

XIME & NHRD JOINTLY ORGANIZE  
**THE BIG DEBATE**  
Featuring some of India's Finest HR Professionals  
on  
"MERIT RACE FORWARD AGAINST THE BELL CURVE"  
NOVEMBER 27, 2015



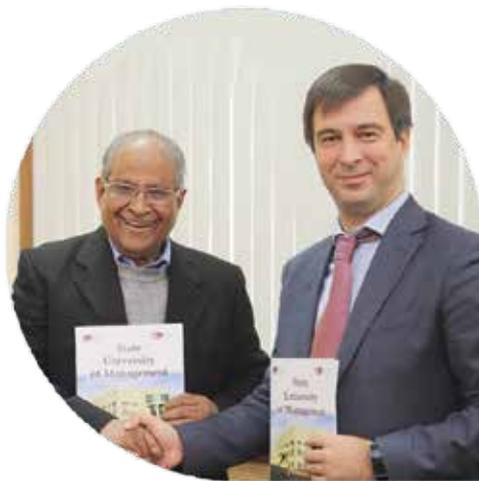
# XIME NEWS

XAVIER INSTITUTE OF MANAGEMENT & ENTREPRENEURSHIP, BANGALORE & KOCHI

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*Glorious Years of  
Leadership and  
Social  
Responsibility*

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# XIME Bangalore

## XIMERA- THE ANNUAL MANAGEMENT FEST OF XIME



*The winners of XIMERA with the organising team*

Xavier Institute of Management & Entrepreneurship - Bangalore, organized its Annual Management Fest, XIMERA on 6th -7th November 2015. Established with a vision to provide high quality education to budding business leaders, XIME has always celebrated diversity in the 25 years of its existence. In line with the tradition of respecting diversity, this year the theme of the Fest was, "Civilisations around the World".

XIMERA has been conceived on the three pillars of knowing, being and doing. The fest has always generated a lot of enthusiasm among the student community. With 1 core event, 4 specialization events and 3 niche events, the two day fest triggered students' thought process and challenged the budding managers to break traditions and carve out a path of their own.

As XIMERA brought together some of the best minds in the domain of management, the event was quite efficacious in providing a stimulating and exciting environment to the participants and was a huge success.

Amidst much excitement XIME – Bangalore declared open its Annual Management Fest, XIMERA-2015 on 6th November 2015. The Chief Guest for the opening ceremony was Mr. K N Shanth Kumar, Chairman of the Press Trust of India (PTI). Mr. Shanth Kumar is a senior editor belonging to the Bangalore-based Printers (Mysore) Private Limited. Mr. Shanth Kumar is also the Editor of the leading Kannada daily "Prajavani" and Director of Printers (Mysore), publishers of "Deccan Herald", "Prajavani", "Sudha" and "Mayura" publications.

Prof. J Philip, President XIME, delivered the presidential address and bolstered the students to give their best in the competition. He emphasized on the need to have many such interactive and competitive platforms where management students could hone their management skills. The keenness to prove their mettle was palpable in the participants who hailed from various top Business Schools across the country.

## EVENTS

**BEST MANAGER - PRIMUS**

**FINANCE EVENT-STAMENON**

**HR EVENT- POPULO**

**MARKETING EVENT-EMPORIO**

**OPERATIONS EVENT- EFFECTUS**

**B-PLAN - CONSILIUM**

**BUSINESS QUIZ-INGENIUM**

**CSR EVENT- OFFICIUM**

XIMERA came to a close on 7th November 2015 and was successful in triggering a fresh thought-process among the participants by equipping them with skills to re-look at industry practices with innovative ideas. With 3 Core events, 4 Specialization events and 2 Niche events, the 2-day fest ignited the spark in students, to initiate actions that would inspire the whole world. The fest was a huge success and applauded for its ingenuity and innovation. The closing ceremony was presided by our President Professor J Philip, Chief Guest Mr Sebi Chacko, CHRO Strides Shasun Ltd, Mr. Manu, HR Manager Flextronics Technologies and Mr Jacob Chacko representing the NGO Swanthana.



# THE BIG DEBATE



## *The Valedictory ceremony of 'Big Debate'*

As part of the celebrations of XIME's 25th year & NHRD Bangalore Chapter Winning the Best Chapter Award (Hat-trick), XIME and NHRD jointly organised "The Big Debate" featuring some of India's finest HR Professionals on "Meritocracy – For and Against the Bell Curve" on 27th November 2015. This event added yet another feather to XIME's accomplishments, what makes it better and bigger is that XIME is celebrating its 25th year. Prominent chief executives, HR professionals and management academicians took part in this prestigious event. In an age where there is an increased focus on human capital, performance measurement is a growing concern. It is to address this concern that the debate was hosted. The key resource persons were Prof. J Philip (President XIME & Former Director IIM B), Mr. Balachandar N (President NHRD Bangalore Chapter & Group Director HR, Coffee Day Group) and Mr. Selvam George (HR Consultant {Moderator}).

The event took off with a cultural show by the students who depicted the rich traditions, diversity, vigour and soul of India in tune with the melodious bliss of classical music and feet-tapping western chords. The energy packed entertainment show was followed by the welcome address given by XIME President, Prof. J Philip.

Mr. Selvam George, renowned HR Consultant was the moderator for the debate. The panellists for the motion were Mr. Sreekanth (CSC), Mr. Raj Raghavan ( Amazon), Ms. Priya Gopalakrishnan (Exide Life Insurance) and Ms. Priyanka Chowdhary (XIME).

The panellists against the motion were Ms. Vasanthi Srinivasan (IIM B), Mr. Anand Bhaskar – (Planet Ganges Consulting Pvt Ltd), Mr. Arif Aziz (GE) and Ms. Sandhya S (XIME).

Mr. Selvam George emphasized that no system is completely effective. It is important to have

differentiation in an organisation but it should not be restrictive. The Bell curve has its merits and the demerits should be worked on; while at the same time alternate approaches could be evaluated too. There was a brief Q&A session after which the 90 minute powerful debate came to an end.

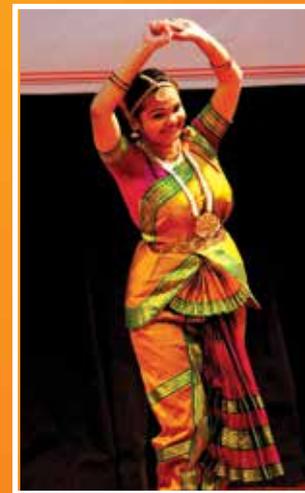
NHRD presented a video which was a reflection of NHRD's events and achievements over the



last year. NHRD Bangalore Chapter won the Best Chapter Award for a record third time this year. The panellists were felicitated by XIME and NHRD. Mr. Balachandar N – President NHRD Bangalore Chapter & Group Director HR, Coffee Day Group addressed the gathering and Mr. Ramesh Ranjan delivered the vote of thanks. The event came to a close on a high and successful note. While the event had officially ended, enthusiastic discussions still continued during dinner.



# Big Debate-Cultural Extravaganza



## Prof. J. Philip elected as President ABBS

Prof. J. Philip, President of XIME has been unanimously elected as the new President of the Association of BRICS Business Schools [ABBS] during its 3rd Biennial conference held at the National Research Nuclear University, Moscow on 10-12 November, 2015. He takes over this position from Prof. Vladimir Godin who was the Head of Higher Business School, State University of Management [SUM], Moscow. Before Prof. Godin took over this position, it was held by the Chinese representative, Prof. Erming Xu, Dean of School of Graduate Studies, Renmin University of Beijing.

Association of BRICS Business Schools [ABBS] has members from Brazil, Russia, India, China, and South Africa. It is worth mentioning that the Association was

founded with representatives of these countries at a BRICS Business Schools Conference held on 30th January 2009 at XIME Bangalore. One of the uniqueness of BRICS Association is that every year the association organises a BRICS Students' Meet where MBA students from member countries compete in various intellectual exercises. This year about 30 students from India (12 from XIME) had participated in this conference in Moscow and won several prizes against the other contestants. The next Annual Students Meet will be held at XIME Bangalore in November 2016. While in Moscow, President, Prof. Philip also signed on behalf of XIME an MoU with State University of Management on faculty and students exchanges and collaborative Research/Case Development.

## Amplifi and XIME ties up to launch B2B SaaS Accelerator in India



With an intention to create a startup ecosystem for B2B SaaS (Business-to-Business Software-as-a-Service) ideas, Amplifi and XIME have partnered to set up the country's first and only Amplifi-XIME B2B SaaS Accelerator at XIME's Bangalore campus.

The B2B SaaS Accelerator will offer infrastructure, mentoring, shared

resources, access to corporates, angel investors and VCs plus credits from partners & service providers for the entrepreneurs selected through this program.

Amplifi is a holistic ecosystem for B2B SaaS founded by Sudarshan Narayan, B2B entrepreneur & startup mentor, Ravi Veeraghanta, tech industry veteran and entrepreneur, Rohinton Bharucha, President & CEO, Patni Family Office, Amitava Neogi, former ED, Morgan Stanley Private Banking India and Uday Deshpande (UD), former industry CFO and currently active Angel investor & startup mentor.

It will be a 3 month long program for the selected startup founders. These founders will work out of the XIME campus for this duration with aim to prepare each startup with a focused business pitch and a working or refined prototype.

# Walkathon



*Inaugural ceremony of Walkathon*



*Winners of Walkathon*

XIME organized Walkathon on Sunday, 22nd November 2015, an initiative by XSEED club, the social club of XIME. The aim of the walk was to raise money to donate to "Swanthana", an organization for the differently abled female children. The walk was a huge success.

The event saw an enthusiastic group of over 300 people walking through Electronics City in the morning to support the cause of the mentally challenged. XSEED, the social service initiative of XIME took the lead in executing this event. XSEED plans to support the differently abled for the next few years. The walkathon was flagged off by Prof J Philip, President XIME and Former Director IIM B.

The money that XSEED collected through sponsors and ticket

selling was given to Swanthana, an NGO taking care of differently abled girls. Mr. Jacob Chacko, the chief developer and volunteer of Swanthana, accepted the cheque of Rs.1.5 lakh.

Enthusiasts from nearby corporates turned up to walk for the cause. Narendra Lath from TCS said **"I liked the atmosphere. The young and energetic crowd of XIME ensured we kept going."** The walkathon winners-Prashant Singh Wadai and Shalitha Hegde were presented with the prize money of Rs. 5000 each.

The chief guest for the event was Mr. Sebi Chako, CHRO from Strides Shasun Ltd. XIME Alumni Association President Ms. Padma Srinivas inspired the gathering to take up running and walking as a healthy hobby. The event was sponsored by Himayala Herbals and Flextronics Technology.

# Rhetoric 2015



*Participants and winners of Rhetoric 2015  
with the panel of judges*

Rhetoric- the annual public speaking competition of XIME was incepted with an aim to make every student a confident and powerful speaker. The event was held on 8th December, 2015.

Judging the event were eminent orators themselves -Prof. C P Ravindranathan, Major General N George, Dr. Sumati Annamalai and Ms. Padma Srinivas-Alumni President

After intense battling with their classmates, 9 participants were shortlisted for the finals. The finalists awed the audience with speeches about living your dream, loving yourself and being crazy. The effects of procrastination, being more than one person and global issues like climate change were also highlighted.

It was an evening dominated by the flow of words, concrete command over language, connect with the audience, and confidence. The judges agreed that it was indeed a tough fight among all the charismatic speakers. The event captivated all and concluded

with a promise to continue this tradition and be the best public speakers in India.

Winners - **K. Sharmil Nanjappa (1st place), Sai Bhavana (2nd place)**

## Constitution Day Celebrations

On 26th November 2015, in accord with the nationwide celebration, the entire fraternity of XIME celebrated the 'Constitution Day'. The occasion was an opportunity for the students to broaden their knowledge of the Indian constitution, with its elegant language and its far reaching ramifications that have both shaped our history and our lives. A group of students have read out the Preamble, Fundamental Rights and Directive Principles of State Policy, followed by the famous speech of Dr. B.R Ambedkar, which invoked a sense of pride and admiration in the audience. The event ended with a solemn recitation of the National Anthem.



## St. Xavier's Day Celebrations



As in the past, St. Xavier's Day was celebrated at XIME Bangalore on 3rd December 2015. The Day began with Holy Mass at 8. 15 AM celebrated by Rev. Dr Shiju Mullasseril, CSsR. Hymns were sung by the student choir and community breakfast was served at the central lawns of the campus.

## Christmas Celebrations

As is the tradition, all the students and faculty of XIME got together for the Christmas celebrations on December 11th, 2015. The event began with beautiful carol singing by the students. The students and faculty enjoyed the performances by pitching in with their voices. A tastefully-done up stage was readied for the performance. XIME President Prof. J. Philip addressed the gathering and wished the XIME family Merry Christmas and Happy New Year in advance. Aimed at spreading love, fraternity and peace, the students of XIME Bangalore delivered the carol musical extravaganza. Those who witnessed the carols were Prof. J Philip, Ms. Leela Philip, Prof. C P Ravindranathan, Dr. Mathew J Manimala, Dr. Jeyakar Vedamanikkam, Major General N George (Retd.) and the Faculty.



# 7TH BRICS STUDENTS MEET IN MOSCOW



In the framework of the International Scientific-Practical Conference “Threats and risks for economies of BRICS countries” MEPhI hosted the Seventh Students Forum of BRICS countries. This large-scale youth event gathered students and postgraduates of higher educational institutions from Russia, India, China, South Africa, Kazakhstan and Kyrgyzstan. Young students took part in the discussion of one of the main issues, stated in the conference program – “the role of BRICS in ensuring regional security in the conditions of international tension.” Prof C P Ravindranathan of XIME was one of the speakers in the conference.

During the parallel sessions, participants presented projects where they offered their vision of this issue. The session “International economic and financial controller of the future” was attended by students of the Xavier Institute of Management and Entrepreneurship (India), School of Management and International Relations, University of Hindustan (India), Rostov State University of Economics, Sevastopol State University, Lobachevsky State University of Nizhni Novgorod, State University of Management,

Ivanovo State University, Karaganda State University named after academician E.A. Buketov.

The students of XIME bagged the first place for the in-depth analysis of the topic. Besides presentations, participants were invited to take part in business games “Compliance: business case” and “Financial investigations”, the purpose of which was to learn how to identify schemes associated with money laundering and the financing of terrorism.

Students from India, China, South Africa, Kyrgyzstan and Russia danced to the tunes of folk music in national costumes, sang songs, and the Eighth Creative Association of MEPhI performed a number of skits.

In a relaxed and fun filled environment, teams from BRICS countries fought for victory in competitions of street-ball, table tennis, darts, arm wrestling and weight lifting. Students of XIME again proved their mettle by being in one of the top 2 positions in both table tennis and darts.



## FROM THE PRESIDENT'S DIARY



### ***MoU signing between XIME and SUM, Moscow – 11th November 2015***

On 11th November, 2015, Prof. J Philip, President, XIME Bangalore visited the State University of Management [SUM], Moscow

The XIME delegation was in Moscow in connection with the meeting of financial and economic institutions of the BRICS countries. During the visit to the State University of Management, Prof. J Philip signed a cooperation agreement, [MoU] with the acting Rector of SUM Vladimir Stroyev. As conceived by the leaders of both universities, the MoU will pave the way for opportunities in the implementation of joint educational programs, scientific and practical research, as well as cultural exchange.

Cooperation between SUM and XIME has been initiated as part of the activities of the Association of BRICS Business Schools [ABBS]. In the spring of this year, a delegation of SUM has already visited XIME and participated in the events held there under the auspices of the ABBS.

On November 6, 2015 President XIME, delivered the presidential address at the inaugural ceremony of XIMERA and bolstered the students to give their best in the competition. He emphasized on the need to have many such interactive and competitive platforms where management students could hone their management skills.

President rendered his special address during the inaugural ceremony of 45th ISTD National Convention on December 10th and 11th of 2015 hosted by XIME Kochi. He along with many of the senior functionaries had participated in the annual convention. A separate report on this appears in this issue.

President was the Chief Guest at the Convocation Ceremony of ICBM Business School, Hyderabad, held on 12th December 2015 at FAPCCI Auditorium at Hyderabad.

# Students Winning Streak

## Quest XIME Kochi (14th November, 2015)

**XIME Bangalore won the Overall Championship Trophy** at Quest 2015 organised by XIME Kochi

- Kirtika Chaudhary - Winner of Title Best Manager
- Moumita Mahapatra and Parth Pratim- Winners of the HR Event
- Anshu Kumar & Ashhish Ganguly - Runners Up of Business Quiz

## Christ University, Nov 21-22, 2015

**XIME Bangalore won the Overall Championship Trophy (Hat-trick)** at Chrzellenz organised by Christ University, Kengeri Campus

- Anshu Kumar & Ashhish Ganguly- Winners of Finance Event
- Yashwant & Reenesh Jain – Winners of General Management Event

## St. Joseph College, Nov 27-28, 2015

**XIME Bangalore won the overall championship** at the B-School Fest organised by St. Josephs College from November 27-28, 2015

Best Manager : Assumpta Pinto

Winners : Stocks: Anshu & Sameer

Winners : Finance: Dinesh Sairam & Bhoomika Varma

Winners : Operations: Libin Mathew & Anand Thampi

Winners : Quiz: Awadesh Jha & Ajinkya M.

Runner Up : HR: Sooraj Surya & Tanushree Marina

Runner Up : Marketing: Anshank Prasad & Peter J.

Runner Up : Entrepreneurship: Aravindan S. & Arun Kumar

## St. Aloysius College, Mangalore

Vijay D & Venkatadiri K - Make In India – 1st Place

Nikhil Karunakaran & Jyoti Dixit - Skill India -2nd Place

Libin Mathew & Kirtika Chaudhry - Smart India – 2nd Place

## CMS, Bangalore

CMS Business School Management Fest - Cranium 2015, Winners

1st Prize - Best Manager (Dagger of Time) – Neeha Liza George

1st Prize – Finance Event (Hammer of Destiny) –Neethu Sashi and Nimmy Maryam Joseph

2nd Prize – Business Quiz (Blades of Chaos) – Anshu Kumar and Ashhish Ganguly

2nd Prize – HR Event (Knuckles of Kronos) – Jaya Jagriti and Kadamata Rashmi



*Winners of Christ University  
B-Fest 'Chrzellenz'*



*Winners of 'Cranium' at CMS*



*Winners of St. Joseph's B-School Fest*

# NHRD- Shadow the Leader Program

An initiative by NHRD gave the HR students of XIME an unique opportunity to shadow eminent HR leaders. The students not only interacted but also had a walk-through of the daily schedule involving decisions, meetings and activities of the leader. This was a huge learning as students were given a sneak-peek into the working of HR leaders.

Below are the details of the students and the leaders they shadowed:

Sl.No	Student's Name	Organization	Date	Leader's name	Leader's Designation
1	Moumita Mahapatra	TVS Group	23rd Oct '15	Dr. Koveychelvan	Sr. VP-HR
2	Priyanka Choudhary				
3	Ramisha Ramachandran				
4	Kadamata Rashmi	Ranstad	23rd Oct '15	Soma Pandey	Director HR
5	Jaya Jagriti				
6	Partha Pratim	CCD	26th Oct '15	Sajan Cherian Varghese	President, HR & Training
7	Ayushi				
8	Sharadha Pandey	IBM	26th Oct '15	Mr. Sachin Awasthi & Mr. Aman Arora	HR Business Partners
9	Tulika Chandra				
10	Srilekha M	HUL	4th Nov '15	Ganesh Subramaniam	Director HR
11	Soumya Panda				
12	Devika Gulla	Spar	13th Oct '15	Mr. Ashok G.	Sr. VP-HR
13	Divya Sinha				

## Sujit Valasalan Memorial Children's day Celebration

The Sujit Valasalan Memorial Children's Day Celebration was organised on 14th November 2015 at XIME. 10th and 11th standard students from Shanti Bhavan Educational Trust visited XIME. Model United Nations was an activity organized for the children, where they took on the role of nation leaders. The students later dedicated a song and dance performance as a token of their appreciation. Scholarship amounts worth 10,000 and 15,000 from the Sujit Valasalan Trust were awarded to two children.



# OBP/FDP/MDP

## MDP on 'Essentials of Finance for Functional Managers'

An MDP on Essentials of Finance for Functional Managers was conducted on 6-7 November, 2015. This programme was targeted at non financial managers and executives. It aimed to equip the participants with the fundamentals of finance, with a view to interface with Finance/ Accounts executives to enhance quick and effective decision making. The key resource persons were Mr. S Viswanathan, XIME Board Member Mr. Pradeep Swaminathan and Mr. Suranjan Bhattacharyay. The two day programme was well received by the participants.



## Coconut Development Board

XIME Bangalore hosted a three-day Management Development Programme for Coconut Development Board, Bengaluru on 14-16 November, 2015. It was attended by more than 30 participants. The sessions were taken by Mr. Hemachandra, Deputy Director (Marketing), Dr. K.B. Vijayakumar, MDP CoOrdinator, XIME, Dr. John Ben, Dr. A V Ramanachayalu and Dr. Sumathi Annamalai, Assistant Dean, XIME. The MDP was well received by all participants.



## Indian Oil Corporation Disha Dealers Programme

XIME conducted a specially designed training programme for the distributors of Indian Oil Corporation (IOC) in Bangalore under its Disha initiative. 24 distributors participated in the first meeting which was organized at XIME campus on 17-18 November, 2015 and 26 distributors participated in the second meeting which was organized on 24-25 November, 2015. The third meeting was organized on 15-16 December, 2015. The sessions were taken by Mr. Sitaram, Former General Manager, Bharat Petroleum and Mr. John Joseph, Member, Board of Directors, XIME. Mr. John Joseph has three decades of experience of working with Bharat Petroleum and Reliance Industries Limited.



## Dreamer - Doer Conference



Entirely So! and XIME jointly organised Dreamer-Doer 2015 Conference on December 12, 2015 at XIME, Bangalore. Dreamer-Doer 2015 put the spotlight on social enterprises and social entrepreneurship. Fifteen social enterprises and social innovations registered for the showcase. The showcase was of 10 mins each – in typical TEDx style, followed by Q&A. Spirulina Foundation, Kriyasheela Geleyarabalagu, Kavade, BinBag, Watsan Envirotech, India Care Foundation, CLT

India, Samavada Baduku, Unnati, BalUtsav, vChalk, Hasirudala, DailyDump, and Soil & Soul are some of the enterprises that showcased their efforts over four sessions.

## BUSINESS DINING ETIQUETTE TRAINING

Batch 21 students were trained by Major General N George (Retd) on Business Dining Etiquettes. In order to train them to be the global citizens, students were given the opportunity to explore, experience and learn Dining Etiquettes. The Dining Etiquette activity was held on 29 December 2015. Before the session commenced, students were seated at the tables. Once the students were all settled, their facilitator, Major General N George commenced his presentation by teaching basic etiquettes. Students practised with him several times and once they all got the hang of it, he moved on to discuss the various norms and etiquette one has to adhere to when having a formal dinner with a potential client.



# DISTINGUISHED SPEAKERS

## Mr. R K Krishna Kumar

The students of XIME Bangalore had the privilege of listening to the wise words of Mr. R K Krishna Kumar, Chairman, Tetley Group & Vice-Chairman, Tata Tea, on the 11th of December 2015. He enriched the knowledge base of students on the importance of ethics, morality and social responsibility in the corporate world giving insights from his own experiences. This was followed by an interactive session with the students where a variety of topics in contemporary business environment including the stepping of Tata Sons into the E-commerce domain was discussed.



## Mr. Anand Rangarajan

A lecture on the topic 'Some Learnings about Success in the Corporate World' was delivered by Mr. Anand Rangarajan, Engineering Director and Bangalore Site Lead, Google India to the students of XIME Bangalore on 11th December 2015.



## Mr. John Joseph

Mr. John Joseph, Consultant and former Senior Vice-President, Reliance Industries Ltd. addressed XIME students on 25th November, 2015. His talk emphasized on betterment as individuals focusing on 3 main points – developing a managerial persona, being entrepreneurial and awareness of major happenings in the world.



## Mr. Sudarshan Narayan

It was a prestigious moment when XIME launched 'Amplifi-XIME B2B SaaS Accelerator' in Bangalore on 13th November 2015. It is a centre meant to mentor the business ideas of the budding entrepreneurs of XIME and provide them with the necessary facilities, such that ideas are converted into commercial enterprises. Mr. Sudarshan Narayan, the founder of Amplify, Mumbai was at XIME to address and discuss about the same. Mr. Narayan spoke about how this Accelerator programme is designed to find, nurture and accelerate the next gen innovative ideas & entrepreneurs in B2B SaaS.





### **Mr. Sandipan Mitra**

Mr. Sandipan Mitra, Director – Corporate Sales & Marketing at Foodpanda, an alumnus of XIME interacted with students on 22nd November, 2015. Mr. Mitra cruised through his journey from XIME to Foodpanda. Mr. Mitra also stressed on networking, giving his example when he received help from the least expected friend to get his first job. Mr. Mitra’s address was fun filled with deep insights that added to the students learnings.

### **Mr. A.P. Hota**

XIME received Mr. A.P. Hota, MD & CEO, NPCI on 10th November, 2015 in its campus for a distinguished speaker series’ talk. Mr. A.P. Hota has a rich and successful career in banking and payments industry spanning over 35 years. He had played a key role in implementation of MICR technology in Cheque Clearing, Electronic Funds Transfer, Automated Clearing House and Cheque Truncation System in India.



### **P.C. Mustafa**

Mr.P.C. Mustafa-The idly-dosa man of Bengaluru, the owner of iD Fresh Foods Ltd. visited XIME on 19th November 2015 for a guest lecture. Mr. Mustafa took the students through his inspiring journey and the many challenges he faced. His talk was followed by an interview session, which stimulated a lot of enthusiasm amongst budding entrepreneurs.



## **ICICI Direct NISM certification course**

ICICI Direct Centre for Financial Learning organized training cum certification program on “Certification in Equity Trading & Investment” at XIME, Bangalore. The program was held from 12th – 19th December which included 30 hours+ 6 hours of training. 21 students attended the course – Security Markets Foundation Course, Module 12. All students passed the examination and received the NISM certification.

# WINTER PROJECT AT AUDENCIA, NANTES PARIS



A group of 30 students from Batch 21 are doing their winter project at Audencia, Nantes, France from December 31, 2015 to Jan 20, 2016. This 3 weeks of excellent learning opportunity typically leaves an exchange student with better understanding for people of all sorts, and can really make them feel as though they have become “citizens of the world.” After the return to one’s native country, an exchange student will likely enjoy sharing his or her new culture with those around them. Students can travel in order to earn credits, broaden their horizons or experience a new culture and plenty of other benefits. These students learn to analyze the things around them in a constructive manner and learn how to solve problems on their own. Students who take a foreign exchange approach area also able to learn new languages in a practical manner and experience the way learning institutions in other countries work; they will also have access to certain international courses that are not available in their curriculum.



# Welcome to XIME Family

## Major General N George (Retd)



Maj Gen N George is an alumnus of the National Defence Academy and was commissioned into the Infantry arm of the Indian Army in December 1974. He has varied experience in Regimental,

Staff, Instructional and Command assignments, across the length and breadth of the country, in both operational and peacetime environs. He superannuated from the Army as Chief of Staff of a Corps in the North East of the Country.

He thereafter served as the Chairman Ceasefire Monitoring Group in Nagaland. He has subsequently had brief corporate experience in the manufacturing sector and as Adviser with Pegasus Institute of Excellence in Bangalore. Maj Gen George holds a Master's Degree in Defence Studies from Madras University and has qualified on the Higher Command Course from the Army War College. He takes over as Dean (Administration and Student Affairs of XIME).

## Prof. K K Kuriakose



Dr. K.K. Kuriakose has superannuated from Indira Gandhi Centre for Atomic research, Department of Atomic Energy, Kalpakkam as Head - Computer Division

and Knowledge Management and joined XIME family, as a Professor in December 2015. He had graduated from NIT Calicut in Electrical Engineering and completed post-graduation in Electrical Communication Engineering from IISc. Bangalore. He had also completed post-graduation in Management and Doctorate in Knowledge Management. He has around 35 years of industrial experience, 33 publications including 5 journal publications. Also he has given more than 25 invited talks in conferences and

meetings and held important positions in various committees. His areas of interest are Knowledge Management, Leadership, Organizational Behavior and Organizational Learning.

## Dr Deepthi Shanker



Dr. Deepthi Shanker joined XIME as Sr. Assistant Professor in December 2015. She holds a PhD from ISEC, Bangalore and was awarded the prestigious M.N Srinivas Memorial Prize for an outstanding PhD thesis at

ISEC. Prior to joining XIME, Dr Deepthi Shanker was Research and Publications Manager at IIM Bangalore (Sept 2011- December 2015). Earlier, she was also a faculty at IIT Gandhinagar (Aug 2009- Sept 2011) and IIT Guwahati (Feb 2005-July 2009). Her research interest includes Stratification Studies, Organizational Sociology, and Sociology of Entrepreneurship. She is interested in carnatic music, yoga and poetry.

## Ms Purnima Thampi V



Ms. Purnima has joined XIME as an Asst. Professor on November 23rd, 2015. She has more than 9 years of experience in academics. She is a B.Tech in Civil Engineering and Post Graduate in Management

with Marketing Specialization from Alliance Business Academy, Bangalore. She has also done her Masters in Human Resource Management from Bharathidasan University and has qualified in UGC NET. Currently she is pursuing her Ph.D under Visvesvaraya Technological University, Belgaum. She has published her research papers in National and International refereed Journals and has authored a book on "Organizational Behaviour" for Under Graduate students of Bangalore University.

# Faculty Corner

- Dr. Bhavani Akkapeddi presented a Case titled, “ Did Ola make you have a Second Thought of Buying your First Car” at ICBM’s International Case Conference -2015 at ICBM School of Business Excellence, on 05-12-2015, in Hyderabad
- Dr. Sumathi Annamalai published a paper “ Industrial Relations Climate: An empirical study” in Personnel Today Vol No XXXVI published by National Institute of Personnel Management
- The article -‘Are Indian Stock Markets Weak-Form Efficient? Evidence from NSE and BSE Sectoral Indices’ written by Dr. Srinivasan was published in the Journal ‘The IUP Journal of Financial Risk Management (ISSN Print: 0972-916X’, ICFAI University Press in their December 2015 Issue (Vo.2, No. 4, PP.1-28)
- Prof J Philip’s article titled ‘**Building Tomorrow’s Leaders**’ was published in Indian Management, November 2015.
- Dr. Jaffer contributed chapters to the below listed books –  
**Conclusive Land Titling System- A need for Reforms in Land Administration- Manak Publications**  
**Tenancy Laws and Practices – Emerging issues - Manak Publications**  
**Homestead Land and Livelihood Initiatives - Manak Publications**
- Dr. Jaffer and Dr. Bhavani attended the 8th CII Karnataka Annual Manufacturing Conference : 15-16 December 2015 at Hotel Leela Palace, Bangalore. The Theme for the Conference was “Make in India and Anchor Sector led Manufacturing”. The 8th edition of CII’s Annual Manufacturing Conference in Bangalore, looked at opportunities for transformational changes across sectors that can be leveraged by the Aerospace & Defense requirements of India.
- Prof. Muralidhar Deshpande attended the Workshop on “The Role of 5S Concept - in Building a World Class Organization” and Factory Visit at Taegutec India Pvt Ltd organized by CII, Bangalore on 21st November 2015.



**Dr. Bhavani Akkapeddi**



**Dr. Sumathi Annamalai**



**Dr. Srinivasan**



**Dr. Mohammed Nazir  
Jaffer**



**Prof. Muralidhar  
Deshpande**



**Prof. Joy Varghese**



**Jomy Lawrence**

- Prof. Muralidhar Deshpande attended the 9th Project Management (PM) Bangalore Chapter's Footprints Anniversary Program @The Chancery Pavillion, Bangalore on 21st November 2015.
- Prof. Joy Varghese delivered a talk on 3 December 2015 on ' Vitalizing People Assets' to the in-service officers with experience ranging from 10 years to 20 years, at the National Academy of Defence Production, Department of Defence Production, Ministry of Defence, Nagpur.

## **Student Publication**

- 3 students of XIME – Potnuru Sai Bhavana, Prasoon Chourasia and Prateek Arora published an article titled 'Corporate Board Structure-A study on selected Indian Companies' in Adarsh Research Edited Series.

## **DISTINGUISHED ALUMNUS:**

### **Jomy Lawrence**

Jomy Lawrence has over 15 years of experience in Enterprise Sales - Telecommunication. At present, he is heading the Enterprise Division for Reliance Jio Infocomm Limited - Kerala, an upcoming 4G Digital Organization which is headed by Mr. Mukesh Ambani.

Prior to his current role, he was spearheading the Enterprise business for Vodafone Business Service for Coimbatore and Salem Zone in Tamil Nadu. During this stint of 8 years with VBS he has won multiple Individual and National Accolades for his team members and Zone. He began his career as marketing executive for Atria Convergence Technologies Pvt Ltd. Bangalore through campus placement at XIME, Bangalore in May 2000. His undergraduate degree is in Civil Engineering. He belongs to the fourth batch of XIME.

# PLACEMENTS

## Placements so far this year

The placement season of 2015-16 started on December 12, 2015 and 86 students (Bangalore: 72, Kochi: 14) got placed on Day 1. In the first week, a total of 111 out of the total strength of 224 students (Bangalore: 83, Kochi: 28) got placed with various reputed corporate houses including Infosys, TCS, Wipro, Accenture, SBI, CCD etc. As of December 31, 2015, 23 companies have visited the campus. As of now a total of 125 students' got placed and the placement process is on.

## SIP

Students of Batch 21 have received offers to do their SIP with companies like DE Shaw, Samsung, Mindtree, Nova-Nordisk, Muthoot,

KPMG, Indegene, Bosch. Some organisations have offered a stipend of Rs 1 lakh for two months summer internship.

## SUPA

Batch 21 students of XIME are currently doing their SUPA Project (Socially Useful & Productive Activity). As a part of the curriculum each student at XIME is to do an Internship for 3 weeks in the recess between Term 2 and Term 3. This internship is usually in the beginning of January each year. This 3-week project – called Socially Useful & Productive Activity (SUPA) – is carried by students with an NGO. The idea is to expose the future managers to the management of the voluntary sector and sensitize them to the special needs of this sector. The students apply their managerial skills and improve the efficiency / effectiveness of the organizations they are attached to.

## Congratulations Assumpta!!!

**Assumpta Pinto, Batch 21 student bagged internship with a stipend of Rs. 1 lakh**

*"The first round was an aptitude where we had a few difficult Mathematical questions along with some English questions to test our understanding of the subject. This round was followed by a GD. The topic for my group discussion was "India's plans on reducing carbon emission: feasibility". 6 students were shortlisted out of 52 applicants based on cumulative scores and were sent on for the HR interview. I had two tough rounds of HR interview. My first HR round was very casual, more of an ice breaking session where I had to express my views on world peace. The second round was more practical oriented where I was given different scenarios and I had to explain how I would deal with the same. It was a great experience in all. I cracked it by being myself and presenting my answers in a witty but practical way. The confidence I gained from this experience helped me to win the Best Manager Title at St. Joseph's B-Schools Fest and Best Manager Runners Up Title at Christ University B-Schools Fest."*



*Truly Great!!*

# XIME KOCHI

## ISTD National Convention



**Prof. J Philip at the inaugural function of the 45th ISTD National Convention at XIME Kochi**

XIME Kochi hosted the 45th ISTD National Convention on December 10th and 11th of 2015. Revolved around the theme 'Managing India – Changing Times and Demographics' the convention had various subthemes like Lead India –Managing Indian Youth Aspirations, Skilling India to move up the value chain and Empowering Indian Youth for the emerging global needs and Emerging trends in Training and Development. The Convention was inaugurated by Mr. Shyam Srinivasan, MD & CEO, Federal Bank Ltd. Prof. J.Philip, President XIME delivered a special talk on the occasion. The convention had eminent speakers representing industry as well as academia including prominent figures like Prof.T.V.Rao, Board Member, IIM-A, Dr.K.N.raghavan IRS, Commissioner, Central Excise & Customs. Prof. Manoj Varghese Dean, XIME Kochi also delivered one of the technical sessions. The Convention was a huge success with participation of 450 delegates from all over the country. There was a spectacular cultural show put up by the XIME students. The National Convention concluded on December 11th evening with a special address by Sri.K.Jayakumar, IAS(Retd), Former Chief Secretary, Government of Kerala and Vice Chancellor, Thunchath Ezhuthachan Malayalam University,Thirur.



***Cultural evening at XIME Kochi***

# Constitution Day



Mr. P C Cyriac, IAS Retd addressing the gathering on 'Constitution Day'

Constitution Day, also known as Samvidhan Divas, is celebrated in India in honour of B. R. Ambedkar, known as the architect of the Indian constitution. The Government of India declared 26 November as Constitution Day and abiding to this, XIME Kochi celebrated the Indian Constitution Day on 26 November 2015, the day on which our constitution was formally adopted. The Chief Guest of the day Mr. P.C Cyriac, IAS Retd. expounded the importance of fundamental duties apart from our fundamental rights. He provided great insights on how our constitution, which is the longest in the world was framed and also emphasized on the duties and responsibilities of Indian citizens. It was

an inspirational talk on how the youth of the country have the power to build and develop the future of our nation.

## Santa at XIME Kochi!!!

The magic of Christmas perhaps lies in the mystery of Santa Claus. Here comes the Santa at XIME Kochi!!

Christmas is the season of warmth, joy and happiness and this was celebrated at XIME Kochi on 9th of December 2015. Prof. J Philip, President XIME delivered the Christmas message and enthused the students to put forward their best and achieve great heights.

President also highlighted the achievements of the institute in the current academic year and inspired the students to live up to its name and repute the institute has built over the years. The carols sung by XIME Kochi choir added up to the gaiety and festive mood of the birth of Jesus Christ.



## Student Achievements



XIME Kochi students at 7th BRICS Students Meet at Moscow

The 7th BRICS students' meet organized by the Association of BRICS Business Schools (ABBS) was held from November 10-12, 2015 in Moscow, Russia. It was jointly organized by the Moscow Engineering Physics Institute (MEPHI) and ABBS. Prof. J Philip, President – XIME, along with twelve students represented XIME. XIME Kochi students Chandni Thadani, Sarthak Mukherjee, Piyush Gupta and Maitregi Vishwanathan presented a paper titled "Vision for Future Financial International Regulator" and emerged as the second runner ups.

## Quest 2015

Quest 2015, the Annual Management Fest of XIME, Kochi was conducted on 14th November and was a roaring success. The event tested candidates from a multitude of reputed institutes who battled it out to get the ultimate prize. The Mahabharatha themed festival comprised of EkLavya – The Business Plan contest, Chausar – The finance event, Chakravyuh – The HR event, Vidura – The Business Quiz, Daruga – The operations event, Bhramastra – The Marketing event and Kuruskshetra – which was the battle

for the Best Manager. A total of 125 participants from 23 institutes took part in the events. The event was made much more grandeur with the support from various

corporates such as SBI, HPCL, IOCL, Grofers and many more



## Faculty Corner



- Prof. Manoj Varghese, Dean XIME Kochi, presented a paper in the Conference on “Creating Knowledge in Classroom”

at the regional meeting of ACBSP Region 10 on 14th November 2015 at Coimbatore

- Prof. Manoj Varghese, was also a speaker at the ISTD National Convention held at XIME Kochi on 10th and 11th of December 2015. He spoke on Skilling India- Moving Up the Value Chain.
- Ms. Ranjana Varghese, Assistant Professor XIME Kochi conducted an Out Bound Training Program for the senior employees of Fragomen WorldWide Ltd. (Cochin Office) on Time Management and Business Etiquettes (Email and Telephone) on 25th and 28th of November 2015.

## MDP



‘Participants of MDP on Business Analytics for Managers’

A two day MDP on Business Analytics for Managers was held on 27th and 28th of November 2015. The programme was attended by 12 participants from various corporates in Kochi. The program started with an introduction on business analytics and further dwelt into the details of the application of analytics in business situations.

- Mr. Kurian Mathew, Dean Co-ordination, XIME Kochi and Mr. M.T. Antony, Associate Professor, XIME Kochi, attended a two Day National Higher Education Conclave organized by CII on 18th and 19th November 2015 at Hotel Le Meridian, Coimbatore.
- Mr. Nidheesh Joseph Assistant Professor, XIME Kochi and Prof. Manoj Varghese, Dean XIME Kochi attended the TieCon on 6th and 7th November 2015 at LeMeridian, Cochin.

## Paper Publications

- Mr. Alex Nero, Assistant Professor XIME Kochi and Prof. Manoj Varghese, Dean, XIME Kochi, published a paper titled ‘Towards Green Manufacturing :10 Themes to focus’ in the ‘Intercontinental Journal of Finance Research Review’, November 2015 , Vol3 , Issue 11, ISBN 2321-0354.

# Upcoming Events

1. International Conference on “ Business Incubation and Accelaration” at XIME Bangalore on March 21-22, 2016.
2. International Seminar on “Looking beyond the Management Curriculum- What to teach and how to teach?” at XIME Bangalore on March 18-19, 2016.
3. MDP on ‘Competency for Competency based Interviewing Skills’ on Jan 8-9, 2015.
4. MDP on ‘ Break –through Marketing Strategies for SMEs’ on January 22-23, 2016.
5. MDP on ‘Role of CRM: Gaining Customer Loyalty in Service Industry’ on February 25-26, 2016.
6. MDP on ‘ Applied Econometrics for Business & Finance’ on March 4-5, 2016
7. MDP on ‘Enhancing effectiveness of Voluntary Organisations’ on March 17-19, 2016.



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