

# XIME News

MARCH 2013



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## Inside this issue:

- International Labour Law Conference
- Inauguration of XIME Kochi Campus
- Xavion Fest
- MDPs for NGO Sector
- Placement Update

## In this Issue

- **International Labour Law Conference** 3
- **Inauguration of XIME Kochi campus** 5
- **Case Workshop at Kochi** 6
- **California State University Team visit** 7
- **Xavion Fest** 8
- **From the President's Diary** 10
- **MoU with Houston Baptist University** 11
- **Christmas Celebrations** 12
- **Republic Day Celebrations** 12
- **Post Budget Analysis** 13
- **MDPs for NGO Sector** 14
- **MDP on Leadership for Hospital Administrators** 15
- **XIME students at the International Marketing Camp, Korea** 15
- **OBP at UTC Aerospace Systems** 15
- **French students at XIME** 15
- **Guest Lectures** 16
- **Awards & Accolades** 18
- **Socially Useful & Productive Activity** 19
- **Summer Internship** 19
- **Placement Update** 19
- **Hospital Administrators Summit** 20

## From the Editorial Team

Welcome to the March issue of the newsletter. In this issue we bring to you the events in the campus right from the International Labour Law Conference, Inter B-School Students Fest-Xavion, Guest Lectures and much more. The Editorial Team also brings to you the coverage on the newly opened campus of XIME at Kochi. We are open to constructive criticism and your valuable suggestions for the newsletter.

Please write to us at:

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## International Labour Law Conference 2013



**Shri Mallikarjun Kharge, Union Minister of Labour and Employment addressing the gathering during the International Labour Law Conference held in the Bangalore campus of XIME on 30th and 31st January, 2013**

The International Labour Law Conference was an intellectually engaging two-day event that took place at XIME, with ABBS, BEM, KAABS, ONGC, AMDISA and XAMI as co-sponsors, on the 30th and 31st of January, 2013. The conference saw thirty professionals from the field of Labour Law from countries as diverse as Germany, China, Japan, Brazil, Malaysia, South Africa, UK and Mexico speaking at the gathering.

Honorable Union Minister for Labour and Employment, Shri Mallikarjun Kharge delivered the inaugural address. Prof. J. Philip made a formal introduction of the two-day seminar to the delegates, speakers, media, faculty and students and welcomed the Honorable Union Minister for Labour and Employment, Shri Mallikarjun Kharge, setting the ball rolling by quoting from Prime Minister, Dr. Manmohan Singh's address at the 44th Indian Labour Conference.

Dr. Marcus Scholz from Hochschule Pforzheim University of Germany spoke about recent

developments in the German Labour Law. Prof. P.K. Padhi of XLRI Jamshedpur made a review of the Labour laws in the IT Industry.

Dr. David Carter, Roehampton University, London began with the mordant remark "Justice is the



**The audience keenly listening to the speakers at the International Labour Law Conference**

## Some of the Speakers at the Conference



Dr. David Carter, UK



Prof. Ligia Maura Costa, Brazil



Dr. Marcus Scholz, Germany

measure of how much money you have”. Prof. Anesh Singh, University of Kwazulu-Natal elaborated labour legislations in South Africa and the history of Labour Law from the time of Apartheid till the establishment of democracy. Mr. Anand Ponnudurai, Member, Malaysian Bar Council, brought out the Labour Law Issues in Malaysia in the context of the Industrial Relations Act of 1968.

Prof. Ligia Maura Costa, FGV-EAESP, Department of Social and Legal Sciences, Brazil described in detail the main aspects of her country’s labour law, pointing out similarities with India. In another notable presentation, Mr. Brian Yao, Dacheng Law Offices, Guangzhou dealt with the Chinese Labour

Law and its future prospects. Dr. Luis M. Arciniega, ITAM School of Business from Mexico, dwelt on the employee rights in his country while Mr. Taeko Suzuki from Japan addressed the Japanese Labour Law Provisions and Practice. Other Indian papers included M. S. Pati, Director (Personnel), SAIL, on the Labour Laws and the public sector, Mr. J. N. Amrolia, Director, Ashok Leyland John Deere Construction Equipment Company on major changes needed in the Labour Legislation and Mr. M. Nellaiappan, Director of BEML and Prof. Joy Varghese on the compatibility of Labour Law regime with the emerging business scenario.



Mr. Brian Yao, China



Mr. Anand Ponnudurai, Malaysia



Prof. Anesh Singh, South Africa

## Kochi Campus Inauguration



**The Chief minister of Kerala Shri Oommen Chandy with Shri KM Mani, Finance Minister, Kerala, Shri Oscar Fernandes, M.P, General Secretary, Indian National Congress, Shri K. Babu, Minister for Excise and Ports, Kerala, Shri K.P Dhanapalan, M.P, Shri Jamal Manakkadan, Chairman, Kalamassery Municipality and Shri. T. Balakrishnan, MD, Inkel, at the inauguration of the new campus of XIME in Kochi on 2nd December, 2012**

A major milestone in the history of XIME was achieved by a very distinguished audience including the Board with the inauguration of the Kochi Campus by the Members of XIME. Chairman, Mr. K.C. Mohan welcomed the Chief Guest, the Guest of Honour and other guests to the function. The celebration ended with a Dinner for the guests at Hotel Renaissance in Palarivattam.



**A cross section of the audience at the Kochi Campus Inauguration**



**View of the Kochi Campus**



**President J. Philip with Shri. K.M. Mani, Honourable Finance Minister of Kerala and Shri. Oscar Fernandes, Former Union Minister of Labour at the inauguration of Maria Philip Auditorium at the new campus of XIME at Kochi**

## **Case Workshop at Kochi**

XIME organized a three-day Faculty Development Workshop on Case Writing and Case Teaching at its newly inaugurated state-of-the-art campus in Kalamasserry, Kochi for Faculty members of B-Schools, Academic Colleges and Managers of various organizations.

Prof. Debashis Chatterjee, Director, IIM Kozhikode inaugurated the session. Prof. G R Kulkarni, Former

Dean, IIM-Ahmedabad was the Faculty Leader for the programme. There was a line up of experts in case method for sessions of the workshop, which included Prof. J Philip, President, XIME, Prof. Mathew Manimala, Professor of OB, IIM-Bangalore, Dr. P K Abraham, Former Director, MACFAST, Mr. M S A Kumar, Managing Director, AVT McCormick, Mr. S R Nair, President, KMA and Dr. Brahm Sharma, Director, XIME.



**President J.Philip and Prof. G R Kulkarni with the participants of the Case Workshop at Kochi**

## Visit by California State University Team



**Prof. J Philip and XIME Faculty with Ms. Sarah Villareal, Associate Dean, Extended Learning, California State University, Mr. Robert Carolin, Executive Director and Associate Dean of Global Education, Extended Learning, California State University and Mr. Sriram, President, TechE Learns**

## Case Workshop at Kochi

The Case Workshop was inaugurated by Dr. Debashis Chatterjee, Director, IIM Kozhikode with an enthralling speech about the importance of case oriented study in Indian B-Schools. Drawing comparisons with the Harvard system of case study analysis, he stressed the importance of practicality of approach and effective teaching methodologies in business teaching. The workshop included developing Case leads into full blown case studies, criticality of the first paragraph, style and approach in writing cases, Case Survey Method in Research and exercise sessions in Case Teaching and Case Development. Dialogue sessions with two top level managers added to the value of the Workshop. This was the first MDP at the XIME, Kochi Campus.



**Dr. Debashis Chatterjee, Director, IIM Kozhikode inaugurating the Case Workshop**

## XAVION



Students participating in the JAM session during the Inter Xavier B-Schools Fest, XAVION

At XIME Bangalore, the weekend of November 23-24 saw heightened levels of activity: XAVION, a two-day fest, organized by XIME, in association with Xavier Association of Management Institutes (XAMI). The participating colleges included XISS Ranchi, XIM Jabalpur, LIBA Chennai, Loyola Academy Hyderabad, St. Aloysius Mangalore, St. Joseph's Bangalore, Mount Carmel Bangalore and St. Joseph's Trichy. The event witnessed many interesting games and competitions, based on different specialisations like HR, Operations, Marketing and Finance as also fun-filled activities that

challenged the managerial skills of all the participating teams. This was the first ever Inter Xavier B-Schools meet. Prof. D. Sriram was faculty coordinator for the event.

A highlight was the cultural talent that was showcased by students through the Street Play competition. It got all the participants to come up with a fascinating load of ideas based on the theme – Warning Whistle for the Whistle Blowers. The theme was given to the contestants only a few hours in advance and the teams had to come up with an act and present in within a



Students participating in the Operations event conducted during the Inter Xavier B-Schools Fest, XAVION





**Students of St. Joseph's bagged the Overall Champions Prize at XAVION**

short span of time. This however, did not deter them from putting up a great show for the entire crowd. The best show prize was taken away by XIM, Jabalpur.

A Fashion Show competition was also held which saw six colleges competing to win in the formal wear. The contestants came up with a fascinating display of attires and themes on stage which had the entire crowd cheering. There were last minute entries as well who put up an excellent show with the amount of time they had to prepare for it. The award for the best formal wear line went to El Matadors from LIBA, Chennai. The runners-up were from St. Aloysius,

Mangalore.

Apart from this, there was a slew of filler games that were enjoyed by everyone present. St. Joseph's Bangalore bagged the Overall Champion's prize.

The fest featured an energetic cultural show which was put up by the students of XIME. It was an excellent display of their varied talents. It showcased a number of dances and songs ranging from fusion to traditional bhangra all of which applauded by the whole crowd. There was a DJ Night towards the end of the two day fiesta that saw the participants of XAVION, let their hair down to enjoy their last night in town.



**Volunteers during the Inter Xavier B-Schools Fest, XAVION celebrating its success**

## From the President's Diary



**From Left: Mr. Pankaj Phatarphod, Mr. Deepak Amitabh, Prof. J. Philip, Dr. T. Ramachandru, Mr. A.B Aggarwal, Mr. R.V Ramanan and Mr. Sunil Behri during the Leadership & Quality of Governance summit**

The President, XIME also spoke at the 23rd World Congress on Leadership and Quality of Governance organized by the Institute of Directors at Hotel Lalit Ashok, Bangalore on 8th of February 2013. He conducted an inspiring session on the 'Quality of Corporate Leadership'.

Dr. Brahm.S. Sharma joined as the new Director of XIME. Dr. Sharma has been associated with XIME in the past and the President welcomed him to the XIME family on the 14th of December, 2012. He was introduced to the students during the X-MAS day celebration conducted at the college lawns. It was a day of fun and merriment with the students and faculty coming together to spread the joy of Christmas.

The President also offered two sessions at the MDP programme organized by UST Global's Front Line Managers at Park Plaza, Bangalore on the 15th of Decembers, 2012. His valuable insights in the field of Human Resource Management were well received at the programme.

The President was the distinguished guest speaker at the MMA Annual Convention, 2013 held at Hotel Taj Coromandel, Chennai. The President's invigorating presentation coupled with his stimulating thought process added value to the entire session.



**Prof. J. Philip delivering a speech during the MMA Annual Convention, 2013**

He spoke on the theme – ‘Role of Individual in Transforming India to be Future-Ready’.

The President was the Chairman of the jury for the Management Leadership Award 2012-2013 of the Kerala Management Association.

President also spoke at a programme organized by the Service and Research Institute on Family and Children (SERFAC) & United Nations Global Compact Network India (GCN India) on the 8th of December, 2012. The GCNI Chennai Chapter was launched at this programme.

### Overseas Visitors

On the 17th of January, 2013 a team from California State University visited XIME. They were given a warm and hearty welcome.

Dr. Kanti Srikantaiah from Maryland University renewed his association with XIME when he accompanied 11 students from Maryland University on a visit to XIME from 4th of January to 17th January 2013.



**Prof J. Philip delivering his speech at the Leadership & Quality of Governance summit in Bangalore**

## MOU with Houston Baptist University



**President Prof J Philip with Dr. Mohan Kuruvilla, Dean, Business School, Houston Baptist University**

XIME signed an MOU with Houston Baptist University of USA on 27th February 2013. This MOU is another feather on the cap of XIME having a strong international linkage with more than a dozen Global collaborations. Prof J Philip, President, XIME and Dr. Mohan Kuruvilla of Houston Baptist University reiterated their commitment to a worldwide perspective for Business and Management Education. The MoU was signed at the Kochi campus.

## Christmas Celebrations

The Christmas celebrations were in full swing at XIME on 17th of December with the yuletide spirit and melodious choir voices filling the air. Our President, accompanied by Mrs. Leelamma Philip, set the ball rolling with a speech on the occasion. He introduced the new Director of XIME, Dr. Brahm S. Sharma to the gathering. The Director's remarks were followed by the introduction of the new faculty members of XIME. The choir then sprang into action with Christmas carols livening up the celebrations. The exchange students from France also chipped in with a song hailing the XIME fraternity. The celebrations concluded with the cutting of the Christmas cake and all were treated to a delicious fare.



**Students with Prof J. Philip during the Christmas celebrations held in campus**

## Republic Day Celebrations

The Republic Day Celebrations at XIME were filled with patriotic sentiment. President, Prof. J Philip hoisted the national flag and in his address mainly focussed on the uniqueness of the nation and brought out the long and chequered journey of our republic. A number of merit cum means scholarships were

distributed to the deserving students. The celebrations concluded with a call to the youth of the nation to redeem the pledge to 'Bharat-Mata' to protect her against terrorism and corruption.



**From left: Dean Prof. S.D Tyagaraj, Director Dr. Brahm S. Sharma, President Prof J. Philip and students during the Republic Day celebrations at the XIME campus**

## Post Budget Analysis



**From the left: Dr. Vivek Moorthy, Mr. Babu Rangaswamy, Mr. Thiruvengadam P., Dr. P.G Apte and Mr. Dayananda during the Post Budget Analysis**

On 2nd March, a discussion on the Union Budget 2013 was held at XIME in association with ELCIA, Bangalore Management Association and Bommasandra Industrial Association. The session was chaired by Dr. P.G. Apte, former Director, IIM Bangalore and senior Professor, XIME. The panel included notable individuals such as Mr. Thiruvengadam P., Senior Director, Deloitte, Dr. Vivek Moorthy, Professor, IIM Bangalore, Mr. Babu Rangasamy, Director, HP and President, Electronics City Industries' Association and Mr. Dayananda, MLC and CMD, Bharath Goldstar Group. Along with the guests, President Prof. J. Philip and Director Dr. Brahm Sharma, were also present on the occasion.

The session began with an introduction by Prof. Philip, following by opening remarks by the Chairman, Dr. P. G. Apte. Thereafter, sectoral analysis of the budget were presented by Shoba Ramakrishnan, Aashish Mehra and Abhishek Ghai of Batch 17.

Mr. Babu Rangaswamy enlightened the audience on how the Finance Minister had chosen to take a populist approach to the budget this year.

He noted the fact that the budget concentrated on investment in education and termed it as a welcome measure. He went on to stress the importance of inclusive development and concluded by saying that overall, the budget was a balanced one. Mr. P. Thiruvengadam explained how the budget would contribute to the nation's economy in the coming years. He said that control of expenditure, job creation and a sustainable model were a must to combat the revenue deficit.

For his part, Mr. Dayananda underlined the importance of bringing down unplanned expenditure and called for measures like providing more support to the farmers of the country, giving a push to trade and industry and skill development among the youth of the country. Dr. Vivek Moorthy gave a macroeconomic perspective, arguing that the budget should tackle inflation which could be done only by realistic growth targets. The present time was the worst in terms of economic crisis for India after 1991. To overcome this period of slowdown, foreign investment was now imperative.

It was a very informative session for the students.

## MDPs for NGO Sector



**Participants of the NGO Workshop held on 21st and 22nd February with Chairman Mr. K.C Mohan and President, Prof. J. Philip**

A three day MDP on Enhancing Effectiveness of Voluntary Organizations was held at the campus of XIME on the 5-7th of December covering one of the most cherished objectives of XIME which is to contribute its utmost to the effectiveness of the country's NGOs. The major areas of focus for this MDP included sustainable business models for NGOs, Workforce management, Social Marketing, Strategic Decision Making and Planning, Financial Management, Leadership for NGOs, Importance of

Effective Communication and Low cost IT solutions for their effective functioning. The event featured key speakers including Prof. J. Philip, Dr. J. Alexander, Mr. S. Suryanarayanan, Mr. Anant Pophali and Mr. V.V Ravikumar. One more MDP for the NGO Sector was held during February 21st and 22nd, 2013 which had participants from Hope Foundation, Spastic Society and Salesions of Don Bosco. There were a total of fourteen participants in this programme.



**Participants of the MDP on Enhancing Effectiveness of Voluntary Organizations held during 5th - 7th December, 2012**

## MDP on Leadership for Hospital Administrators

A four day Programme on Leadership for Hospital Administrators was held in 'MAITREYA' Centre at S.O.S village, Bangalore from the 13th to 16th of February with the participation of thirty five hospital administrators from the Holy Cross Sisters' Society. This MDP saw most of the faculty members of XIME participating and giving a series of lectures on various topics like Developing Interpersonal Competence, Leadership and Team Building, Branding and Promotion of a Hospital and Patient Relationship and Loyalty. The event was a huge success. Prof. J. Mathew, former Dean, Dr. Ashley D'Cruz of Narayana Hridalaya and Dr. C.S Rajan of St. Martha's Hospital were the guest speakers.

## XIME students at the International Marketing Camp in Korea



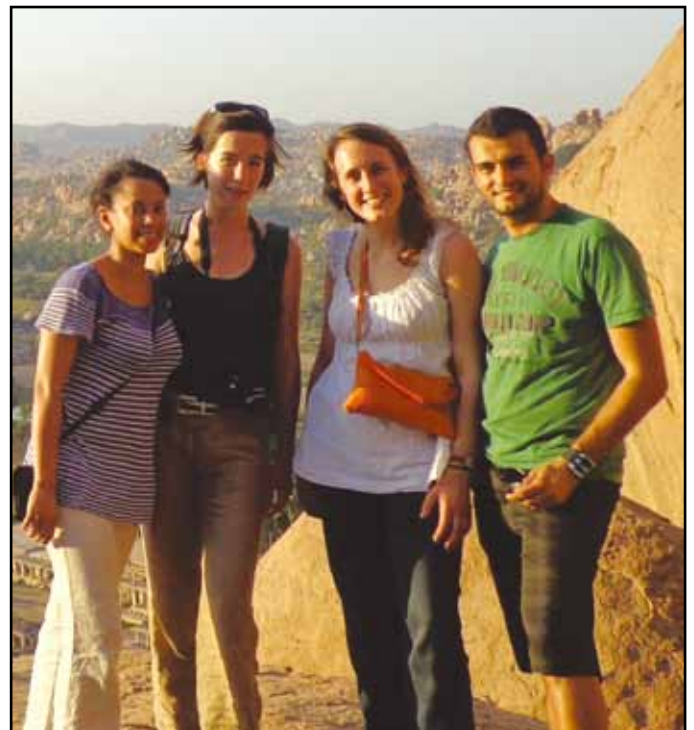
**Merin Mandanna and Rishi Raj at the International Marketing Camp held in Korea**

Merin Mandanna and Rishi Raj, students of XIME had an experience of a lifetime at the International Marketing Camp, held in Seoul, Korea, from the 25th to the 28th of February, 2013. The main motive of conducting this camp by Hyundai was to instill a global mindset in leaders of the next generation and to encourage the sharing of knowledge and creativity among them. Innovative events like QR Race and Marketing board game coupled with a visit to Hyundai's R&D Center in Nanyang left the students with an enriching and durable learning experience.

## Organization Based Programme at UTC Aerospace Systems

UTC Aerospace Systems was previously known as Hamilton Sundstrand and was formed in 2012 by United Technologies Corporation by merging its acquisition of Goodrich Corporation into its Hamilton Sundstrand division. It is one of the world's largest suppliers of technologically advanced aerospace and defence products. On the 4th and 5th of February, Prof. S. D. Tyagaraj, Dean, XIME visited the company to present a very interesting and informational programme on Behavioural Interviewing Skills. The event was adjudged a great success.

## French Students at XIME



**Four students from Audencia B-School (one of the top B-Schools of Europe), Nantes, France have come to XIME, Bangalore for their semester abroad programme.**

## Guest Lectures @XIME



**Mr. Udayakumar G. CEO, Core Mind, Chennai**

Mr. Udayakumar G., CEO, CORE MIND, addressed a session on 'Inspired Passion and Motivation'. Mr. Udayakumar has been active in the field of management consulting for over a decade. During the session, Mr. Udayakumar spoke about the various challenges that management professionals face during the course of their career. He advised managers to avoid a myopic view of the business process and to constantly strive towards value addition for the organisation by tuning to external partners and resources.



**Mr. Satya Rao, Chairman & CEO, Axiom Consulting**

Mr. Satya Rao, Chairman and CEO of Axiom Consulting gave a talk to the students of Batch 18. It featured numerous organizational behaviour concepts that are prevalent in the industry today. Mr. Rao pointed out that strongly held beliefs with respect to running an organization were being challenged today. He stressed on the significant role of collaboration in recent years. Empowerment of the employees was a key factor for meaningful growth in the organization.



**Mr. Sesh Velamoor, Director of Programs, Foundations for the Future**

On 25th of January Mr. Sesh Velamoor spoke to the students of XIME on the topic – 'Critical thinking'. His valuable insights helped the students answer the question – 'How to Think'. Mr. Velamoor believes that B Schools emphasize theoretical knowledge but fail to touch upon the intricacies of critical thinking. He listed out the various barriers that prevented one from critical thinking such as emotional responses, incomplete information and being uninformed.



**Mr. Ravishankar, Leader, Center of Excellence, Infosys BPO speaking on 'New Frontiers and Trends in Training and Development'**

Mr. Ravishankar, Leader, Center of Excellence, Infosys BPO addressed the students of Batch 18 on the topic 'New Frontiers and Trends in Corporate Training and Development'. He explained the four baskets of corporate training comprising of content creation, delivery, administering of training and technology. He also mentioned that context is becoming equally relevant as the content itself in corporate training.



## Guest Lectures @ XIME



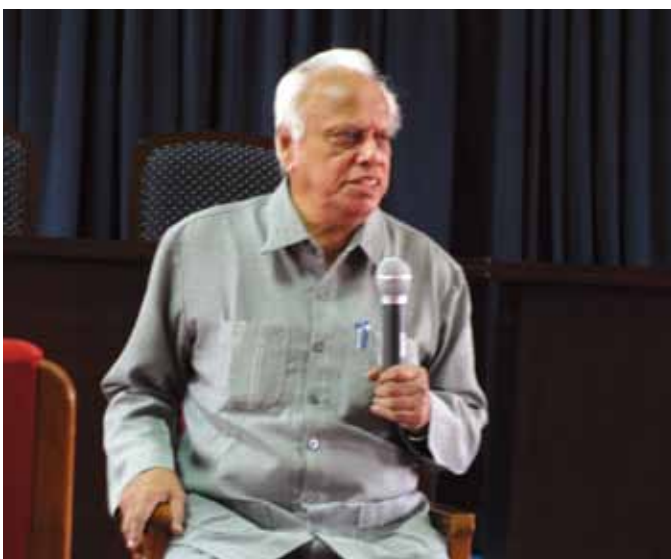
**Mrs Madhuri Menon, Executive Coach speaking on 'What value does HR add'**

Mrs. Madhuri Menon, Executive coach and an alumni of Tata Institute of Social Sciences gave a lecture to the HR Students of Batch 17 on 25th March 2013. She spoke on the topic 'What value does HR add'. She elaborated on the topic citing instances from her experience in the field of HR as an Executive coach. She pointed out that HR can add immense value addition to the modern complex organizations.



**Dr. Shilpa Vora, R&D Director, Human Hygiene, Unilever**

The students of XIME had an interactive session with Dr. Shilpa Vora, R & D Director – Human Hygiene at Unilever. She spoke about the vision of Unilever for the future. She also spoke about the importance given by Unilever to efforts aimed at reducing the environmental impact. Unilever aimed to halve its environmental footprint in the coming years and also source 100% of agricultural raw materials sustainably.



**Mr. Sharu S. Rangnekar addressing the students of XIME**

Mr. Sharu S. Rangnekar, renowned management guru addressed the students of XIME on 4th of March, 2013. The students were able to relate to the examples he used to express his points as they were related to the day to day lives of the people. He stressed upon the significance of delegation of authority, taking responsibility for failures and sharing the credit for success and team effort. It was a very informative session and the students were able to take back something of value.

## Awards & Accolades



**The winning team from XIME at Yukti 2013 organized by Thyagarajar School of Management**



**Nikhil Paul, Sumit Verma and Rishav Dugar - Winners, Marketing Event at NMIMS Bangalore**



**Alysia and Surabhi - Winners, HR event at Chrysalis, held at LIBA**



**Deepika Rao, Dennis Koshy and Akshat Modi, Winners at TAPMI Fest - Atharva**



**Vamsy Krishna and Rahul Tholath Mathew Runners up at the debate competition – 'DebSoc'.**



**Glorin Sebastian, 2nd prize at LIBA's Mindful Leadership Competition, 2013**

## Socially Useful and Productive Activity (SUPA)

The winter internship, carried forward by XIME, under the name of Socially Useful and Productive Activity (SUPA) provides students a great platform to be socially active and responsible towards the growing societal problems. The SUPA activity provides students with an opportunity to engage themselves with the operations of NGOs. As future managers, this would help them to be sensitive to social and community issues. The SUPA helps them shape up as responsible citizens contributing to the upliftment of society. SUPA also gives the students an experience of dealing with issues related to marginalized youth, health problems, gender equity, discrimination against women and similar problems.



**Students participating in the Socially Useful & Productive Activity (SUPA)**

## Summer Internships at XIME

The Summer Internship placement process of the Batch 18 students at XIME is in progress since November, 2012. Summer Internship is an integral part of the PGDM curriculum at XIME. During this two month long period, students are required to work closely with an organisation so as to apply their skills and knowledge to real time projects and benefit from the valuable experience. Recruiters who have visited the campus so far include prominent names such as Aditya Birla Minacs, ACC Cement, Firstsource Solutions, Mphasis, Tata Teleservices Goldman Sachs, Aegis Global, Shell MRPL, CtrlS Datasystems, Moserbaer, Anglo French Drugs and Industries Limited and Sasken Communication Technologies.

## Placement Update

The 2013 Placement season commenced on 6th January for students of Batch 17. Various corporates across different industries visited the campus to recruit from the talent pool. Some of the major companies which visited the campus include Wipro Technologies Ltd., iGate, KPMG, Ernst & Young, ICICI Bank, Indfrag Ltd., Airtel, Mphasis, Bajaj Finserv, South Indian Bank, Kotak Bank, UST Global, and Robert Bosch among others.

As of 20th March 2013, Ninety five students have secured placements. We will soon be crossing 120. The overall average package offered is Rs. 6.09 lakh. The highest package offered thus far is Rs. 8.97 lakh.

## Hospital Administrators Summit

XIME Kochi was the venue for yet another path breaking programme organized by XIME in collaboration with CBCI, CHAI and CRI. Eighteen leaders of Catholic Hospitals / Medical Colleges attended the workshop. The workshop focussed on the emerging scenario for the Health Care Service industry and increasing competition from 'commercial hospitals' to the traditional charitable hospitals. In addition to doing a SWOT analysis, the group came up with an action plan to strengthen the services that the Catholic Hospitals provide to the larger Society. The conference was inaugurated by Mar Dr. Jacob Mananathodath, Bishop of Palakkad and Chairman of KCBC Health Commission. Prof. J. Philip was the Faculty Leader.



**Inaugural session of the Hospital Administrators Summit held at Kochi**

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