



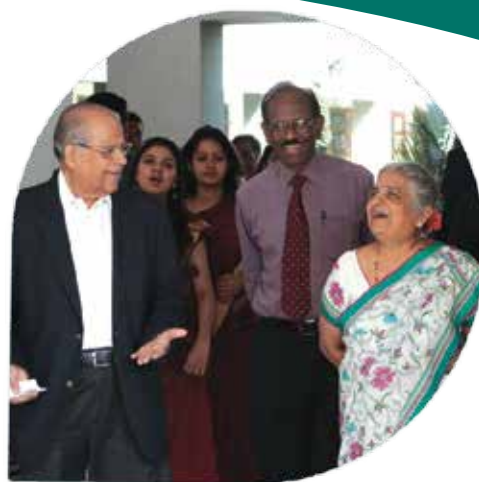
# XIME NEWS

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

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# 25

*Glorious Years of  
Leadership and  
Social  
Responsibility*

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# INTERNATIONAL CONFERENCE ON MANAGEMENT EDUCATION:

Looking Beyond the Curriculum-What to teach and How to teach ?



XIME Bangalore in collaboration with ABBS (Association of BRICS Business Schools) and IAABS (Indian Association of Autonomous Business Schools) organised an international conference on “Management Education: Looking beyond the Curriculum –What to teach and How to Teach” during 18-19 March 2016. In keeping with its service to the cause of management education and its aim to become a truly global school, XIME-Bangalore brought together several distinguished speakers and prominent academicians India and outside.

The two-day conference was inaugurated by Mr. B. Muthuraman, Former MD TATA Steel, while the keynote address was delivered by Dr. Srikanth Datar, Sr. Associate Dean, Harvard Business School. Dr. Datar focused on the changing business world and explained how managers and recruiters are questioning the conventional business education. He added that for decades, MBA graduates from top-tier schools set the standard for cutting-edge business knowledge and skills and now there needs to be a change towards innovative and adaptable approaches.

Prof. J Philip, President XIME and former Director IIM-B introduced the Conference theme to the assembly of distinguished academicians and expounded the transformational role B-schools have to play to further professionalise and transform management education. Poojya. Br. Sujay Chaitanya of Chinmaya Mission Mangalore, rendered a special address during the inaugural session on the basics of Business Leadership. The session was graced by the presence of Prof. G. R. Kulkarni, Chairman XIME Bangalore.

Apart from engaging in-depth and insightful discussions on pedagogy, researchers and faculty from leading Business Schools presented their research findings on how and what to teach the aspiring managers. The conference saw management educationists from across the world talking about the development of intrinsic competencies and the multiple dimensions of the learner’s personality such as leadership, creativity, innovativeness, social and environmental sensitivity and ability to live with diversity through mostly formal and partly informal processes in the challenging context confronting management education today. And



therefore, they reaffirmed the need to look beyond the curriculum and current methods of teaching to understand the essence of that challenge.

Featuring for the first time in a conference of this kind in the country, speakers from Russia, the US, South Africa, Australia, reiterated the need for looking beyond the curriculum to mould efficient managers.

Various aspects discussed during the two day Conference were -

### **Session 1: Developing Future Leaders "What to Teach"**

Dr. R C Natarajan, Director TAPMI chaired the session and the other panellists were Dr. Mathew J Manimala, Director-Research XIME, Dr. Anesh M Singh, Kwazulu-Natal University, South Africa and Dr. Vladimir V Stroeve, Acting Rector, State University of Management, Moscow.

### **Session 2: How to Teach Key Managerial and Leadership Skills**

The session was chaired by Dr. A K Sengupta, Director SEISCOM Mumbai & Former Director SPJIM Mumbai. The session was very insightful and Dr. John Delaney, Former Dean, Katz School of Business, Pittsburgh, USA, Prof Barry O' Mahony, Dean of Business School University of Wollongong and Dr. Sessa Iyer, Professor, S P Jain Institute of Management & Research were the eminent panelists who shared their views from their vast experiences .

### **Session 3: Leadership Development Practices at Select Corporates**

The session was chaired by Dr. Anil K Khandelwal, Former Chairman, Bank of Baroda. The panel comprised of eminent HR heads of business organisations, Dr. Nandini S, Head Organisational Development, Infosys Technologies, Prof. Manoj Varghese, Former HR Head of Google and Mr. Suresh Tripathi, HR Head, TATA Steel who shared their expectations on what has to be taught in management education to bridge the gap between campus and corporate life.



*Dr. Srikant. M. Datar*



*Poojya. Br. Sujay Chaitanya*



*Prof. TV Rao*



*Rev. Fr Casimir Raj SJ*



*Dr. Mathew J Manimala*



*Dr. Anil K Khandelwal*



*Dr. John Delaney*



*Mr. B Muthuraman*



*Mr. Arun Maira*



*Prof. G R Kulkarni*



*Dr. Sesha Iyer*



*Dr. A K Sengupta*



*Ms. Alla Kanke*



*Mr. Suresh Tripathi*



*Dr. R C Natarajan*



*Dr. Nandini S*



*Prof Barry O' Mahony*

#### **Session 4: Sharing Leadership Experience by Leading B Schools**

Prof. T V Rao, Chairman, TV Rao Learning Systems chaired the session and the panellists were Rev. Fr Casimir Raj SJ, President-LIBA and Former Director XLRI and Dr. A F Mathew, Professor at IIM-K. Prof. T V Rao shared his experiences at IIM-A, Fr. Casimir Raj on Jesuit Leadership Development and Dr. A F Mathew on the relevance of sociology in Leadership and Business Education.

Path-breaking and home-grown ideas that could help upgrade management teaching practises were put forth. We had eminent international academicians who provided a global perspective on their countries management practises. This led to valuable discussions on how certain practices could be adopted to amplify the positives of management education. There was also emphasis on more real-time scenarios and gaining corporate exposure.

The closing address was given by Mr Arun Maira, Former Member, Planning Commission & Former Chairman, Boston Consulting Group. The conference concluded with a much appreciated cultural show by XIME students. This unique Conference was organised as part of XIME's Silver Jubilee Celebrations.



*Dr. Anesh M Singh*



*Dr. A F Mathew*



*Prof. Manoj Varghese*



*Dr. Vladimir V Streov*



# INTERNATIONAL SEMINAR ON 'NEGOTIATION & BEYOND'



XIME Bangalore hosted an international seminar on 'Negotiation & Beyond' on the 10th of February 2016. The event was graced by the presence of eminent personalities- Hiro Aragaki, Associate Professor of law at Loyola Law School in Los Angeles; Jay Folberg, Professor Emeritus and former Dean at the University of San Francisco School of Law; Laila Ollapally, Founder of Centre for Advanced Mediation Practice (CAMP); Victor Schachter, Partner in the law firm of Fenwick & West LLP and Hon. Rebecca Westerfield (Retd.) , Retired trial court judge who is one of the most experienced mediators at JAMS International, the largest provider of private ADR services in the world.

The event also witnessed participation from the students of various B Schools and Law schools from the region. Prof. J Philip, President XIME inaugurated the seminar followed by the introduction of panellists by Tara Ollapally, Mediator, CAMP. The keynote address on 'Evolution of Dispute Resolution' was delivered by Laila Ollapally. Prof. Hiro Aragaki and Jay Folberg shared their ideas on 'Collaborative Negotiation and Problem Solving'. A role play was conducted on 'Adjudication and Mediation' and a panel discussion was also held on 'International Trends in Dispute Resolution and the Way Forward for India'. This highly interactive and thought-provoking seminar was well received by the participants.



A role play on 'Adjudication and Mediation'



Participants from various law colleges with the panellists during the International Seminar

# INTERNATIONAL CONFERENCE ON 'BUSINESS INCUBATION & ACCELERATION: TECHNOLOGY, BUSINESS AND SOCIAL DIMENSIONS'



XIME witnessed an assembly of academic stalwarts, remarkable entrepreneurs and innovative thinkers when it hosted an International Conference on 'Business Incubation & Acceleration: Technology, Business and Social Dimensions' on 21st-22nd March 2016, as part of its Silver Jubilee Celebrations. This conference was held in collaboration with the International Entrepreneurship Forum, University of Essex, UK, Pepperdine Graziadio Business School, USA and Association of BRICS Business School.

Prof. Mathew J. Manimala, Director-Research, XIME and Prof. Jay Mitra, Director, International Centre for Entrepreneurship Research, University of Essex, UK, chaired the conference. Mr. Naveen Asrani, Director start-up. Microsoft Ventures, inaugurated the conference and Prof. Larry Cox, Associate Professor of Entrepreneurship & Lead Faculty, Entrepreneurship Programs, Graziadio School of Business & Management, Pepperdine University, USA, delivered the keynote address. The guest of honour for the Valedictory function of the conference was Mr. Pranav Suresh, CEO, Startup Village, Kochi.

The conference covered sessions such as: Filling the pipeline for Business Incubators, Financing Incubatee Ventures, Technology Business

Incubators, Incubating Growth and Role of Business Incubators and Accelerators.

This conference provided a platform for academicians, entrepreneurs and policy-makers to deliberate on business incubation and acceleration, with special reference to technology, business and social dimensions in facilitating incubation.

Some of the other sub-themes which were debated : Incubators: nature, types and services ,Accelerators: nature, types and services,Business incubation: the triple helix (university – industry-government) model of collaboration,Technology business incubators, Corporate incubators, Virtual incubators and the use of ICT for incubation, Business innovation: the role of incubators and accelerators, Networking and strategic partnerships for incubation,Investment support (venture capital, angel funding, bank loans) for incubation and education and training for incubation. About 15 research papers were presented at the conference



## XIME INCUBATION CENTRE INAUGURATION

As part of XIME's Silver Jubilee Celebrations, the Incubation Centre at XIME was inaugurated on 21 March 2016 by Prof. Larry Cox, Associate Professor & Lead Faculty, Entrepreneur Programs, Graziadio School of Business & Management, Pepperdine University, USA. The Incubation Center started with 3 incubatees: Tellofy, Trilyo and Varsito. Three more are expected to join in the next few months.



# BOOK RELEASE AT XIME



XIME Bangalore hosted the release of the book “HRD, OD and Institution Building: Essays in Memory of Udai Pareek”, edited by Dr. T.V. Rao and Dr. Anil K Khandelwal.

Dr. Rajeswari Narendran, Director AHRD delivered the Welcome Address followed by introduction of Dr. Udai Pareek by Dr. Anil K Khandelwal, Former Chairman Bank of Baroda. Prof. T V Rao gave an introduction about the book to be released and the book release was officially done by Shri. V K Viswanathan, Chairman Bosch India. Prof. J. Philip, President XIME, was the Guest of Honour.

Dr. Udai Pareek, one of India's most influential social scientists of yesteryears, has changed

the thought process of many organizations and individuals. He was fondly known as the “Father of HRD” in India. In this book, leaders from both industry and academia give their original contributions in extending the thoughts of Dr. Pareek in HRD, OD, and Institution Building in India. The learnings from their experiences will serve as a valuable guide to leaders in all walks of life ranging from industry to education and social development. The book showcases Dr. Pareek's contributions to HRD, OD, and Institution Building through the eyes of experts from industry and academia.



Delegates from ISTD, NHRD and AHRD at XIME Bangalore during the Book Release on March 18, 2016.



# ROOTS – ALUMNI MEET



*“Like branches of a tree, our lives may GROW in different directions, yet our ROOTS remain as one!”*  
XIME Alumni Association.

XIME Alumni Association organised “Roots 16” – Alumni Meet on 5th March, 2016. Our alumni from various batches, who have left a grand legacy, returned to their Alma Mater for a grand celebration. They recollected years at XIME when they sat in the class and dreamt of a future filled with success and prosperity and it was a proud moment for XIME to celebrate their achievements. It was a special event which included meeting old friends, batch mates, acquaintances & faculty members reminiscing memorable experiences, sharing stories of success & most specially renewing a commitment to the ideals of XIME. Students not only got a chance to interact with some of the industry stalwarts but also gained rich insights from the experiences shared. The event was fun-filled with various games, activities

and experience sharing.

The event also involved felicitating some of the successful entrepreneurs from the alumni.

## **The following Alumni were felicitated:**

**Innovation:** Mr. Sanjeev Kumar Sharma (Executive MBA) & Mr. Harrish Mathew (Batch 1)

**Social Relevance:** Srinath Setty (Batch 11) & Pallavi Naveen (Batch 5)

**Employment Generation:** Varun Aggarwal (Batch 6) & Aswin Ramachandaran (Batch 16)

**Revenue:** Sandipan Mitra (Batch 11) & Vinay James Kynadi (Batch 5)

**Internationalisation:** Samir Akber (Batch 1) & Jijo Olassa (Batch 6)

**Social Development:** Col (Retd.) Christopher Rego (Batch 7)

**Off beat Start-up:** Upaasna Dwarkanath (Batch 15)



# OTHER SPECIAL ACTIVITIES AS PART OF SILVER JUBILEE CELEBRATIONS



## **I XIME ENTREPRENEURSHIP WEEK (22-27 FEB, 2016)**

XIME Bangalore is a B-School with strong faith in the spirit of Entrepreneurship. As part of its Silver Jubilee Celebrations, XIME organised its first ever Entrepreneurship Week and Entrepreneurship Summit to provide a platform for budding entrepreneurs, mentors and resource persons to network, interact and enrich each other.

Several events were conducted at XIME, Bangalore campus from 22<sup>nd</sup> February to 27<sup>th</sup> February, 2016 as part of E-Week and E-Summit.

### **1. Distinguished Speaker: Mrs. Sudha Murty, Chairman, Infosys Foundation**

February 23<sup>rd</sup>, 2016 was an important day for XIME, when one of the leading Social Entrepreneurs of India, Mrs. Sudha Murty, Chairperson, Infosys Foundation, visited XIME to interact with XIME Students. She delivered a talk on “Recent Trends

in Social Entrepreneurship in India” and shared her experiences and views on various aspects of social entrepreneurship. She encouraged students to take up jobs in social enterprises and emphasised social ventures can be impactful and sustainable. She highlighted the importance of work life balance and how to keep growing in life. She persuaded the students to follow their passion and dreams, and not follow what others have to say or dictate. She shared her vision of a greater and better India, which can only be



Ms. Sudha Murthy addressing XIME students.



possible, if Indian youth start thinking about society and the nation, rather than their own professional success. She expressed the hope that many social entrepreneurs will emerge from XIME campus in the coming years. The talk was inspirational, encouraging and well received.

## **2. Workshop on “Financing your Dream Startup” on 22nd Feb, 2016:**



Mr. Denny Kurien

Mr. Denny Kurien, President, South Region, Keiretsu Forum, Bangalore and a well known Mentor of many startups in Bangalore conducted a workshop on “Financing Your Dream Startup”. Mr. Kurien covered the aspects of enterprise building like why entrepreneurship, need for financing, various methods available for startups to get funding, their pros and cons, monetising the venture, and process of raising capital from investors, private equity, venture capitalists and angel investors among other areas.

## **3. Workshop on Perfect Pitch on 23rd Feb, 2016:**

XIME students got a wonderful opportunity to interact with Mr. Vishnu Bhat, ex-Infosys Global Head of Cloud Infrastructure and a current mentor at Amplifi Incubation. Mr. Bhat conducted the “Perfect Pitch” workshop. He focused on how to make investors’ and clients’ presentations and



Mr. Vishnu Bhat

handling their questions. He also shared his views on what an investor, client or partner will look for in a presentation or pitch. He highlighted the importance of presentation skills in convincing the audience with many real-life examples from his experience. The workshop was attended by over 60 participants including students from Azim Premji University.

## **4. Best Entrepreneur Contest on 24th Feb, 2016**



Ms. Christy Joseph receiving the Best Student Entrepreneur Award

The Best Entrepreneur Contest for XIME students was held on 24th Feb, 2016 as part of E-Week celebrations. Students were tested on their entrepreneurial skills like risk taking, courage, presentation skills, problem solving and understanding of management concepts. Students went through multiple rounds of Business Idea Generation, Business Idea Presentation, Treasure Hunt, Networking & Negotiation Round, Business

Quiz and Stress Interview. Ms. Christy Joseph was adjudged the Best Entrepreneur. She received a cash prize of Rs. 5,000 and a certificate.



Mr. Mammen awarding Best Student Entrepreneur Award

## 5. Business Plan Contest

As part of E-Week, the B-Plan contest was held to identify and encourage aspiring entrepreneurs among XIME students. Seven teams were shortlisted from several entries, to present their business plans to a distinguished panel of judges. The presentations were evaluated on basis of feasibility, scalability and profitability. Mr. Vishnu Mohan of Batch 21 emerged as the winner of B-Plan contest and was awarded a cash prize of Rs.5000. Mr. Aravindan S was adjudged the first runner up and received a cash prize of Rs.3000.

## 6. Internship Fair

A day long Internship Fair was held as part of E-Week. The internship fair provided a platform for start-ups and students interested in interning with start-ups to interact with each other. Lets Drive Along, Drive Kool, Inquirly and Pikkol Four start-ups participated in the Fair and thirteen students were offered internship opportunities with stipends ranging from Rs. 8,000 to Rs. 12,000 per month.

## 7. Entrepreneurship-Summit

The grandest of all activities during the E-Week was the Entrepreneurship Summit, organized on 27th Feb, 2016. The Entrepreneurship Summit

saw active involvement and participation from XIME students and faculty and students of over 10 leading Indian B-Schools.

## I Panel Discussion on “Startup India, Standup India: The World Awaits Indian Startups”

The “Startup India, Standup India” by Government of India has been grabbing attention across the world. But has it become easier for Indian start-ups to scale and establish themselves. The panelists were

- Mr. Sudarshan Narayan, Founder & Head, Amplifi Asia
- Mr. Ratnesh Pandey, Founder & CEO, Health Khoj
- Mr. Srinath S, Founder & CEO, Lets Drive Along
- Mr. Sandipan Mitra, Founder & CEO, 3 Plates, ex-founder, FoodPanda
- Mr. Sunil Partani, Angel Investor

Dr. Mathew J Manimala, Director-Research, XIME moderated the session.

Various aspects like ease of doing business, government support, funding, regulatory environment, competition, foreign money inflow into Indian startups, private participation, entrepreneurship as a serious career option were discussed. The issues faced by Indian start-ups and recommendations for making the environment friendlier were discussed.

The discussion were well received by the participants who asked searching questions to the panelists

## II Panel Discussion on Social Entrepreneurship: Challenges and Opportunities

Social Entrepreneurship has the potential to impact millions of lives and improve their standard of living, especially in developing nations like India. NGOs and start-ups with a vision to impact society face enormous challenges in securing funding and scaling up. The panel discussion



on “Social Entrepreneurship: Challenges and Opportunities” was organised in this context.

The panelists included:

- Mr. Manjunatha Hebbar, Founder & Trustee Executive, EntirelySo!
- Ms. Alexie Seller, National Manager Australia, Pollinate Energy
- Col. (Retd) Christoper Rego, CEO, SunBird Trust, Dr. Mathew Manimala, Director-Research, XIME Bangalore moderated the session.

The discussion covered operations, manpower requirement, finance, scaling up and such other aspects and how social enterprises can tackle them. The panelists shared their experiences and viewpoints. The Q&A session saw many budding social entrepreneurs pose questions to the panelists. The session was well received by all the participants.

### **III Talk by Col. (Retd.) Christoper Rego, CEO, SunBird Trust**

Col. (Retd.) Christoper Rego, served in the Indian Army for several years, before starting his social entrepreneurship venture “SunBird Trust”. Wherever he served in the Army, Col. (Retd.) Rego formed strong emotional connections with the local population. He chose North East India as his starting base to improve quality of lives of people by education, healthcare, awareness and economic prosperity. His organisation supports and funds education and enables skill development for economic activities like handicraft, handlooms and animal husbandry for the tribal population in North East India. In his talk, he highlighted the need to take care of all our fellow citizens, rather than succeeding alone, to ensure that the divide between Bharat and India and the rising inequality are tackled. He emphasized that a small step by every Indian will make a huge difference. The talk was highly inspirational and well received by all.

### **IV Guest Lecture by Mr. Nithin Kamath, Founder and CEO, Zerodha Brokerages Financial Services**

Mr. Nithin Kamath, Founder-CEO, Zerodha and a well-known name in financial services for his online deep discount brokerage model, which has intensified competition in the Indian brokerage industry and has made Zerodha popular among the trading community in India.

As part of E-Summit. Mr. Kamath delivered the Guest Lecture at XIME. Mr. Kamath shared the long history of rise of investing and investment culture in India. He emphasised the immense opportunities in the financial services industry since only 2% of the Indian population invests directly and another 5% indirectly invests through mutual funds and other schemes. He encouraged budding entrepreneurs to take the risk right away without waiting for the so-called “right” time as there was no better time than right now. He said one should be ready to fail. Lessons from failure are invaluable.

The session was highly interactive and inspiring to listen to Mr. Kamath’s personal experiences. The participants felt encouraged and positive about making their dream of becoming an entrepreneur true in the emerging times.

### **V Business Plan Competition**

A B-Plan competition was organized for external students as part of the E-Summit. Seven teams were shortlisted from several entries for the final round of presentations. The jury consisted of Mr. Shreyas Chandra, Member Director, Keiretsu Forum Bangalore, and Dr. Vijayakumar, Sr. Asst. Professor, XIME, Bangalore. The event saw participation from top B-Schools like Welingkar and SIBM. The competition was extremely competitive and many innovative business ideas were presented.

The team from Reva Institute of Technology and Management took the top honours with a cash prize of Rs. 20,000/- and a certificate. The team from Shree Engineering College, Chennai won the Runners Up prize of Rs. 10,000/- and a certificate.

## VI Valedictory Ceremony

Mr. Philip K. Mammen, Vice President and Head-HR, TATA Elxsi Limited was the Chief Guest for the Valedictory Ceremony. He shared his thoughts about the rise of entrepreneurial culture in India and how TATA Elxsi has supported entrepreneurial activities. He expressed satisfaction about the various activities organized as part of E-Week and E-Summit. Mr. Mammen distributed prizes to the winners of competitions held during E-Week.



Mr. Mammen with winners from Reva Institute of Technology



Col. (Retd) Christopher Rego



Mr. Srinath S



Mr. Sunil Partani



Prof. Mukesh Hedge,  
Dean – Entrepreneurship Development



Mr. Ratnesh Pandey



## PRESIDENT'S DIARY



Keynote address at CHARTER SCHOOL, Kerala

On 23rd January 2016, Prof. J. Philip, President, XIME delivered the keynote address on the theme 'Excellence in Higher Education' at Nirmalagiri College, Koothuparambu, Kerala .

During the International Seminar on Negotiation & Beyond at XIME Bangalore held on Feb. 10, 2016 President gave the introductory address and welcomed the international panellists to XIME.

On 19 February 2016, President attended a Round Table Conference organized by EPSI in collaboration with KAABS and IAABS on new challenges for the B-Schools system. In his presentation, Prof. Philip touched upon the Justice Srikrishna Committee Report on MBA/PGDM fees fixation and argued that the yearly fee limit of Rs. 1.71 Lakhs suggested is bound to destroy every good management institution in the country. One doesn't see any realistic arithmetic behind the calculations. IIMs charge an yearly fee Rs. 6 to 9 lakhs, and most leading private sector B-Schools charge a fee of Rs. 4 to 7 lakhs. In this context, where does this fee of Rs. 1.71 lakhs stand? When the Govt., the regulatory system, industry and the management schools themselves are trying to push up the quality of Indian B-Schools System to near or equal to the best in the world, the negative impact of such a low fee on Indian B-schools system need to be studied carefully.

Prof J Philip also delivered the keynote address at the inauguration of Charter School, Kochi on February 26, 2016.

President attended the 7th Annual Convention of Higher Education Forum on March 5, 2016 held at Durgadevi Saraf Institute of Management Studies, Mumbai. He delivered the keynote address on the occasion.

In his address, he highlighted the four continuing problems that bedevil Indian B-Schools system. They are:

1. Faculty Quality
2. Absence of a Research Culture
3. The regulatory system which is still loaded on the side of controls
4. "Lectures" still dominate the teaching - learning system

The President was the Chief Guest at the International Seminar organised by the Department of Commerce and Business Administration of St. Francis De Sales College, Electronics City on March 14, 2016.

The President introduced the conference theme at the inaugural ceremony of the "International Seminar on Management Education: Looking beyond the Curriculum-what to teach and how to teach" held on March 18-19, 2016, which saw the presence of a number of stalwarts from the field of business and management.

# REPUBLIC DAY CELEBRATIONS & SCHOLARSHIP DISTRIBUTION

India's 67th Republic Day was commemorated at XIME on 26th January 2016. The event was graced by our President, Prof. J Philip. Director Dr. Jeykar Vedamanickam, Dean Student Affairs Major General George (Retired), faculty and students of XIME. The national flag was hoisted which was followed by the Presidential address where the President reflected upon how the youngsters of today should gather strength and conviction from the valor and struggles of our freedom fighters. He also reflected on the state of management studies in our country and its importance in making India a global power.

The event also saw the distribution of the annual merit cum means scholarships, which are given to deserving students based on need and quality academic performance.

Harshit Singh, Poree Goswami, Purnima Naryan and Ritu sangvi won the scholarship from batch 21 while Asif Ansari and Elizabeth Mondl secured the scholarship from batch 20. The amounts ranged from Rs. 50000/- to Rs. 100000/-.



President hoisting the National Flag  
on 26 Jan 2016



Scholarship winners



# AMPLIFI - XIME ACCELERATOR PITCH DAY

Amplifi and XIME partnered to set up the country's first and only Amplifi-XIME B2B SaaS Accelerator at XIME's Bangalore campus. The intention is to hand hold and mentor potential B2B SaaS (Software-as-a-Service) start-ups and help them build a Minimum Viable Product to leapfrog to the next level of funding and business growth.

Batch 1 of the program drew fifty eight applicants. Eighteen were shortlisted to be reviewed by an international selection panel comprising of the Amplifi team, advisory council members, XIME management and mentors on 12, 13 and 20 February 2016.

The panel selected Tellofy, Trilyo and Varsito founded by entrepreneurs Saurabh Majumdar, Abhishek Moharana/Gautam Gambhir and Swathi Komandur respectively to be incubated as part of the 3 month structured mentorship programme beginning in March 21, 2016. Anvaya, LiveCabs and RefYaar were selected to attend the Accelerator Programme as participants. This programme would prepare the start-ups to present to venture capitalists and angel investors in June.

It was an exciting and educating experience to witness start-up founders pitch their start-up ideas to be a part of the Accelerator Programme. The pitches were of high quality and accordingly to one XIME student (who attended the shortlisting process): "What we do in B-plan competitions is not even 1% of what I saw here."

Amplifi-XIME Incubation centres at XIME Kochi and Chennai are in the pipeline.

## HASTA LA VISTA - A SIGNING OFF

A new initiative by Batch 21 - they gave their seniors a farewell 'Hasta La Vista', on 31st March 2016. All the students were dressed to their best, the juniors welcomed the seniors with a walk down the red carpet. The program was filled with fun, emotions and nostalgia. Faculty and students brought back fond memories of the 2 years gone by.



Dr. Sumathi Annamalai , Assistant Dean XIME addressing Batch 20 students

# STUDENTS' WINNING STREAK:

## At XIME, you will be a sure winner!

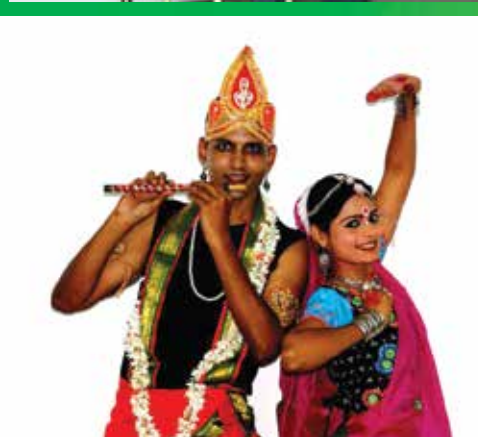


Fest - College	Dates	Event/Contest & Prize	Winners
<b>IFMR, Sri City, AP</b>	12-14 Feb 2016	Business Strategy Contest-2 <sup>nd</sup> Runner Up	Patrick, Sai Bhavana & Prasoon
<b>LIBA, Chennai</b>	5-6 Feb 2016	HR-Winners	Moumita Mahapatra & Parth Pratim
		Finance-Runner Up	Anshu Kumar & Ashhish Ganguly
		Best Manager-Runner Up	Assumpta Pinto
<b>Yukti-2016, TSM, Madurai</b>	26-27 Feb 2016	Corporate CEO	Kirtika Choudhary
		Corporate CFO	Pavitra
		Marketing-Winner	Vijay & Venkatadiri
		Operations-Winner	Libin & Anand
		Finance-Winner	Nagalakshmi & Pavitra
		CSR-Winner	Priyanka Choudhary & Pragati R.
		Business Plan-Winner	Ashwini Reddy & Immanuel Datson
		Business Quiz-Winner	Awadesh Jha & Ajinkya M.
		<b>Overall Winners</b>	<b>XIME</b>

<b>Rotary Club Debate Competition, Bangalore</b>	2-3, Jan 2016	Runner Up	Ashhish Ganguly & Anshul Wadhwa
<b>Rotary Club Debate Competition, SDM-IMD, Mysore</b>	28, Feb 2016	Runner Up	Anshul Wadhwa
<b>Mt. Carmel College, Bangalore</b>	13-14 Feb 2016	Retail-Winners	Kirtika C & Pranav B.
		IT-Runner Up	Libin & Anand
		Marketing-Runner Up	Peter & Anshank
		HR-Winner	Sooraj & Madhuri
		Finance-Runner Up	Nupur M. & Rahul T
		<b>Overall Winners</b>	XIME
<b>Jyoti Nivas College, Bangalore</b>	2-3, Feb 2016	Investments-Winner	Dinesh S., Arun K. & Arzoo T
		<b>Overall Winners</b>	XIME
<b>SIBM</b>	22-23 Jan 2016	Operations Runner Up	Yashwant & Reenesh
		HR-Runner Up	Sooraj & Madhuri
<b>Indus Business Academy, Bangalore B Fest</b>	8-9, Feb 2016	Finance Event-Winner Marketing Event-Winner HR Event- Winner -Quiz- Winner Operations - Runner Up	Sayan K. & Yuvapriya S Satyam R. & Shikha T Supriya & Saradha P Seban & Shiv G- B Joseph & Prayag
<b>St. Alosyius Mangalore</b>	1-3, Mar 2016	Winner-Smart Cities Winner- Marketing Runner Up- CSR	Libin M. & Kirtika C. Vijay & Venkatadiri Jyoti Dikshit & Nikhil



# CULTURAL EXTRAVAGANZA





# HASTA-LA-VISTA



# CLUB ACTIVITIES

## XOPS – Operations Club

XOPS held its Valedictory Ceremony on 28 March 2016. The chief guest Mr. B Indushekar, Vice President & General Manager, Volvo India shared his vast experiences and spoke about the current industry requirements. Students interacted with him and inquired about various domains.

## Empresario - Entrepreneurship Club

To conclude the events of this year, Empresario organised its Valedictory Ceremony on 30<sup>th</sup> March, 2016. The Chief Guest was Mr. Ratnesh Pandey, MD & CEO, HealthKhoj Ltd. He shared his ideas to shorten the sales cycle and help customer by reducing the buying decision dilemma. He also gave insights on how the entrepreneurial world works.

## XIME Incubation-Workshop by Empresario Club

Empresario conducted a workshop which had eminent experts sharing their views on incubation, start-ups and entrepreneurship. It was extremely insightful to listen to industry stalwarts like Patrick Preso and Ronnie Screwvala, founder and CEO of UTV Group. The session was scheduled on 30<sup>th</sup> March, 2016 at XIME Incubation Centre.

## MarkXime – Marketing Club

MarkXime held the closing ceremony of their club on 31<sup>st</sup> March, 2016. The distinguished guest was Mr. Parag Amalnerkar, Director - Marketing, NetApp India & SAARC, who is also one among the 100 most influential Marketing Leaders published by the World Marketing Congress. He addressed the students and spoke on the latest developments in the world of Marketing and skills required to grow and flourish in this world. A Q&A session was conducted after the talk to facilitate discussion.

## Finitiative - Finance Club

Finance Club organised “Model United Nations” on 2nd and 3rd February, 2016. The topic for the session was *Reviving Global Economy amidst of the Chinese Crisis and Falling Oil Prices*. Major countries were diligently represented by students. The 2 day session emphasized the importance of negotiation, leadership and networking skills. After a yearlong of events and activities, Finitiative drew the curtains down and called it a year! They hosted their Valedictory Ceremony on 31<sup>st</sup> March, 2016. Mr. G.B. Kulkarni (Retd. General Manager of RBI) was the chief guest for the session. He addressed the gathering on the contemporary topic “Payment Banks”.

## Budget session by Finitiative - the Finance Club at XIME

Finitiative along with ELCIA and XIME hosted a Post-Budget Discussion on 5<sup>th</sup> March, 2016 which was chaired by Mr. Pradeep Swaminathan, Director Finance, BEML. The panelists were Dr. Abdul Aziz (ICSSR National Fellow attached to National Law School of Bangalore University), Mr. Babu Rangswamy (Ex- Chairman, ELCIA) and Mr. N. Nityananda, CA (Advisor to Karnataka Government on state Budget). Anshu Kumar, Avinash M & Vaishnvi Kulkarni – students of XIME gave a critical analysis of the major areas of the budget which was well appreciated by all panel members.

## HRuday – HR Club

HRuday organised a guest lecture on 30th January, 2016 by Ms. Hufriez Karkaria, HR Director of Quintiles, a Fortune 500 pharmaceutical company. She pursued her Masters in HR from London School of Economics and serves as the HR Director of Quintiles since 2005 and has held the position for 11 years now. She spoke on the topic, “HR in 2030 - Whether HR will be required with evolving technology!” The session was very interactive and fun filled with videos and activities. HRuday closed its operations for this year officially on 1<sup>st</sup> April, 2016. The speaker



was Mr. Gaurav Saini, Director-HR of Happiest Minds. He spoke on career building in HR - Growth and future prospects. President, Prof. J Philip who joined the session, complemented the club for a very eventful year.

### **X-SEED Club**

XIME Action Group for Social Empowerment Education & Development (XSEED club) had their final event on 30th March 2016. It was a waste segregation setup within XIME's campus. To create awareness on the same, they presented a role play which demonstrated the importance of waste segregation. It was an effective campaign which explains the right way to dispose waste. (Wet, Dry and Reject wastes). There were also new dustbins installed which had information cards above each dustbin to explain what kind of waste can be disposed in that bin. This initiative was mainly to support segregation at the root and ease out segregation for people who treat

waste. This will help reduce bad dumping of untreated waste in landfills in our villages. XIME took steps to make a difference. The closing ceremony of XSEED Club was held on 1st April, 2016. Mr. Ashok Prasad was the Chief Guest. It was an insightful and interactive session.

### **Rotaract Club: Waste Management Awareness programme**

The Rotaract club of XIME, Bangalore conducted an awareness program on Waste Management in Gopalan Gardenia Apartments, Electronics City, on the 26<sup>th</sup> January 2016, as a part of their Community Service activity. The students engaged the residents with a presentation, skit, practical demo and interactive discussions, on how to counter their problems of improper waste disposal. Waste segregation into dry and wet waste was demonstrated and the children of the society participated in games involving waste segregation.



# DISTINGUISHED SPEAKERS

## **Mr. Vinay James Kynadi**

On 5th February 2016 XIME welcomed its distinguished alumnus, Mr. Vinay James Kynadi. He is currently serving as the Managing Partner and Chief Executive Officer of Herbz India. He also holds the position of Managing Director at Highland Silver Sands. He is the founder of Herbz International, a firm specializing in ayurvedic dietary supplements. Mr. Kynadi sought to spread his beliefs by ardently investing his time and energy in this unique venture. He believes passionately in marketing not just products, but also his ideologies and thoughts with the younger generation. He spoke about the various lessons he learned through his various experiences. He also shared his experience at the London School of Business and helped students understand how to gain the most in student life. As an alumnus of LBS too, he provided students a global perspective of management schools as well as doing business in the global context.



## **Mr. Shekar Viswanathan**

Mr. Shekar Viswanathan, Vice-Chairman, Toyota Kirloskar Motors, India addressed the students of XIME on 29th January 2016. He is a member of various industrial associations – Member of National Executive Committee of FICCI, Chairman of CII Karnataka State Council 2015-16 & Chairman of Taxation Committee in SIAM for the last 3 years. An accomplished industry executive, he shared his incisive insights based on his three decades of industry experience. He spoke about the challenges and demands of the industry and how to address them. Mr. Viswanathan brought to the table an exhaustive domain knowledge of finance. He also shared his expertise in handling challenging situations across several industries. It was a huge learning experience for us the budding managers.





### **Dr. Vijayakumar SR**

On Feb 8, 2016, Dr. Vijayakumar SR, CTO and Group Head, IT, SREI group shared tips on how to leapfrog to the top of the corporate pecking order. Spoke about technology entrepreneurship and when to look for ideas in business. He discussed various business ideas and proposals. He encouraged aspiring entrepreneurs planning to start a venture now or in the future. The talk gave us insights of what people on the other side (investor, customers, mentors) look for when evaluating a business. SREI is a leading infrastructure finance group in India. SREI is starting an Innovation Center in Bangalore and Dr. Vijayakumar, is leading the effort.

### **Mr. Raju Swamy**



It was a privilege for Empresario-The Entrepreneurship Club at XIME, Bangalore to have Mr. Raju Swamy, Founder & Advisor to Family Business, PROMAG Consultancy Services as a guest speaker on 27th January, 2016. Mr. Swamy spoke to students on 'My thoughts on the Natural Laws of Entrepreneurship.' The insights provided by such a veteran Entrepreneur, having 50 years of work experience in different middle to top positions across industries was very valuable. Mr. Swamy helps family businesses to scale up by formulating business strategies and planning. He spoke on how to start and sustain a family business and the advantages and conflicts that could arise.

## **DISTINGUISHED ALUMNUS**

### ***Congratulations!!! You made XIME proud!***



Mr. Biju Kadapurath, currently the Director, International Smart Cities and Government, PwC India, was recognised and awarded as one among the top 50 most impactful smart cities leaders globally by the World CSR Congress at Taj Lands End, Mumbai Bandra (west), Mumbai. Congratulations!!! Mr. Kadapurath is a regular speaker at international and national smart city fora and technology advisor. He is the leader of the International smart cities and regional government projects of PwC and has worked on over 10 smart city projects. He belongs to our 2nd Batch (1998).



## ADMISSIONS 2016

XIME marks another milestone in its successful journey as the admission process for Batch 22 at XIME Bangalore and for Batch 4 at XIME Kochi has been completed. Shortlisted candidates from among the 4000 applications received, were called for GD/PI held at Bangalore, Chennai, Kochi, Hyderabad, Pune, Delhi, Hyderabad and Guwahati. Delhi was the largest centre with 917 registered candidates followed by Bangalore with 875 candidates. After the GD/PI sessions,

the final selection of candidates has been made. XIME will have a diversity ratio of 53:47 with women leading the way.

## SIP 2016

Placements for the Summer Internship Programme commenced on November 2015. As on March 31st 2016, 97 out of 171 students have secured internships, with an average stipend around 10k per month, and the maximum at Rs. 1 Lakh for the 2 months.

## PLACEMENTS 2016

### OUR RECRUITERS THIS YEAR

The placements for Batch 20 commenced on 12th December 2015. As on March 31<sup>st</sup> 2016, a total of 185 students have been placed across 64 companies, from both Kochi and Bangalore campuses with a placed percentage of 85%. The average CTC currently stands at 6.36 pa.

#### Our recruiters so far:

Infosys  
Wipro  
SBI  
Tech Mahindra  
KPMG  
Accenture  
Ernst & Young  
TCS  
Blue Ocean Ventures  
Gati  
Just Dial  
People10  
Ruchi Soya  
Allstate  
DRG  
HDFC  
M Supply  
NTT Data  
Sonata Software  
Ajax Fiori  
Alfa Carpeting  
Bosch

CMS IT  
Coffee Day  
Continental  
Emids  
Employee Experts  
Honeywell  
HSBC  
Mphasis  
Orient Cement  
Peak Alpha  
HCL  
Adani Group  
Baba Fattoosh  
Bluestar  
Dabur  
Deloitte  
Feedback Consultants  
Godrej  
Handiman  
ICICI Prudential  
ICICI Securities  
L&T Finance  
Maveric Systems  
Mindtree  
Prop Tiger  
Samsung  
South Indian Bank  
Subex  
TATA Elxsi  
Xchanging Solutions  
Yodlee Infotech  
Zee TV

## SUPA : MY EXPERIENCE

For my SUPA (Socially Useful and Productive Activity, I worked with NAB National Association for Blind), a non-profit organization, based in Alibag, Raigad District, Maharashtra, India. NAB has been working for empowerment and development of the blind women who are one of the most disadvantaged, marginalized, and vulnerable groups of the society.

During my work there, I had contributed in the following areas:

- Economic Rehabilitation centre
- Counselling centre
- Free Medical Aid/treatment/Certificates
- Helping them obtain Governmental benefits
- Orientation And Mobility
- Rendering help to people with other disabilities also, apart from visual impairment



Ms. Shubanghi Kulkarni (Batch 21)

During those 18 days, it was heartening to see as to how the people less abled than us strive and succeed in leading a happier and optimistic life. I was overwhelmed to see their love and affection for each other and living as a family.

I felt I was fortunate enough to experience this in my life and returned with good memories and valuable lessons. I strongly feel that SUPA is one of the most valuable projects of XIME.

## PhD INAUGURATION



XIME Bangalore is now recognized as a research centre by the University of Mysore. The inauguration of the PhD programme took place on the 21st of Jan, 2016. Prof. J. Philip, President presided over the inaugural function and delivered the keynote address. Our Director, Dr. Jeyakar Vedamanickam, Director (Research) Dr. Mathew J. Manimala, and Dean (Research) Prof. Naseer Mohamed Jaffer, addressed the audience. Ms Srilakshmi, a research scholar delivered the vote of thanks. Applications for the PhD programme are

in progress and course work is scheduled to begin during the last week of April 2016.

# INTERNATIONAL LINKAGES

## STUDENT EXCHANGE PROGRAMME FROM UNIVERSITY OF MARYLAND

XIME hosted 4 students from the University of Maryland from 7<sup>th</sup> to 19<sup>th</sup> January 2016. The aim of this exchange programme was to introduce students to a new environment and culture. The students interacted and shared their ideas with XIME students and faculty. As part of their schedule, field visits to leading companies and institutions were organised to Microsoft, TCS,



Infosys and IIM-B. The students were able to mix learning with fun as they attended sessions and also explored the city.

## STUDENTS FROM ITAM, MEXICO & REDLANDS LOS ANGELES AT XIME FOR CAMPUS ABROAD PROGRAMME

Eleven students (4 from University of Redlands, USA and 7 from ITAM, Mexico) visited XIME Bangalore as part of their Study Abroad Programme. Under the guidance of Dr. Hindupur Ramakrishna, Professor from University of Redlands and Ms. Monica Zavala from ITAM, Mexico students visited various organisations like Biocon, Fortis Hospitals and Philips Innovation Lab, to understand the scope and operations. The main area of interest was in “Knowledge services” (starting from call centers, carrying out programmer work, to innovation basis in R&D work to create new intellectual property). The students also showed a keen interest to learn about “successful managerial practices” at Biocon.

# WINTER INTERNSHIP AT NANTES, FRANCE

## Experience of a lifetime, Bonjour!!!

Excited students of XIME huddled around the airport wishing each other well on the New Year eve. It was the start of a new journey with a long flight to Paris, France. The 30 member team was going to participate in the Winter Program held at Audencia, Nantes from 02 Jan to 21 Jan 2016.

The Winter Program at the Audencia School of Management is a student exchange program between Xavier Institute of Management and Entrepreneurship, Bangalore and the Audencia – Nantes School of Management. Under this program, students are required to undergo a 20-day training programme that includes classroom learning, case studies, activities, field trips and institutional visits.

The students had a unique opportunity to immerse themselves in a new environment, understand various education systems, network and share ideas with students from different nationalities, travel and experience the rich cultural heritage of Europe and gain an international outlook as they discussed various perceptions and paradigms.



This programme provided a holistic view on “Doing business in the EU Region”. Key learnings included current business scenario in Europe, impact and interdependence with the rest of the world, a brief introduction about the European Institutions, their working and relationship amongst each other etc. It also included a five-day classroom/lab workshop on various topics of interests chosen by the students. These topics included Leadership, Mergers and Acquisitions, Foreign Currency, International Business, Team Work and Ethics.

The program kick-started with a one-day orientation program at the Audencia School of Management – Paris campus, where the students interacted with the co-ordinators and other participants from U.S.A., Germany, Argentina and China. In Nantes, at the Audencia School of Management, the students had an interactive and fun-filled 2-week classroom session based on the course they had opted for. An industrial visit to Cointreau was organised, it provided them an understanding on the working of the plant, their marketing strategy and an idea about the business environment in Europe.

The 3<sup>rd</sup> week was in Brussels, where the students were taken to different EU Institutions that included the European Parliament, European Council, European Commission and the Parliamentarium. Every step in the legislation process was clearly explained and the group got a sneak-peek to the anxiety the delegates experience as they make important decisions that shaped the European Union. The trip concluded with an industrial visit to SAP.

It was an extremely enriching and rewarding experience for the students. It was more than just an academic venture, because it encompassed so many lessons about life. The presence of efficient and dedicated armed forces visible at regular intervals laid to last any anxiety concerning safety.



The students found France and Belgium rich in culture and the people very helpful and easy going. This experience enriched the students with memories and broadened their horizons about different cultures and lifestyles.

The Audencia School of Management at Nantes is a “triple crown” B-School having three of the most prestigious accreditations- AMBA, AACSB and EQUIS.

## BUSINESS ETIQUETTE TRAINING:

Prof. Aswath Narayana Sastry, a former faculty member of XIME trained Batch 20 students in business etiquette. Through this series students learnt the hidden value – and priceless potential – of image, etiquette and protocol and how they can make a difference in business. He trained the students with the fundamentals for notable first impressions – how to look, act, and be their best in any professional situation. From handshakes, introductions, and presenting a business card, to body language, gestures and the impact of words, participants learnt the immeasurable value of image and etiquette in business. This etiquette session helped the students to enhance their social skills with precision and style.

## FDP/MDP/OBP

### Workshop on Applied Econometrics for Business & Finance

A two day workshop on ‘Applied Econometrics for Business & Finance’ was conducted on the 12th and 13th of January 2016. The workshop focussed on providing orientation in essential Applied Time-Series Econometrics relevant for research in Business, Finance and Economics. The programme was designed to provide participants with the necessary theoretical and applied tools to conduct research involving time series data. Academicians and Research Scholars, including two persons from Bangladesh participated in the event. The key resource persons of the event were Prof. K. R. Shanmugam, Director and Professor at Madras School of Economics (MSE) and Dr. P. Srinivasan, Assistant Professor of Economics & Finance at Xavier Institute of Management & Entrepreneurship (XIME), Bangalore. The workshop was well appreciated by the participants for its content and relevance.

### FDP - ‘FLAIR Kerala’

A Faculty Development Programme for nominees of ‘FLAIR Kerala’ was conducted at XIME, Bangalore from 19th to 23rd January 2016. Nineteen Commerce Faculty from various colleges in Kerala participated in the programme. The Event was sponsored by FLAIR (Fostering Linkages in Academic Innovation and Research), Ministry of Higher Education, Government of Kerala, Trivandrum. The key resource persons were Prof. J Philip, President XIME, Dr. Mathew J Manimala, Director Research XIME, Prof. C P Ravindranathan, IFS Retd, and Prof. Joy Varghese, Dr. K P Jaikiran, Director of FLAIR participated in the valedictory function on 23rd January 2016. The Director, FLAIR and all participants had appreciated the FDP for the quality of content of presentations on various topics, the focus on punctuality and maintenance of time and excellent hospitality. The participants, in an unusual and valuable gesture presented a

plaque appreciating the conduct of the program by XIME. The programme was coordinate by Faculty members, Dr. Vijaya Kumar and Ms. Poornima Thampi.

### Project Disha – Dealer Training Programme

Dr. Jeyakar Vedamanickam, Director and Dr. P Srinivasan, Faculty directed and coordinated Project Disha- an Organization Based Programme (OBP) for Retail Outlet owners of IOCL. The 5th, 6th, and 7th editions of the programme were conducted on 1-2, 3-4, and 5-6 Feb 2016, for dealers from various parts of Karnataka. A total of 67 dealers participated across the 3 editions. Prof. J. Philip, President, Dr. Jeyakar Vedamanickam, Director, Dr. Mathew Manimala, Director (Research), Dr. Sumathi Annamalai, Asst Dean, Dr. A. V. Ramana and Prof. Suryanarayana were the internal faculty for this programme. External faculty included Mr. K. Seetharam, formerly GM in BPCL and Mr. John Joseph, formerly Senior VP (Marketing) at Reliance Industries.

## FACULTY CORNER

- **Dr. N Meena Rani & Dr R Srinivasa Rao** presented a paper titled Consumer Buying Intention towards Branded Apparel- An Empirical Study in South India, at International Conference, SSIM, Hyderabad
- **Dr. N Meena Rani & Dr R Srinivasa Rao** presented a paper titled Management Education- A Stakeholder Perspective of What to Teach and How to Teach, at International Conference, XIME, Bangalore
- **Dr. N Meena Rani** presented a paper titled Fostering Women Entrepreneurship for Sustained Prosperity- A Case Study of AWAKE, at XIME IEF International Conference, Bangalore
- **Dr. Srinivasan P and Kalaivani,** M., published an article titled 'Are Indian Stock Markets Weak-Form Efficient?– Evidence from NSE and BSE Sectoral Indices (January 13, 2016)'. The IUP Journal of Financial Risk Management, Vol. XII, No. 4, December 2015, pp. 7-34.
- **Dr R Srinivasa Rao** presented a paper titled Project Management + Business Analytics= Project Analytics, International Conference, SSIM, Hyderabad
- **Prof. Joy Varghese and Dr. Sumathi Annamalai** attended the '4<sup>th</sup> NHRDN Summit on Gender Balanced Leadership: The Way Forward 2016', held on the 15<sup>th</sup> and 16<sup>th</sup> of February at ITC Windsor, Bangalore.
- **Mr. Muralidhar Deshpande,** Assistant Professor XIME conducted a session on 'Project Analytics (360° View) - Project Analytics for Better Business Management' at PM Footprints on the 28th of January 2016. The session involved effectively using business analytics tools and techniques in project management to monitor time and budget and increase the success rate of a project.





# XIME KOCHI

## DISTINGUISHED SPEAKERS

### Mr. Thomas Varghese

Mr. Thomas Varghese from the United Nations Economic and Social Commission for Asia and the Pacific addressed the students of XIME, Kochi. He spoke about the various waste management practices across the globe and its impact. He shared his experiences with the projects he has handled in various countries and the kind of innovative technologies or approaches that they have come up with. It was a very informative session and the students were encouraged to ask questions.



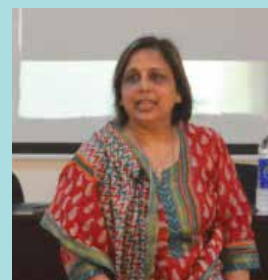
### Ms. Smita Tharoor

XIME Kochi was extremely privileged to have Ms. Smita Tharoor-founder of Tharoor Associates as the Guest Speaker on 15th January 2016. She is an Associate of Institute of Personnel & Development and a Neuro Linguistic Programming (NLP) practitioner. She shared her insights on NLP's belief of rewiring our brains to bring about a change. In other words: it is about learning to influence oneself to communicate, in order to help with our behavioural communication. She also spoke about unconscious bias and our gut implicit reaction to a particular action.



### Ms. Aparna Sharma

On 3rd February 2016, XIME Kochi had the privilege of hosting Ms. Aparna Sharma, HR-Thought Leader and Author of "Reality Bytes-The Role of HR in Today's world". An alumnus of TISS Mumbai, Ms. Sharma has had an extremely successful career and held positions of responsibility at Monsanto, Novartis, UCB, Deutsche Bank & Lafarge. She offered insights into the challenges faced by women in the corporate world and the changing dynamics of HRM.



### Dr. Dilip Panikkar

On 25th February 2016, Dr. Dilip Panickker, Chief Consultant Neurosurgeon, Aster Medicity chose to talk about the most interesting part of the human body - The BRAIN. He began with the Biology, Chemistry and Physics of the brain and ended the session with the 'humanities' part of the brain. Students were very curious to know if there were any means by which concentration could be increased to score more in examinations!



## FACULTY CORNER

**Prof. Manoj Varghese** chaired the session on HR Analytics and Organizational Effectiveness at the Western Region Conference 2016 organised by the NIPM –Goa Chapter in association with Goa Institute of Management on 20th February 2016.

He also held an interactive session with the startups on “How to choose a right mentor and set right expectations for your startups” at NASSCOM startup Warehouse, Cochin on 24th February 2016

**Ms. Ranjana Varghese** took part in a television channel discussion on Kerala Budget in Mathrubhumi News, a leading Malayalam Channel, on 12th February 2016.

She was also one of the panelists in the post budget discussion on Mathrubhumi News which was telecasted live on 29th February 2016.

Ms. Varghese later was a key speaker at a mentoring session as part of the Walk With a Scholar programme in Cochin College, Fort Cochin on 13th February 2016. She spoke on Industry – Academia Interface and about career prospects.

Ms. Ranjana Varghese was the Chief Guest at the Valedictory Function of the “Women’s Day” program conducted by Cochin Shipyard Ltd. On 10th March 2016. She spoke on the topic “Parity for Women”.

Ms. Ranjana Varghese also presented a paper on “Educational Transformations -What B-school can give to Business?” at the International Conference on Management Education: Looking Beyond the Curriculum-What to Teach and How to teach on 18-19th March 2016 at XIME Bangalore

**Mr. Nidheesh Joseph** presented a paper titled “FinTech: Disrupting Banking sector” at the National Conference on Dynamics of Indian Banking Sector-Emerging Trends, Challenges and Opportunities held at Bharata Mata College, Ernakulam . He received the ‘BEST PAPER AWARD’ for the same.

Congratulations Nidheesh!!

**Mr. Alok K.** presented a paper titled “ Impact of CRM initiatives in scaling up credit card business in Indian Banks post the 2008 financial crisis.” in a National





Conference on Dynamics of Indian Banking Sector- Emerging Trends, Challenges and Opportunities held at Bharata Mata College, Ernakulam

He also participated in a 2 day Faculty Development Program on Teaching Methodology at SCMS Cochin School of Business during April 1-2, 2016 .

**Jackson D'silva**, Assistant Professor Kochi participated as Resource person for a technical session in a one day national seminar on "Entrepreneurship in contemporary Business Environment " on 4th March 2016 organized by the The Department of Commerce, St Johns College Palayamkottai, Tirunelveli, Tamilnadu.

He also attended Management development programme conducted by Kochi Business School. Kochi on the topic "Big Data - The Game Changer" on 16th March 2016.

**Dr. M.T. Antony** chaired a technical session on 'Participatory Planning and Social Development' in The Thinkers' Workshop on Decentralization and Development organized by Kerala Institute of Local Administration (KILA) on 20-21 January 2016.

Dr. M T Antony's article on Women and Information Technology co-authored with Dr.P Arunachalam (HoD of Dept. of Applied Economics, CUSAT is accepted for publication in the Journal of Women Empowerment and Technology (WET), CUSAT.



## FDP/MDP/OBP

### Management Development Program on Finance for Non Finance



A two-day management development program on "Finance for Non-Finance Executives" was successfully conducted at the Kochi campus on March 11<sup>th</sup> and 12<sup>th</sup>, 2016. The programme was attended by 15 participants from 8 organizations. The resource persons were Ms.Pushpy Muricken, Dr. P. Amalanathan, Mr.Amitabh Satapathy and Mr.Alok.K .

## FDP on Case Writing, Teaching and Research

28<sup>th</sup> - 30<sup>th</sup> Jan 2016

An FDP on Case Writing, Teaching & Research was held at XIME Kochi under the leadership of Dr. Mathew Manimala, Director-Research. The FDP had 24 participants from academic institutions across the country. The programme focused on the development of faculty competencies for case preparation and its usage in classroom as well as for research. The panelists included Prof.G.R.Kulkarni, Chairman of XIME, Bangalore, Prof. J

Philip, President XIME, Dr. Francis Cherunilam, Director, Viswajyothi Institute of Management Studies and former Director, SMS, CUSAT, Dr. Mary Joseph, Director, Bharata Mata Institute of Management Studies and former Director, SMS,CUSAT, Mr.M.S.A.Kumar, Former MD, AVT Natural Products Pvt. Ltd. Immense appreciation was received for quality of delivery, value and appropriateness of the programme.



## MDP on Labour Law for the Officers of the Labour Directorate, Govt. of Odisha

30<sup>th</sup> Jan - 2<sup>nd</sup> Feb 2016



A Residential Training Programme on Labour Law and Compliance for the Assistant Labour Commissioners and Labour officers of the Government of Odisha was held at XIME Kochi. The programme was inaugurated by Sri. P.C. Cyriac IAS (Retd) Former Additional Chief Secertary, T.N Govt. The resource persons included Dr.M.Nelliappan, Former Director, BEML, Prof.Joy Varghese, Dean

Coordination XIME Bangalore and Former Director-NALCO, Adv. Benny Thomas, Adv. A.S. Sasi Prakash and Former Joint Labour Commissioner, Govt. of Kerala. The valedictory function was enriched with the presence of Sri. M.P. Joseph, Advisor to Kerala Govt. The programme gave insights on several issues of Labour Law, the role of judiciary, best practices for dealing with organizations and various attitudinal aspects in negotiation. The interactive session with the officers of the Regional Joint Labour Commissioner's Office, Cochin proved to be a memorable and knowledge sharing experience for the participants.



# INTERNATIONAL WOMEN'S DAY CELEBRATIONS



On the occasion of International Women's day ,8th March 2016, HR club of XIME Kochi, HRUDAY, in collaboration with Kerala Chamber of Commerce and Industries conducted a panel discussion on the topic " Building Big Horizons- Women as Entrepreneurs". Prominent Women entrepreneurs like Smt. Sheela Kochoseph Chittilapally, Smt.Nirmala Lilly, Smt. Lekha Chandran, smt.Pushpy Murikken, Smt. Nimmi Chakkola were the panelists. The panel discussed about the hurdles, successes and failures of women entrepreneurs across the country.

During the occasion, HRUDAY also felicitated the cleaning staff of XIME Kochi for their silent but important work they have been doing since the beginning of the Kochi Campus. Each of the seven ladies were given Rs.1000 which was purely from voluntary contributions from members of HRUDAY club.

## VALEDICTORY FUNCTION OF THE HR CLUB – HRUDAY

On 17th of March 2016, HRuday had the closure of the journey towards learning, excellence and glory that began on 16th of July 2015 . HRuday, the HR club of XIME, Kochi held its valedictory function on 17th March. The activities of the club over the past academic year were summarized by The President, Aviva Noronha who also handed over the club activities to the faculty coordinator who would in turn hand it over to the junior batch. The chief guest was a gentlemen of great courage and strength- Mr.

Thomas K George, social entrepreneur who lost the use of his legs after being in a terrible accident in 2006. Mr. George described his own struggles to regain control of his life and how difficult it was to get authorities to take road safety seriously. His talk was greatly inspiring to the students who then had a healthy discussion with him.



## INDUSTRY VISIT



Students of Batch 3 visited FACT (Fertilizers and Chemicals Travancore) Ltd., a Government of India Enterprise dealing with manufacture and marketing of fertilizers. The students visited the ammonia plant and also got a chance to see how gypsum and POP are manufactured. The factory representatives explained the processes and shared a lot of interesting information.

## XIME KOCHI GOES GREEN

In solidarity with the Global Climate change initiatives, XIME Kochi decided to do its part by nurturing a vegetable garden in its premises. The organic garden has all types of vegetables like chilly, lady's finger, peas, brinjal etc. The garden is being nurtured and taken care by the "always supporting" support staff, under the supervision of Assistant Dean Mr. Paul Chiramel. The first harvest by Director Dr. Amalanathan was on 5th February 2016.



## REPUBLIC DAY CELEBRATIONS

XIME Kochi celebrated the 67th Republic day with the Chairman Dr. J. Alexander IAS (Retd) as the chief guest. The flag hoisting was followed by a patriotic message, after which he encouraged the students to sing the very famous Malayalam patriotic song "Bharathamennal Paarin Naduvil Kevalam Oru Pidi Mannallo". Later, Mr. Srinath Pullala and Ms. Kavyasree Rao expressed their views on 'India in 2020' and 'Role of Social media in making the youth more politically aware', respectively.

The celebration ended with Mr. Anand Sundar and Mr. Gopala Krishna of Batch 3 being rewarded with scholarships.



# EXPERIENCE SHARING FROM APOLLO TYRES KERALA & FAREWELL TO SRI.A.S.GIRISH



XIME bid farewell to Mr. A S Girish, Former Chairman & National Council Member, ISTD after a long inning of 22 years in HR with Apollo Tyres, Kerala Plant. His journey would continue with him taking up a lead role in the HR activities of the modern plant of Apollo Tyres Ltd. at Oragadam Chennai, Interestingly Apollo plant is a neighbour to XIME Chennai. Mr. Girish has been a great friend to XIME Kochi.

## CLUB ACTIVITIES

The Marketing Club, MarkXIME conducted the much-awaited Badminton Premier League from 2nd February. Four teams representing each of the four specializations participated. The players for each team were selected via an auction. The tournament kicked off with a match between the faculty members. The round robin format of the tournament ensured that each team got to face all participants. In the final, held

on 11th February, Operations group triumphed over HR after a series of thrilling encounters. The stalls put up by the students were quite popular making the tournament a resounding success.



## SPORTS CLUB INAUGURATION

The Sports Club of XIME, Kochi was inaugurated by President, Prof. J. Philip on 28th January, 2016. To mark the occasion, a basketball match between students of Batch 2 and Batch 3 was conducted. The high-octane match was played in good spirit and Batch 2 emerged as winners.





## STUDENTS' CORNER

Ms. Supraja C.S. of Batch 2 presented a paper titled "CSR Initiatives for Children-Exploring the practices in companies in India" at the National Conference on Corporate Social Responsibility and Children-Dyuthi 2016 conducted by Rajagiri College of Social Sciences on 7th January 2016.

Satheesh Kumar and Aswin Mohan of Batch 3 won the The Operations Game at the techno-management fest, Shikhar, conducted by SCMS on 28th and 29th January 2016.

Shraddha Hande, Amalan Iniyan, Sreeja A. and Jwalitha Buraga were the runners up of the HR event and the team of Peddineni Pranaya ,Amit Narnoly, Soumya Mishra and Sai Vishal secured 3rd position in the Finance event at Talentime 2016,the South Indian management fest conducted by School of Management Studies, CUSAT.



## DINING ETIQUETTE TRAINING

Dining Etiquette Training was conducted on March 31, 2016 for the senior students. The Session was handled by Mr. Paul Chiramel. In order to mould them to be the global citizens, students were given the opportunity to explore, experience and learn dining etiquettes. Students practiced several times and once they all got the hang of it, they moved on to discuss the various norms and etiquettes to be adhered to when having a formal dinner with a potential client.

# Upcoming Events

1. XIME Kochi Convocation on April 30, 2016
2. XIME Bangalore Convocation on May 14, 2016
3. Closing of Silver Jubilee Year Celebrations on May 14, 2016
4. Inauguration of Chennai Campus on May 28, 2016
5. International Study tour for Batch 21 students on April 15, 2016



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