by this, students got an opportunity to hear from Guest speaker **Ms. Padma Kiran Rao, Director -HR, Societe Generale**. She introduced the concept of **VUCA** i.e. Volatility, Uncertainty, Complexity and Ambiguity. She urged about building sustainable relationship, how to make oneself more job ready, skills and competencies that are relevant in today's business scenario.
- **Day 7** (19<sup>th</sup> June 2017) - **Dr. Mathew J Manimala, Director** addressed the students on Entrepreneurship: Significance for the economy various theoretical perspectives were discussed. Next was a session by **Prof. M. Nellaiappan, Director (Development)**. He is an alumnus of XIME and former Director of BEML LTD. and KPCL. He expanded the horizons of students with a knowledgeable interaction in the field of HR management and its scope. Followed by this, our honourable President **Prof. J. Philip** addressed the students and students were delighted to hear about his career story. He inspired the students to constantly strive to succeed in life.
- **Day 8** (20<sup>th</sup> June 2017) - **Dr. Sumathi Annamlai** conducted a session about Management lessons from Movies; wherein the students were shown a movie named 12 Angry Men – a courtroom movie which provides good learning about various leadership traits, and different communication styles. It was an overall learning about relation of value system of people with their behaviour for better decision making.



Ms. Padma Kiran Rao, Director - WHR, Societe Generale, interacting with the new batch



Mr. Vasant Kumar, CEO, Max Fashion, Landmark International, interacting with the new batch

- **Day 9** (21<sup>st</sup> June 2017) - Students got the opportunity to interact with **Mr. Vasant Kumar, CEO, Max Fashion, Landmark International**. Students got insights about the Landmark group, Max Fashion and Lifestyle. The group started with minimal funds and strived continuously in this competitive environment to make it such a great success. After this session, a Management Quiz was conducted by **Dr. Meena Rani**.
- **Day 10** (22<sup>nd</sup> June 2017) - The students were divided into 4 groups for industrial visits, two groups went to BEML and KMF on the same day and other groups had to attend the following sessions as they were scheduled to visit Titan and TVS next week. An excellent team building activity was organized by **Mr. Ragesh**, Faculty co-ordinator of the batch. This was a great fun filled activity which helped students to enhance their nonverbal communication and individual & group decision making ability. Next session was an inspirational and motivating session by **Prof. J.P. Sinha**, Visiting Faculty at XIME He briefed about essentials of leadership, importance of ambition in life, time management and career growth.
- **Day 11** (23<sup>rd</sup> June 2017) - **Prof. Sam Placid** addressed the students about the brand Yamaha. He was the previous **Director- Marketing Head of Yamaha Motors**, who re-positioned Brand Yamaha in India by launching an exciting new range of two wheelers. Next session was by **Prof. J.P. Sinha** again, on "Business Strategy", it was a continuation of the previous session.
- **Day 12** (24<sup>th</sup> June 2017) - **Prof. Shanmugam** shared with the students the inspiring journey of Steve Jobs founder of Apple- World's most valuable brand. This session emphasizing the learning from an exceptionally successful business leader evoked enthusiasm amongst the students. Following this a session was conducted by our Dean Academics **Prof. Joy Varghese** on the topic "Vitalizing Human Assets. The session was concluded with a message that engagement at work is not the same as happiness at work place. Next session was by **Mr. Anil J Philip, Senior Vice- President - Product & Services at Vodafone**. He is an alumnus of TAPMI. Students got an opportunity to interact with him. It was a great inspiring session motivating the students to strive for greater accomplishments. He urged that after these two years of life at XIME, go beyond subjects i.e. experiment with career, build self -confidence, discover/re-discover oneself, interact with all kinds of folks and learn time management. This was the final day and the end of the two weeks prodigious orientation programme with a valedictory session in the presence of **Dr. Mathew J. Manimala**, Director of XIME Bangalore; **Prof. Joy Varghese**, Dean (Academics & coordination); **Prof. Sam Placid**, Dean (External Programmes); and **Mr. Anil J Philip**.



## XIME Continues to be rated among Top 25 B-Schools in the Country

**Business Standard**, a reputed economic daily, in its Business School Special (June 2017) has ranked XIME, Bangalore in Category A1 with overall percentile of 95. This Score places XIME at 25<sup>th</sup> position in the country, excluding those with lesser overall percentile score at category A1). XIME scored 95 percentile in the categories of Infrastructure, Industry interface and Governance. These scores reflect XIME's commitment to provide world class infrastructure that will provide the necessary environment for our students to learn and excel; continuous efforts to collaborate with industry from programme conceptualization, design and delivery to make our students Industry and Future ready; and our uncompromising adherence to best in teaching - learning standards.

## Batch Profile 23 (XIME Bangalore)

The 23<sup>rd</sup> Batch joined XIME Bangalore on 12<sup>th</sup> June 2017. The new batch brings rich diversity with respect to geographical regions, languages, religions, educational backgrounds, work experience and gender. The new batch has students from 23 States across India and 48% of the new batch are girls. The batch has good mix of freshers (57%) and students with work experience (43%). Engineers constitute 52% of the batch, followed by student from commerce stream who constitute 25% of the batch.

We would like to celebrate the Champions who are part of the New Batch:

- **Akshat Kapoor** – Published 3 international and 1 National Research paper
- **Ayan Rajput** – International Taekwondo Medalist & Black belt in martial arts from South Korea
- **Amrita De** – represented India in Student Exchange Program organized by AIESTE to Almaty University, Kazakhstan
- **Anna Johnson** – Winner of State Level Debate Competition (2 years in a row)
- **Jena** – Winners of National Level Cultural Fest
- **Ashish Kumar Naik** – Runner up in State Level Volleyball
- **Gayathri Jagadish** – Winner in State Level Singing Competition
- **Gayathri S** – Gender Champion of Pondicherry by MHRD
- **Diksha Agarwal** - University Level Gold medalist in 100 & 200 meters Track Events
- **Lenny Elsa Varghese** – 5 year State Level winner in Margamkali
- **Rithuraj Asthana** – Gold medal in 10 meter Rifle Shooting
- **Sriranjani R** – Received the title Natyamani for performance in Natyanjali festival
- **Prateek Roy Ghatak** – Certified Software Quality Analyst from British Computer Society, London
- **Sameer** – Rajiv Gandhi Technical University Chancellor's Scholarship for University Level Academic Performance
- **Ramya Rajkumar** – Anna University rank holder
- **Varsha Pallavi** – University Level 800 meters Athlete

- **Suvojeet Konar** – State Level Swimming Champion
- **Simona Denise** – Mangalore University rank holder , University Level Western Vocal Singer (thrice in a row) , Winner of All India Dance Competition
- **Souptika Raychowdhury** – Winner of State Level Singing Competitions, Runner up in All west Bengal Robotics Competition
- **Sonal Chouhan** – Prizes in International and All India Women Folk Dance Competition

## Placement Updates

As on 3<sup>rd</sup> July 2017, 211 of the 227 students across Bangalore & Kochi Campuses of XIME have been placed. A total of 66 companies recruited from XIME. Some of our top recruiters are : **JP Morgan, KPMG, Accenture, Deloitte, Oracle, Infosys, TCS, Amazon, Samsung, Honeywell, Alstom, Mahindra & Mahindra, TVS, Hyundai, Tata Motors, SBI, ICICI Prudential, Federal Bank, Bajaj Finance, Muthoot Finance, ANZ, Quesscorp (IKYA), emids, Wipro, HDFC, Mphasis, Mindtree, Lennox, Hexaware, HSBC and mSupply.**

**The highest package was offered by Accenture - INR 11.27 LPA.**

Key placement statistics are listed below:

### **Across XIME (Bangalore & Kochi Campuses)**

- Students Placed: 211 of 227 (93%)
- Average package across both Bangalore and Kochi Campuses: Rs. 6.5 Lakhs
- Highest Package offered: 11.27 LPA

### **In XIME Bangalore Campus:**

- Students placed: 147 of 158 students (93%)
- Average Package: Rs. 6.7 LPA
- Highest Package offered: 11.27 LPA

### **In XIME Kochi Campus:**

- Students placed: 64 of 69 students (93%)
- Average Package: Rs. 6.1 LPA
- Highest Package offered: 8.8 LPA

## SIP Experience by Batch 22 Students

### **Nishant Kakkar - RBI**

Students with experience are sceptical about the value of such a program. What can we possibly learn in just 8 weeks? Why is it compulsory to undergo an 8-week program? Mentors are busy with their work so what can they do for us? I got my answers to all these questions as an intern and wish to share my experience with you. First of all, the internship helps us get a taste of the working in a firm, what they expect from their employees and the prevailing culture. During this period one gets to appreciate the practical application of concepts learnt in the first year of the program. Also, an internship shapes our work ethic and helps us get first-hand knowledge of the field or industry we are interested in. The stated concern, about the unavailability of mentors due to their busy schedule was proven wrong. If you have the zeal to learn and work



hard, I have seen that mentors go that extra mile to help us in acquiring the required skills. In the conclusion, I can say that this stint in an organization has benefited me immensely and helped me in forming expectations of my career.

### **Kamala Sundaresan - KPMG**

Summers are meant for sleeping in and holidaying in picturesque lands, aren't they? Not so, if you have to cut your teeth in the corporate setting. For my Summer Internship, I was accepted at KPMG as part of their GRCS (Governance Risk Compliance Services) team. My time there has taught me much, both in my area of interest and the inner workings of a professional services organization.

As the novelty of the experience wore out, I was thrust into an Internal Audit and Risk Consultancy project, at the deep end of the pool. I learnt how the organization carries out testing of controls and analyses the effectiveness of financial and operational functions. Being a fresher, this was my first real-world corporate experience, which will prove to be of value for my career ahead. My biggest take-away, however has been that it is alright to not know something. You are not expected to know everything; you are only expected to demonstrate an interest to learn. So, overall, my experience has taught me to be realistic (you cannot learn everything in two months), gather as much knowledge as possible and have fun along the way.

### **Raily Ghosh -VMware**

It was by a stroke of luck that I got selected for an internship at VMware. The team I got into works in the area of strategy and change management which neatly aligned with my interests. A few days into my internship I realised that the company is one of the best places to work in. What drives VMware is the wonderful culture – at the heart of which is employee empowerment and individual accountability. I was given complete ownership of a product that was being launched internally – for the employees of their Global Customer Operations division. It was a “people practices” product, which is being launched in India for over 450 people, and is to scale up globally with over 1500 stakeholders. An opportunity to drive project of this scale gave me an opportunity to work in all major areas of management. I saw a campaign that I ideated and created – come to life!

### **Alpana Jumde – Infineon Technologies**

“Hands on” was the first term I heard as I entered my office on the very first day of my SIP. That day what I knew was just the dictionary meaning of that phrase but, as I continued my project for another 2 months, I understood the actual meaning, importance and learning this term beholds. I worked for a leading German company in the semiconductor industry, called Infineon. I had to develop an e-learning module for the on boarding process of new managers, joining the company. The scope of my project was to capture all the processes, policies and cultural norms of the company and make the new hire well acquainted with them through the e-learning. Besides this module I was also assigned the task to facilitate the various training programs. This gave me the exposure to work in a corporate setting and understand team dynamics, coordination and task expectations. This project has immensely strengthened my resume as well as my practical knowledge, as now I am able to picture the job profiles of HR operations.

## Shilpi Sinha – HDFC Bank

As a fresher with no prior corporate experience, I was exposed to many aspects that I had learnt only theoretically before in my cocoon. Learning completely new products of an industry I had not much knowledge about; giving the “perfect” sales pitch; accepting harsh rejection gracefully; having to meet targets while trying to adjust in a new but wealthy locality with a modest stipend, all helped in my overall development as a person who wants to make a career in this field, that too in 2 months! Gathering the courage to approach the CFO of one of India’s biggest hospitals, Columbia Asia Hospital and cracking a deal for them to start a relationship with HDFC bank and use its products is something I would call a “success” in my small journey as an intern for the bank.

# The Global Leadership Program Experience at NUCB, Japan

Having heard so much about the history of Japan and learned about business practices and the high standards of quality that prevail in the Japanese industry, I was thrilled to be a part of XIME’s Students Exchange Program at Nagoya University of Commerce and Business. We were 184 in the Batch. The GLP emphasizes on creating a global mindset and developing global leaders. The variety of case studies hand picked for the courses helped us to understand the difference in decision making procedures among managers in Japan, other Asian and western countries – which holds the key to winning the competition in these emerging markets. This is made possible by the responsiveness to changes by going beyond the traditional competitive strategies.

The program follows a participative approach. The classes focus primarily on individual and group discussions followed by presentations. The students take the lead role in the learning process. Groups are assigned in the courses, and are allotted a healthy amount of group assignments. Through the duration of my

course I have tried to collaborate with any team that I have been assigned to. This has given me the experience of working and adjusting in different group dynamics, and has helped me become a better team player. The diversified student environment in terms of nationality, age and industry experience has not only helped us to learn about different cultures and economies of the world but also to adapt broader perspectives around business problems.

Presentations here entail a lot of critical, and on-the-feet thinking. Our presentations and reports were themed around solving very specific business problems around the world. We explored the nuances underlying critical managerial decisions and proposed managerial solutions for them.

However, the program, was not “all work and no play”. As a part of an excursion, all the exchange students were taken to the UNESCO world heritage site of *Shirakawa-go* and the historical city of *Takayama*. The purpose was to give us insight into the traditional Japanese cultures. We got an opportunity to indulge





with the traditional Japanese, and witness the very famous Japanese open-air *onsen*. We also attended workshops on making chopsticks and “*Sarubobo*” - a traditional mascot of the *Hida* Region in Japan.

We visited the Toyota plant and another factory at *Maruei Togyo*, which manufactures Japanese traditional clay roof tile. We had a glimpse of the factory culture of Japan. Japan is a perfect blend of culture, tradition and modernity. Organization, system and discipline are at the very heart of the Japanese culture. Technology and automation go hand-in-hand with the culture. I was in awe of how brilliantly the country has adapted technology and automation, every step of the way.

Life here, has been hectic. The program demands regular report submissions,

presentations and group meetings. I have had ample opportunity to make friends from over fifteen countries. I have also taken a small vacation and travelled to Tokyo and Mt. Fuji.

These two months have been filled with life changing experiences. Hard work has been coupled with a lot of fun, which took away all the stress. I see this Exchange Program bringing a positive impact on my personality. It has broadened my horizon and opened me up to different cultures. I now feel confident to take up more challenges and feel ready for a challenging career and life. I am deeply grateful to XIME for providing me with such an incredible opportunity.

**Ms. Pritha Das, Batch 22**

## The XIME Experience: Recollections by the Best Outgoing Student – Batch 21

**My two years at XIME have been quite an adventure.**

Seems cliché, but I still remember the first week of orientation like it was yesterday. From the inspiring sessions that motivated us to ‘get out of our comfort zones’ to interacting with people from the four corners of our country; it was an intimidating introduction to B-school life!



Most of all, I remember being scared. What if this was not what I was cut out for? What if they expected much more than I was capable of? Added to that was the fact that I was one of the youngest students of the batch, and I did not have work-experience like some of the others.

I remember being home-sick for at least 2 months. I remember counting the days to go home.

And then slowly, things started falling in place. XIME gave me opportunities that I will forever remember with gratitude. **Here, everyone starts off on an equal footing, and based on merit, you**

**move forward.** And this is one of the best things at XIME.

The classes were interesting, acquainting us with topics, concepts and industries that we normally wouldn't have given a second thought. Sure, we had exams, but we also had quizzes, projects, essays, reports, industry interviews, questionnaires that diversified the way we learnt.

Club activities and conducting our very own fest XIMERA taught us responsibility and team efforts. MarkXime has given me fond memories, and has allowed me to make bonds with some of the most creative minds of our college. Through the clubs, **we learnt to respect each other's abilities and capabilities.** Taking part in some of the numerous competitions that XIME allows us to participate in, gave me the necessary exposure, and boosted my confidence. In one of the inter B-Schools incompetitions, being awarded the "Best Management Student" from amongst students from IIM Ahmedabad, Calcutta, Ranchi, Kozhikode, NMIMS, and others, was an experience that proved to me yet again, that XIME and I are no less than any other.

The different programs that XIME annually hosts gave us several opportunities to showcase our talent on the stage. Eminent audiences from different industries in India, as well as global audiences, supported every song and dance. These programs brought out Hip-hop and Kuchipudi; Flute and Tabla players to Beat-boxers; actors and singers, and on the whole, reinstated that we are diverse and united. XIME has given me friends who have stayed by me through thick and thin; and it is through these friendships that I have learnt lessons of loyalty and reliability.

XIME has given me much more than activities and opportunities, which I can list on my resumé. **I can testify that through my daily interactions with the staff, students and various guests that visit our college throughout the year, I have developed as a person across all spheres.** To value others' time, to be more respectful of thoughts and opinions that differed from my own, and to learn something from everyone I met; XIME culture inculcated all these in me.

As I heard my name being called out as the student with the "Best All-round Performance", **I realized that XIME had delivered what it promised us: To mould us into confident, bright people who would be ready for the real world.** And here I am.. Eager to learn and unlearn.. Ready.. Confident.. proudly displaying it on my CV, and forever in my memory: XIME.

**- Nicolette M. Francis**

# Faculty Publications

## Dr. Mathew J. Manimala

The Chapter titled '**Bangalore: Development Through Intercultural Interaction**' was authored by Dr. Mathew J. Manimala and published in the book titled "Entrepreneurial Renaissance: Cities Striving Towards an Era of Rebirth and Revival" edited by Prof. Piero Formica, Innovation value Institute, Maynooth University, Ireland . The book was published by Springer International Publishing Switzerland and has ISBN 978-3-319-52659-1.



The Chapter titled '**Founder Culture in Organizations: Its Impact on Organizational Growth and Innovativeness**' was authored by Dr. Mathew J. Manimala and published in the book titled "Longitudinal Thinking: The best of Abhigyan : Volume I" edited by Dr. Vinayshil Gautham . The book was published by Macmillan Publishers India Ltd and has ISBN 978-9350-59402-5.

## Prof. Naseer Mohamed Jaffer

The Chapter titled '**Land Titling Questions in India: Behavioral Economics Perspective**' authored by Prof. Naseer Mohamed Jaffer was published in the book titled "Journey Towards Land Titling in India" edited by Varsha Ganguly and Snehasis Mishra. The book was published by Center for Rural Studies, Lal Bhadur Shastri National Academy of Administration (LBSNAA), Mussoorie.



## Dr. M V S Peri Sastry

Paper titled '**Evaluating Paragraph-Type Answers Online, using Text Analytics**' authored by Dr. M V S Peri Sastry has been published in the CSI-Communications Magazine (June 2017), by Computer Society of India. It presents an Algorithmic System comprising of more than 3 algorithmic systems, one of which is to "Calculate Thought-Mediation Factor (TMFac) using PeriSastry's Algorithmic System" and it is the original research effort of about 10 years, in the fields of AI, Algorithms and Text Analytics. It can be downloaded from [www.csi-india.org](http://www.csi-india.org).



## Dr. P. Srinivasan

Research article titled '**Macroeconomic Information and the Implied Volatility: Evidence from India VIX**' has been published in the refereed international journal 'Theoretical Economics Letters' (ISSN Print: 2162-2078; ISSN Online: 2162-2086), Volume 7, Number 3, April 2017 (Publisher Scientific Research Publishing Inc. USA). This journal is listed in the Australian Business Deans Council (ABDC) Journal Quality List 2016 'Grade B' and ABS Academic Journal Guide 2015 (Rating No.1) published by the Chartered Association of Business Schools, United Kingdom.

Research article titled '**Linkage between India Implied Volatility Index and Stock Index Returns**' has been published in the refereed international journal 'Theoretical Economics Letters' (ISSN Print: 2162-2078; ISSN Online: 2162-2086), Volume 7, Number 4, June 2017 (Publisher: Scientific Research Publishing Inc. USA).





## Ms. Purnima Thampi



Paper titled '**Organizational Role, Stress, Job Satisfaction and its impact on propensity to leave: A study on employees working in a Retail firm in Bangalore**' authored by Ms. Purnima Thampi has been published in the Navasiddhant – Journal of Management, Entrepreneurship and Ethics (ISSN No : 2320-2017), Vol 3, Number 2, published by Bharatesh Educational Trust's Global Business School.

## Dr. Deepthi Shanker



Paper titled '**Academic Entrepreneurship in India**', authored by Dr. Deepthi Shanker has been published in the Journal of Entrepreneurship & Management, Vol 6, Issue 2, June 2017. Published by XIME.

## Faculty Publications & Presentations (XIME Kochi)

### Dr. Manoj Varghese



Dr. Manoj Varghese chaired a session in the **HR Conference by NIPM Kerala** on 30<sup>th</sup> June 2017 at Gokulam Convention Centre, Ernakulam on the topic '**CEO's take on happiness and its impact on Business**'

He was also a resource person for the MDP on Personal Effectiveness and Team Building for the Oncologists at MVR Cancer Centre, Calicut on 10<sup>th</sup> May 2017. He also participated in SAS Training on Predictive Modeling at Bangalore on 3<sup>rd</sup> -8<sup>th</sup> April 2017 conducted by SAS India Limited.

### Ms. Ranjana Varghese



Ms. Ranjana Varghese was a resource person at IIM K for an MDP on Managerial Effectiveness Programme for Animal Husbandry Department, Government of Kerala, held from 17<sup>th</sup> to 18<sup>th</sup> April 2017.

She was also a resource person at Federal Knowledge and Development Centre of Federal Bank Limited, for Sparsh Training programme on 2<sup>nd</sup> May 2017. She was the lead trainer for the Additional Skills and Acquisition Program of Government of Kerala, at St. Xaviers College, Aluva on 12<sup>th</sup> May 2017. She was also a resource person for the Continuous Education Program of the Institute of Cost Accountants India, Kottayam Chapter on 13<sup>th</sup> May 2017. She spoke on *Social Media Networking in the Digital Era*.

### Dr. Mercia Selva Malar



Dr. Mercia Selva Malar attended seminar on Block Chain Technology at World Trade Centre, Cochin on 30<sup>th</sup> May 2017.

She was invited as guest for book review of her own book "Aspire to be a great teacher" at James College of Engineering and Technology, Nagercoil on 14<sup>th</sup> June 2017. The book was reviewed by Professors from Scott Christian College, Nagercoil, Nesamony Memorial Christian College, Marthandam and Devikumari College, Kuzhithurai.

# Management Development Programme

## Faculty Development Programme

**XIME Kochi** organized a 2 day Faculty Development Programme on '**Management Education- Emerging Challenges**' during 2-3 June 2017 and 9-10 June 2017; for the benefit of Heads of Management Departments and Faculty of all KTU's affiliated colleges. The programme was coordinated by College of Engineering Trivandrum. The key topics covered in the programme were: The Changing Landscape of Management Education; State of Management Education In India; Pedagogical Issues in Management Education; Teaching with Cases; Education beyond Knowing; Focus on Doing and Being; The Teacher's role in transforming the Students; Developing a Research Culture among Faculty; and Developing a High Performance Culture in the Institute. It was attended by 90 faculty and heads of departments from across Kerala.



Participants of the FDP on 'Management Education- Emerging Challenges', organised at XIME Kochi.

## MDP on People Analytics

XIME Kochi organized a Management Development Programme (MDP) on '**People Analytics**' from 20<sup>th</sup> to 21<sup>st</sup> April 2017. The conference had participants from six states. The key resource persons included Dr. Manoj Varghese, Dr. T. V. Francy and Dr. Arul Senthil Kumar. The program started with basic analytics and applications of analytics in Human Resources, HR Metrics and Dashboards, which could be used by practicing managers. The program was well received by the participants.



Participants of the MDP on 'People Analytics', organised at XIME Kochi, from 20<sup>th</sup> to 21<sup>st</sup> April 2017



# Distinguished Alumni Column

## Mrs. Hema Mani (Batch 1)

XIME takes great pride in featuring the achievements of **Ms. Hema Mani** our distinguished Alumna from the 1<sup>st</sup> batch (1995-1997) of XIME, Bangalore.

She is today recognized as one of the **30 Women Super Achievers by World HRD Congress**. She has over **20 years of experience in leadership capacities in various Human Resources functions** such as strategic HR pbusiness partnering, Talent Acquisition, Talent & Organization Development, Talent Management, Compensation, HR Operations, HR Legal, Employee Relations, Corporate Communication and HR generalist and has been a key task member in the HR leadership team in driving HR processes and linkages throughout the organization besides being a key partner in the business for strategic planning, growth initiatives, and PCMM assessments

She began her career in HR at **Kelly Consultants** and then moved to **PriceWaterhouseCoopers, Jain Group of Institutions, i2 Technologies, Honeywell Technology Solutions** and finally to **Lennox India Technology Centre**, where she is presently the **Director- HR** for the group in India & China.

Under her leadership, Lennox India has won several honours for HR such as the **13 best workplaces in Tamil Nadu** by Times of India, **100 Best places to work for women in India 2016** by Avatar and **Dream companies to work in 2016** by Times Ascent. As part of her responsibility in Lennox India & Asia sourcing leadership team, she spends considerable time in developing HR talent in the organization and developing them into a global team of excellence. She had a short stint as a freelance trainer with **Accord Management Consultants**. She was one of the founding members of **Mahaveer Academy of Technology and Sciences** (part of the Jain Group of Institutions), here she was responsible for developing the HR curriculum for post graduate studies in collaboration with Industry and Academic experts.

She has represented on topics of Human sciences in forums of IHRD and NHRD. She has published a couple of **papers on Execution Excellence in HR** which is compiled into a **journal, released by Indian Institute of Science**; and another one on **Innovative Learning Strategies** which was recently recognized by **NASSCOM** and published on their site.



## Cultural performance by Batch 23 at XIME Bangalore





# XIME CHENNAI

## EVENTS

### Inaugural Function of Batch 1

The Inauguration of the First batch of PGDM programme of Xavier Institute of Management & Entrepreneurship (XIME) Chennai Campus was held on 25<sup>th</sup> June 2017. **Mr. B. Santhanam**, President & MD, South Asia, Saint Gobain India Private Limited was the Chief Guest and **Prof Jean-Pierre Helfer**, Former Dean, Paris-Sorbonne Business School & **Dr. J. Alexander** IAS (Retd.), Chairman of XIME Kochi & Former Chief Secretary of Karnataka were the Guests of Honour.

**Mr. P. C. Cyriac** IAS (Retd.) Chairman, XIME Chennai & Former Additional Chief Secretary Government of Tamil Nadu, welcomed the gathering and looked back on the cherished journey undertaken by XIME to start its Chennai campus.

**Prof. J. Philip**, Founder and President, XIME, said the opening of the Chennai Campus of XIME, the third after Bengaluru and Kochi, is a dream come true for him. The first batch in Bengaluru had commenced in 1995, and the first batch of Kochi campus had commenced in 2013. In continuation of the cultural and gender diversity of the other two campuses, the first batch of XIME Chennai is composed of 58 students from over 12 states, of which 20 students are girls.

**Prof. J. Philip** added that since Oragadam is a manufacturing hub, also dubbed as the Detroit of India, the focus of XIME Chennai will be on Manufacturing, Analytics, Operations, Logistics & Supply Chain Management. "We hope to make a significant contribution to the 'Make in India' movement.

The Chief Guest **Mr. B. Santhanam** during his inaugural address said that the world of work has changed and today's business school students need to be collaborative, creative, connected and driven by conscience. "If you asked someone a few years ago, what is the most important characteristic that you must possess in order to succeed in business, most would have said that to be competitive is at the heart of being successful," he said. However, being narrowly competitive no longer guarantees success. The ability to collaborate is now an absolute necessity. The last and the most important dimension of change is that the world is suddenly beginning to wake up to its conscience. Capitalism is now focused on building trust, compassion, collaboration and value creation. "The era of conscious capitalism has just begun," he added.

**Mr. Santhanam** proposed a framework to the students and faculty, which he called '10 Leadership Traits', drawn from success stories of many leaders, and if inculcated, it will lead to increased impact. The framework, he explained, has 10 interrelated traits that contribute to effective leadership: intelligence, not analytical but emotional and social; information



Chief Guest Mr. B Santhanam, President & MD, Saint Gobain India, addressing the gathering during the inauguration of the first PGDM Batch of XIME Chennai



Mr. P. C. Cyriac IAS (Retd.) Chairman, XIME Chennai, addressing the gathering during the inauguration of the first PGDM Batch of XIME Chennai.

through knowledge, framework, linkages; insight into markets, customer and industry trends; imagination in envisioning the future and being unconstrained by resources; intensity through passion, drive and involvement; inspiration to be a visionary, role model and get others to commit; influence through persuasion, consensus, team-work and collaboration; impact through clarity of communication, personality and connect with people; and independence by being autonomous, self-motivated, possessing edge and power balance.

**Prof. Jean-Pierre Helfer**, former Dean, Paris-Sorbonne Business School, talked of three revolutions that are changing the face of business and will impact today's management students. The first is the absolute necessity for companies to integrate CSR into their approach. Companies have also to be very agile.

The second revolution, explained the professor, is that teachers of pure management are less important today. The managers of tomorrow, he says, need an openness towards the world, openness towards philosophy, art, geography.

Lastly, referring to the third revolution, Prof Helfer said today, schools and universities can no longer live in a closed space of students and their families. The ecosystem is large and there are a multitude of stakeholders to satisfy today, from international accreditation bodies that come to audit schools, to journalists who want to rank and compare B-schools.

**Mr. Suresh** a renowned Business Consultant also felicitated the gathering and fondly recollected his memories as a student under Prof. J. Philip during his IIM Bangalore days. Students from XIME Bangalore campus enthralled the crowd with scintillating musical performances.

**Fr. George Sebastian**, Director of XIME Chennai & Former Dean of XLRI gave the Vote of Thanks to end the formal function. All gathered were invited to join the High Tea.

## Orientation Programme of 1<sup>st</sup> Batch

XIME Chennai has successfully completed the orientation programme for its first batch of PGDM. The orientation programme, which spread across a week between **26<sup>th</sup> June and 3<sup>rd</sup> July 2017** wherein Professors from different areas of expertise enlightened the students on how the transformation process of becoming successful managers would happen over the

course of next 2 years. In fact, the first day resonated with opening speech of **Prof. J. Philip**, President XIME, who highlighted the necessity of upholding the values, ethics and reputation of XIME. **Prof. Anantharaman**, **Prof. Placid** and **Dr. Varghese** shared their knowledge and wisdom with students.

There were several ice-breaking sessions involving individual as well as group exercises to facilitate cross pollination of ideas, promoting communication amongst peers thereby breaking all cultural and geographical barriers students might have had.

Within a week's time, the students were able to form a cultural committee and host an event that saw almost 80% participation from the batch of new faces. This further helped the students as well as the faculty members to discover the hidden gems of the new batch in various areas such as singing, dancing, plays, etc. In a nutshell, the event gave all the newbies a platform to showcase their talent and mix with each other well.

## Profile of Batch 1 (XIME Chennai)

The 1st Batch joined XIME Chennai on 25th June 2017. The new batch brings rich diversity with respect to geographical regions, language, religions, educational backgrounds, work experience and gender. The new batch has 58 students from 12 states across India and 35% of the new batch are girls. The batch has good mix of freshers (67%) and students with work experience (33%). Engineers constitute 64% of the batch, followed by student from commerce stream who constitute 16% and business management students who constitute 14% of the batch.

We would like to celebrate the Champions who are part of the New Batch:

- **Soumi Chowdhury** - Secured first and second position in national group song competition conducted by Bharat Vikas Parishad in Bangla and Hindi category. Awarded the certificate of Sangeet Bhushan by Pracheen Kala Kendra, Chandigarh in Classical(vocal and Nazrul Geeti(vocal)).
- **Ilapakurti Sai Krutika** - Published a paper in IJESC Journal. Received Leo Muthu Scholarship Award (University Level).
- **Edith Rominta M** - Published paper in an international journal, and winner of Basketball Championship (University Level).
- **Silpa S Moolamkunnam** - State Level Dance winner.
- **Shyam Raghunathan** - University Level Cricket player.
- **Shreelekha C V** - Certified Mountaineer Climber, represented Andhra Pradesh state at the national conference on climate change.
- **Rhea Maria James** - Secured 2<sup>nd</sup> place in Fresh Face organized by Times of India.
- **Renuja G** - Was nominated for the army camp at Madras Race Course, Republic day Parade 2016.
- **Pankaj J Pemala** - Won prizes in University Level Football Championship.
- **Alla Karthikeya Swamy** - Secured bronze medal in Chicane Circuit (National Level).



# The XIME Chennai Team

## **Rev. Dr. George Sebastian, Director, XIME Chennai**

Fr. Dr. George Sebastian is a Jesuit priest belonging to Jamshedpur province, he is an alumnus of XLRI (PMIR), also obtained Masters in science in positive Organizational Development from Case Western University, USA. His PhD thesis is on Transformational Leadership and Organizational Citizenship Behaviour from Madras University. For a decade he worked in XIMB as Dean of Finance and professor in the field of Organizational Behaviour, then he worked at XLRI as Dean of Administration and professor in OB.



He is a visiting faculty at Loyola University, Baltimore, USA. His expertise is in the field of Transformational leadership, Emotional Intelligence, Positive Organizational Development and Managerial Counselling. He has conducted numerous in-company programs, MDPs and workshops. He has written articles in a number of leading journals of the country.

## **Dr. K K Kuriakose, Director Development**

**Dr. K.K. Kuriakose** is the Director (Development) at XIME Chennai. He has superannuated from Indira Gandhi Centre for Atomic research, Department of Atomic Energy, Kalpakkam as Head - Computer Division and Knowledge Management. He has graduated from NIT Calicut in Electrical Engineering and completed post- graduation in Electrical Communication Engineering from IISc., Bangalore. He has also completed post-graduation in Management and Doctorate in Knowledge Management. He has around 35 years of industrial experience, and has published 33 research papers.



## **Dr. Ravi Veeraraghavan, Dean (External Programmes)**

Dr. Ravi Veeraraghavan has joined XIME as Professor of Finance. He has a strong background in Finance and has over 25 years of industry experience working at leadership levels in large corporations like Ford Motor Company, TCS, TI India, etc. He is a qualified Accountant, Company Secretary and holds a Doctoral Degree in Commerce. He is also a Certified Management Accountant in Institute of Management Accountants, USA. He has worked in diversified areas such as Finance, Strategy, M&A, Consulting, Customer Relationship, Service Management, Quality, Regulatory and Compliance. He was a key member in setting up the Global Center for Finance in India for Ford Motor Company, US in 1999. In 2007, he joined Tata Consultancy Service as Vice President in Business Process Services and played a key role in setting up and growing Finance and Accounting Services for global corporations. In the last 5 years, he has extensively worked in Japan and contributed for the expansion of business of TCS in Japan.



As part of contribution to Industry, he has also successfully led the development of the International ISO Standard- ISO/IEC 30105 (industry standard for IT enabled services) at a global level working with 30+ countries and international experts across different companies.

### **Dr. Selvam Jesiah, Dean (Academics)**

**Dr. Selvam Jesiah**, has joined XIME Chennai as the Dean (Academics). He is a University Gold Medallist, possesses a doctoral degree in Business Administration and has twenty-two years of experience in teaching, training, research and educational administration besides the exposure to education capacity building programme of various governments funded by UNDP. He has authored two books respectively on "Transitional Issues and Approaches of Privatization" and "Knowledge" and published about 30 research papers in referred journals such as African Development Review, (African Development Bank) Blackwell Publishers, Oxford and International Journal of Regulation and Governance, TERI, New Delhi. Dr. Selvam is a recipient of the Best Teacher Award-2013 from the National Foundation for Entrepreneurship, Chennai, and has served in various academic committees of different universities and editorial boards of many reputed journals across the country.



### **Raymond Arogyaswamy, Associate Professor**

**Mr. Raymond Arogyaswamy** has joined XIME Chennai as an Associate Professor. He has served in key positions at national and international levels in different organisations, viz. Senior Vice President of Emerio Globesoft Pvt. Ltd., Singapore, Intellect Design Arena / Polaris FinTech, Chennai, Vice President of Polaris Software Lab Ltd., Chennai / Singapore. He was the recipient of several awards, such as Global Excellence Award 2015 and 2016 for the Best Cross Functional Team, awarded to the Corporate Marketing and Communication Team; (2) Special award as the leader of the team that pioneered a three character Identity number of Intellect Design Arena and (3) The B. C. Roy Memorial Prize in IIM Calcutta, for the best contribution to campus life 1980 - 82. He holds B.Tech degree from Madras University and PGDM from IIM Calcutta.



### **Prof. C. N. Kshetragna, Adjunct Professor**

Prof. C. N. Kshetragna has spent 13 years in the Banking & Financial Services industry at senior management levels and also has 12 years of teaching experience in B-schools. During his corporate career, he had extensively worked on sales and strategy for various asset products and in academics, he served as head of the marketing department of Christ University. His areas of interests include Consumer Behaviour, CRM and Branding. Prof. Kshetragna has also taught in business schools in Belgium & Germany.



### **Dr. M. Pachayappan, Assistant Professor**

Dr. M. Pachayappan is an Assistant Professor of Production and Operations Management. He has previously held position as Assistant Professor at the School of International Business, School of Management, Pondicherry University. He is a B. Tech Computer Science and Engineering and M.B.A from Pondicherry University. He is a Ph.D in Operations Management and his areas of research interest include Industry 4.0, Internet of Manufacturing Things, Cellular Manufacturing System, Business Analytics, Big Data Technologies, Social Network Analytics and Web & Text mining. He has presented papers in several international conferences and has published in



a number of journals of repute. His research on “Cellular Manufacturing System” has been implemented in some SMEs in Pondicherry.

**Mr. Sreejit Ummathiriyar, Assistant Professor**

Mr. Sreejith Ummathiriyar holds a Master’s degree in Business Administration (MBA) from IIT Kanpur and a Bachelor’s degree in Electrical & Electronics Engineering (B.Tech) from REC (NIT) Calicut. He is UGC NET JRF qualified in Management. Sreejith has varied industry experience ranging from manufacturing to market research to banking and has been associated with Ingersoll Rand, AC Nielsen Org-MARG and State Bank of India. His research interests include consumer behaviour, pricing and market research in the marketing discipline. He has published papers in reputed peer reviewed journals.



## Reflections on the Orientation Programme at XIME Bangalore, Chennai and Kochi

*The detailed planning of the 2 week Orientation was in itself an upholder of the thoughts of discipline and efficiency that many speakers echoed and reiterated. The strict time schedules kept all of us on our toes, an apt precursor to the fast paced career we are en route to. Focus, passion, confidence, effective communication, smart working and an inclusive, transformational growth and a bunch of talented, confident new peer group was what the Orientation left us with, and an etched impression of what the XIME culture and values stand for.*

**- Anna Johnson (XIME Bangalore, Batch 23)**

*The whole two weeks of orientation helped us in equipping ourselves with all the aspects of learning. We worked together as a team, we created ideas, we learnt a lot from our peers and we gained lot of exposure. Thanks for planning such a wonderful orientation.*

**-Mr. Sri Venkatesh (XIME Kochi, Batch 5)**

*“The entire orientation session has helped me such that it removed the misconception I had and instilled new faith and confidence in me. This has created a new person in me and I am looking forward for an exciting 22 months ahead with a mini India, diversification from 22 states of India*

**-Mr. Lalith Janadri (XIME Kochi, Batch 5)**

*“It was such an excitement that we all forgot that we were strangers few days back and became a family in one week. Though we couldn’t win in some competitions, the participation itself was enough for us. I am grateful to be part of an institution, which is giving me such great opportunity to know the culture of all states of India.*

**- Mr.Souvik Biswas (XIME Kochi, Batch 5)**



*"The best session we had was that we had with our President. His speech has motivated me in believing ourselves and give us our 100% to whatever we do. It was a great day for me, when President invited me and few of my friends to share the table with him during dinner*

**- Ms.Sheetal Khandelwal (XIME Kochi, Batch 5)**

*Sudeep, a fresh graduate from Loyola College, Chennai expects that the course would help him develop the necessary skill sets, become more articulate and business ready by the end of two years*

**- Sudeep John (XIME Chennai, Batch 1)**

*Shreelekha, an HR professional from Hyderabad comes with a mission to hone her skills, subject knowledge for a holistic development. She mentions that the Orientation program helped her get acquainted with the principles and rules which serve as a backbone to XIME to ensure a smooth two year journey*

**- Shreelekha (XIME Chennai, Batch 1)**

*Rhea, a graduate from Bangalore was amazed with the campus infrastructure and quoted that the orientation session gave her an idea of the plethora of opportunities that await each and every student at XIME, Chennai*

**- Rhea James (XIME Chennai, Batch 1)**

## AIMS Board Meeting

The Sixth meeting of the Executive Board of the Association of Indian Management Schools (AIMS) was held on 22<sup>nd</sup> June 2017 at XIME-Chennai. The Board discussed various issues relating to management education in India. A number of senior B-school leaders attended the Board meeting. They included **Dr. B.V. Sangvikar** of Pune University and President AIMS, **Prof. J. Philip**, President XIME, **Dr.M.R. Rao**, former Director IIM-Bangalore, **Dr. Upinder Dhar**, Vice Chancellor, Shri Vaishnav Vidyapeeth Vishwavidyalaya, Indore, **Dr. Ratan Sharma**, Principle Director, Delhi School of Business, **Dr.Narayana Reddy**, Head, Department of Management, Reva University, **Dr.Anil Rao Palia**, Director, Wilingkar Institute of Management, Bangalore, **Dr. R.Nandagopal**, Director, PSG Institute of Management and a few others.

Among other things, the Board considered conducting a National Research Study on the 'State of Management Education', for which a Committee was appointed; to respond to some of the questions from AICTE Committee on faculty qualifications and compensation, the proposed Fellow Programme in collaboration with O. P. Jindal University and the forthcoming Annual Convention of AIMS in Pune. The dignitaries who attended the meeting were quite impressed with the infrastructure of XIME Chennai, especially the façade of the main building which resembles the façade of Harvard Business School's main administrative block.

## Convocation of 3<sup>rd</sup> Batch



Mr. V. K. Mathews,  
Chairman, IBS Group,  
addressing the Convocation

The convocation of the 3<sup>rd</sup> PGDM Batch of XIME Kochi was held on 29<sup>th</sup> April 2017 in the XIME, Kochi Campus. The Chief Guest of the day was **Mr. V. K. Mathews, the Founder and Executive Chairman of IBS group.** **Dr. J. Alexander** IAS (Retd.), former Chief Secretary Karnataka and Chairman XIME Kochi presided over the function. Mr. Mathews gave an inspiring message regarding the disruptions in the business market today and he pointed to the fact that only the adaptable can survive in this world today. He urged the graduating students to change their thinking if they need to change the world. Also, the biggest message he gave to the Batch 3 students were to stay safe. XIME Founder and President **Prof. J. Philip**, Director **Dr. Manoj Varghese**, Dean **Dr. T. V. Francy** spoke during the function.

**Ms. Shreeja Varma** bagged the Chairman's Gold Medal for scoring the highest CGPA. The 2<sup>nd</sup> and 3<sup>rd</sup> positions were bagged by **Ms. Shraddha Hande** and **Ms. Priyanka Krishnaswamy** respectively. The Sunny Diamond Excellence award for best all-rounder was awarded to **Mr. Amalan Senthamizhiniya.** **Mr. Anand S** was given the award of Rs. 10,000 and Certificate for Humanitarian Spirit and Service among all students.



Chairman, Chief Guest, President and Board Members with the Award Winners of Batch 3

# Welcome Batch 05 to XIME Kochi

The Batch 05 of XIME Kochi was inaugurated on 12<sup>th</sup> June 2016 by Dr. Viju Jacob, Managing Director of Synthite Industries Ltd., Dr. J. Alexander, IAS (Retd.) presided over the function. He, with his usually charisma inspired the students from various states of India to be the ambassadors of XIME. Director Dr. Manoj Varghese and Dean Dr. T. V. Francy spoke during the function.

The two-week long orientation for the new entrants was designed in such a way that they shed all their inhibitions, clear all the black clouds and steer them through the darkness to the light. The speakers from the industry, eminent personality from Indian administrative service, economists, and language experts gave an insightful journey to the batch 5 through



Mr. John Chiramel, former Director of Aravind LifeStyle Brands, addressing the new batch



Mr. Rajesh Nair, Director - Head Markets, Kerala and Tamil Nadu, addressing the new batch

the orientation programme. Apart from these, there were team activities which helped the new batch in creating a bond irrespective of where they come from.

**Mr. John Chiramel**, former Director of Aravind Life Style Brands gave a very enlightening and humorous lecture on various aspects that students should look out for and his experiences in the long industrial tenure.

**Mr. Rajesh Nair**, Director - Head Markets, Kerala & Tamil Nadu spoke about the future of work. He emphasized on the importance of having focus and what all can be anticipated out in the corporate world after 2 years.

Apart from the industry luminaries, we had language experts giving the batch tips on business communication. **Dr. Lalitha Mathew, Ms. Sonia Britto, Mr. John Eappen** and **Mr. Paul Chiramel** helped the students identify the need and power of communication. The etiquettes of digital space through the electronic mails, and the use of emotions and tones in communication were also stressed upon. The students enjoyed and learnt from the sessions.

The Vice President HR of V-Guard industries, **Mr. P. T. George** shared his experiences on his career growth as well as how he transformed himself from a management student to a highly successful professional today.

**Mr. Prem Sunny**, Director, Sunny Diamonds was the youngest of the speakers. He being a gemologist and running a family business, stressed upon the importance of having a fire in



the belly to keep moving forward. Also, he insisted on learning Soft Skills which is vital to meet and greet people, and strike a chord.

The alumni session was an exciting one for both the alumni as well as the Batch 5. **Mr. Joshua Tom George**, Senior Associate Lead-BP HR Infosys, **Mr. Cerin Pathrose**, **Mr. Dinu & Mr. Rahul** of Ingnitho and **Ms. Payal Sadhwani** were the former students who interacted with the students. The batch 5 students could clear all their doubts and got an idea of how to transform themselves into better managers in the next 20 months.

Former MD and Founder of Terumo Penpol, **Mr. C. Balagopal** shared his experiences of both the Indian Administrative Services, and the life as the Managing Director of Terumo Penpol. The highlight speaker was our President **Prof. J. Philip** who in the words of the students inspired them through his powerful words. He threw light on the aspects of 'knowing', 'being'



Mr. P. T. George, Vice President HR of V-Guard industries, addressing the new batch



Mr. Prem Sunny, Director, Sunny Diamonds, addressing the new batch

and 'doing'. He urged the students to get the maximum out of the two years and be part of the big brand of XIME. Later on, the students were fortunate enough to have dinner with the President, Director and Faculty, which many of them has described as an amazing experience for them.

Fourth Ambit Founder and Director **Ms. Ruby Peethambaran** was another speaker who shared the success mantras of Hard work and Helping others. She said that as we run the race to reach heights we forget to read the minds of people around us.

All work and no play make XIMITEs dull. The two weeks of orientation also was filled with fun and frolic rather than just lectures. The element of "learning through fun" helped all of them bond quickly and learn the cultural aspects of XIME Kochi – their home away from home for the next 20 months. Hence in the Orientation week, along with a number of talks by invited guests, there were many competitions to have better interactions between one another. They were judged individually and also as a team. The intensity, competitive spirit and sportsmanship of these competitions helped them gear up mentally for the PGDM programs intellectual and cultural challenges.

There were exciting competitions from Team Jingle to celebratory dance, collage, business quiz, public speaking, photography, team video, best manager, treasure hunt, music and dance. Apart from these, they were also rated on punctuality, participation and discipline.

***And the Game begins ..***

The students came out with meaningful and exciting team names like Melange, Chislars, Iris, Emerald Knights etc. and they started running around to grab the points for their team.

The Quiz Competition had questions from the business scenario as well as the current affairs. The section on XIME was also well received. **Mr. Alok K** was the quiz master

The Collage competition was an activity which was given on the second day that tested the team work as well as their creativity. The topic 'Globalization' was well represented with bits and pieces of raw materials. The public speaking competition had the topic 'Motivational Speech' and **Ankit Menon** of batch 5 emerged as the winner. There was a Best Manager competition which aimed to identify the person with the traits of a good manager. After a tight competition, we had **Prakhar Saxena** emerging as the Best Manager.

The Cultural night was another competition where the hidden talents of the students came out. The teams danced in groups, sang and made merry. Another exciting event was the photography competition they had right from day 2 on various topics like Showers, Duplicate, Dynamic and many more. This brought out the thinking ability and the creativity in the students. After the two-week long orientation program which was a mix of fun and learning, the teams were all excited in the last day to find out who emerged as the winner. There was a team video presentation which was made on the last day which was also put forth for evaluation. Team Chislars emerged as the champions. The runners up were Team Iris.



## Batch Profile 5 (XIME Kochi)

The 5th Batch joined XIME Kochi on 12th June 2017. The new batch brings rich diversity with respect to geographical regions, language, religions, educational backgrounds, work experience and gender. The new batch has students from 21 states across India and 42% of the new batch are girls. The batch has good mix of freshers (70%) and students with work experience (30%). Engineers constitute 46% of the batch, followed by student from commerce stream who constitute 33% of the batch.

We would like to celebrate the Champions who are part of the New Batch:

- **Srivenkatesh Kumar**- Published an international journal under IJETCSE (International Journal of Emerging Technology in Computer Science and Electronics) and "A" certificate holder in National Cadet Corps with the rank "Cadet" under the battalion 1-TN-BATTALION-NCC in 2008.
- **Kritika Ratnani**- Secured 1st position in National Level paper presentation, and a National Level Chess player.
- **Mitrashi Das**- Secured scholarship to study in the United States for one semester from Global Ugrad. This programme was sponsored by the US Department of State for Education and Cultural Affairs and administered by World Learning.
- **Ishwarya Rajendirane** - Value Award holder from Syntel Pvt. Ltd., Pune
- **Yash P Mehta**- Runners Up in "Robo Shuttle Sticker" @ GTU (University Level).

## SIP experiences of Batch 4

### Mr. Sai Abhishek (Batch 4): My Summer Internship Experience at NALCO

The first page of my internship diary was a complete blank I didn't know what to expect from the demo version of my corporate life, I started my internship as a management trainee at National aluminium corporation Ltd. (NALCO), a Navaratna company. I was assigned to my corporate guide on the first day, and to my surprise he was the Deputy General Manager, Marketing of the company, at that point of time I realised it was not going to be easy for me. Initially, I was asked to do a detailed study of the company and its background which helped me a lot later on for my project work, then my guide gave me the freedom to choose my topic of study and which would benefit the organisation. I chose to do a detailed study on the "Key factors driving the prices in aluminium industry and possible ways to stabilize the price fluctuations".



"its good that you have chosen this subject as the company itself is finding ways to solve the problem" said my guide. My excitement levels were to the peaks. He and his staff have my full support in doing my research. Meanwhile, I was developing a strong relation with various professionals in the industry and several key people, that is when I realised the importance of doing the internship.

I put in all the knowledge and skills developed in my first year at XIME to complete this project. It is while submitting the report to my guide he said " it is the name XIME which allowed me to take you such topic for the research and I think you did justice to my decision, being a govt. organisation giving you a PPO is not possible but any applications from you side will be given first preference". Hearing this I was the happiest person and realised the importance of coming from a B-school like XIME and having been learning whatever we they teach.

I was awarded with a special appreciation certificate for my work in NALCO by the DGM himself.



# From the Topper's Diary - Batch 3

## The 22 months of fun and learning

That wonderful stretch of 2 years of MBA – was indeed a life time experience. When I meet my pre-MBA friends they remark that I am now a transformed person. When I look back, every experience, if I realise have carved out the person I am Today!

Well, the whole journey started when my phone buzzed with an email offer from XIME Kochi. I recall the risk that I had taken to quit TCS without a sabbatical. The journey was worth the risk, which has gone past me in a flash. I still remember the butterflies in my stomach as I stepped into the campus, unclear of the path I had to travel.

The Habit of staying updated with current world scenario in our President, J. Philip's sessions to refrain ourselves from getting caught has helped us to continue the same momentum even now. I always look up to our president as he is an epicentre of realizing dreams through sheer grit and hard work.

I would have never got the opportunity of anchoring or volunteering to steer various activities, having reputed personnel from various dream companies on the same platform had it not been for these 2 years. It allayed our fears and moulded us into industry ready managers.

To be on the Top of the Eiffel tower, visit Rome in order to envision gladiators and their battlefield has always been a dream as a little girl, this would have never come true without the Europe tour which still gives us a rush of memories.

We did not care of the combination of DNAs, we learned to care as a family, support each other during the thick and thins which gave us friends for life. The Residential Stay has taught us life's lessons which has enabled arsenal of memories that I still hold tight with happiness in my eyes.

I learnt to do each work with dedication from our staff who always extend us a helping hand which made our stay comfortable and memorable in XIME. We developed a global perspective on all the subject matters and rational thought process than out of the blue solutions from our gifted full time/ visiting professors who remembers the details of the students from XIME. Days of XIME, transformed me from a timid person to a bold, courageous person who would do what she thinks is right, from an undecided person to quick decision making person, from an out of blue reasoner to a logical reasoner in that case a reasoner in the first place which was earlier buried by the education system, from an unstructured person to an organised person. These intangibles were not certainly from academics but from the people around me. We wished we could stop a while before it ends, to relive all those memories, impregnated with love. Gazing at the memories in FB and new notifications from XIME page make us miss it more, long for reunion and be thankful for the life time experience it has showered on us.

**-Ms. Shreeja Verma , Batch 3 Student turned MT-HR @Bajaj Finance Ltd.**

# Upcoming Events

| Management Development Programmes   | Dates                 | Location  |
|---|-----------------------|-----------|
| Managerial Decision Modeling Using Excel Spreadsheet                          | 6-7 July, 2017        | Kochi     |
| Applied Econometrics for Business and Finance                                 | 28-29 July, 2017      | Bangalore |
| Strategies for Delivering Higher Profits and Customer Satisfaction            | 29-30 July, 2017      | Bangalore |
| Value Creation through Deployment of Operational Excellence (Opex) Strategies | 19-20 August, 2017    | Bangalore |
| Excelling as first-time manager   | 24-25 August, 2017    | Kochi     |
| Transformational Leadership for Senior Executives                             | 24 -26 August, 2017   | Chennai   |
| Lean Transformation: Value Creation through Continuous Improvement Program    | 16-17 September, 2017 | Bangalore |
| Performance Improvement through Knowledge Management                          | 20-22 September, 2017 | Chennai   |
| Workshop on Case Writing and Case Teaching                                    | 28-29 September, 2017 | Chennai   |



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