

XIME News

Vol. No. XXX / Issue No. 1 July 2020



The Diamond Jubilee of
Prof. J. Philp's Professional
Career in Management
Education and HRD

July 3, 2020

Dr. J. Alexander, Chairman
XIME-Kochi
Former Chief Secretary
Govt. of Karnataka
felicitating him on behalf of
XIME Community

FOUNDER & CHAIRMAN XIME, BANGALORE

A FORMER DIRECTOR IIM-BANGALORE

*FOUNDER PRESIDENT OF THE
ASSOCIATION OF INDIAN MANAGEMENT SCHOOL (AIMS)*

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

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Editorial Team

Faculty Coordinators

Ms. Nair Kavitha Viswambharan, Ms. Ranjana Mary Varghese, Mr. Jojo Nirappathu

Student Editorial Team (Bangalore)

Ms. Naomi Varghese, Mr. Shantam, Ms. Jagriti Rajkhowa, Ms. Snehpurna Dasgupta,

Student Editorial Team (Kochi)

Ms. Ritu Nayak & Mr Aravind Changiarath

Student Editorial Team (Chennai)

Mr. Pratik Aich, & Mr. Karan Tejpal

XIME GRADUATES - 2020

With Corona threat coming in the way, XIME could not hold its regular Convocation. But considering the fact that the graduates have to join for work at their respective organizations, graduation process was completed in a simpler fashion.

After the final examinations and evaluations, the faculty recommended to the Board of Governors the pass list of Graduates. Each Board then separately met and decided to give to the eligible candidates Provisional Diploma Certificates for the time being. Regular Convocation will be held once the Corona threat recedes.

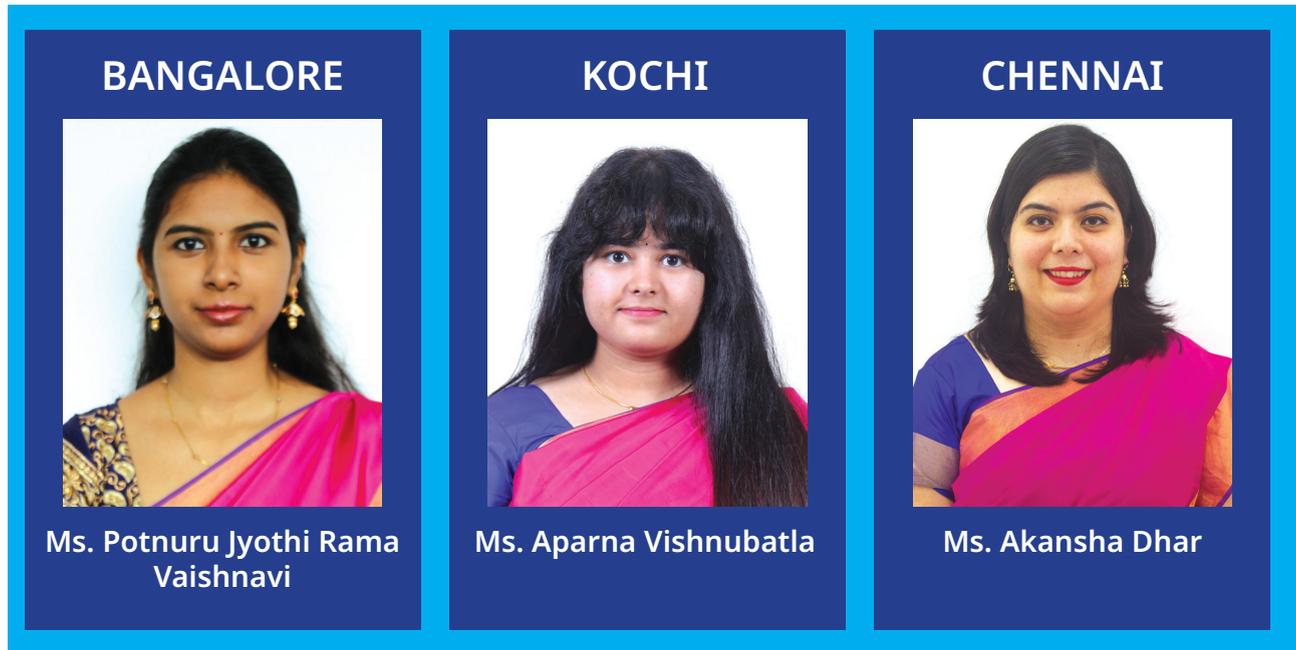
Board Meets	Location	Date of Meeting	No. students passed
67 th Meeting of the Board of Governors	XIME Bangalore	May 20, 2020	164
20 th Meeting of the Board of Governors	XIME Kochi	June 12, 2020	87
9 th Meeting of the Board of Governors	XIME Chennai		51

TOP FIVE GRADUATES AT EACH LOCATION

Zone RANK	BANGALORE		KOCHI		CHENNAI	
1		Ms. Potnuru Jyothi Rama Vaishnavi		Ms. Aparna Vishnubatla		Ms. Akansha Dhar
2		Mr. Jonathan John K		Mr. Bibhu Prasad Panda		Mr. Vivek Sathiamoorthy
3		Ms. Shravani P		Ms. Uzma Syed		Mr. Bless Eason Thomas
4		Ms. Aparna Anantharaman		Mr. Abdur Rehman		Ms. Priyanka S
5		Ms. Anupama Sabu		Mr. Nandan P		Mr. Pratik Aich

THE PRESTIGIOUS CHAIRMAN'S GOLD MEDAL

TOP SCORERS



MAIN AWARDS

EXCELLENCE IN VARIOUS SPECIALIZATIONS

Zone	BANGALORE	KOCHI	CHENNAI
Specialization			
Finance	 Ms. Naomi Varghese	 Ms. Aparna Vishnubatla	 Ms. Lohita Pidikiti
Human Resources	 Ms. Shravani P	 Ms. Neena Soman	 Mr. Bless Eason Thomas
Marketing	 Ms. Potnuru Jyothi Rama Vaishnavi	 Mr. Bibhu Prasad Panda	 Ms. Akansha Dhar
Operations	 Ms. Anupama Sabu	 Mr. Nandan	 Mr. Vivek Sathiamoorthy
Business Analytics	 Ms. Aparna Anantharaman		

OUR PLACEMENTS PERFORMANCE

The thrill of reaching a destination at the end of a long journey is unparalleled by any other feeling. Placements produce the same kind of excitement and happiness in the students of XIME. We are happy to announce that this year's placement season of all the three campuses had very smooth runs until the threat of Covid came looming large. Overall, 254 students have been placed out of a total of 298 eligible students (85.23%) with the average salary of 7.37 LPA. As of March 14, 2020 placement activities had to be closed due to the Corona threat. The process has started again to complete the placement of our students.

Highlights
254
Students Placed
(Pre Corona)

Highest International Offer - **16.25** LPA

Highest Domestic Offer - **12.56** LPA

Average Salary Offered - **7.37** LPA

Number of New Recruiters - **18**

CAMPUS-WISE PLACEMENT HIGHLIGHTS AS OF MARCH MIDDLE

Features	Bangalore	Chennai	Kochi
No. of students Placed	130	47	77
Total No. of students	159	49	90
In percentage (%)	82	96	86

HIGHEST, AVERAGE AND LOWEST SALARY PACKAGES OFFERED

Salary offered (Rs LPA)	Bangalore	Chennai	Kochi
Highest	16.26 (I)* & 15.33 (D)*	8.2	11.5
Average	7.81	6.69	6.73
Lowest	4.8	5	4.5

International (I) & Domestic (D)**

TOP COMPANIES WHICH VISITED THE CAMPUS

XIME placement process 2020, saw the biggest recruiters Infosys and Wipro, who have recruited 37 & 25 students respectively. Total of 45 recruiters participated in the placement process out of which 18 were first time recruiters.

A total of 298 students of the batch 2018-2020 participated in the final placements process, receiving 254 offers various organisations.

PROMINENT RECRUITERS



TOPPERS IN PLACEMENT

XIME BANGALORE

Mr. Saurabh Kumar Thakur



Mr. Saurabh Kumar Thakur, placed with Square Yards, Doha, Qatar and offered a salary package of Rs.16.26 lakhs per annum.

XIME KOCHI

Mr. Vivek Digwani



Mr. Vivek Digwani, placed with Arcesium and offered a salary package of Rs.11.5 lakhs per annum.

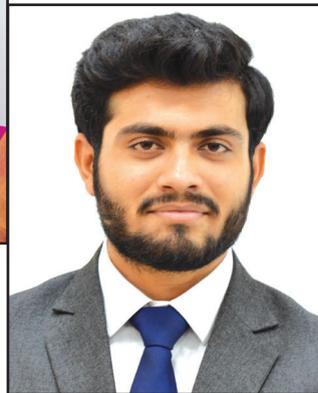
XIME CHENNAI



Mr. Deep M. Parekh



Ms. Sumitra Borahh



Mr. Arjun Sehgal



Ms. Aarchi Gupta

Students got placed with IDFC with a salary package of Rs.8.1 lakhs per annum

CHAIRMAN'S DIARY



I. PRESTIGIOUS LIFETIME ACHIEVEMENT AWARD 2020 OF 'DEEPIKA'

Prof. J. Philip, Chairman, XIME Bangalore has received the prestigious Lifetime Achievement Award 2020 from the leading Malayalam daily 'Deepika' on March 12, at a glittering ceremony at the Western Court, New Delhi for his outstanding contribution to the field of Management Education.



II. VB PADODE HONOUR AWARD

On a Silver Jubilee celebrations of IFIM Business School felicitation ceremony was held on February 19, 2020 at Taj Westend, Bangalore where our Chairman, Prof. J. Philip was recognized for his contribution to the development of Management Education in India and conferred the VB Padode Honour Award.



III. DAWOODI BOHRA COMMUNITY TEAM MEETS

They visited XIME on February 11, 2020 for discussing Entrepreneurship Development Programmes for the youth of their community.

IV. THE DIAMOND JUBILEE OF PROF. J PHILIP

On July 3, 2020, Prof. J. Philip completed his 60 years of dedicated service in Management Education (having started his teaching Career at XLRI, Jamshedpur on July 3, 1960). A Thanksgiving High Mass was offered at Mount St. Thomas Chapel, Kakkanad, Kochi. He was honoured by Indian Society for Training & Development (ISTD), Association of Indian Management Schools (AIMS) & The XIME Community.



ANNOUNCEMENT OF NEW INITIATIVES

XIME BANGALORE

● ONE-YEAR POST GRADUATE PROGRAMME IN CONSTRUCTION MANAGEMENT (AICTE APPROVED)

- Course curriculum that focuses on General Management, Construction Management & Entrepreneurship skills.
- An opportunity to learn the applications of AI, VR, AR, and design thinking in construction.
- Hands-on learning through internship, construction site visits, and training on Project Management and software packages.
- Get trained to meet the highly sought Techno-Managerial skills in the Construction Industry.

PROGRAMME STARTING ON: AUG 17, 2020.

● ONE-YEAR POST GRADUATE PROGRAMME IN HEALTHCARE MANAGEMENT (AICTE APPROVED)

- Healthcare industry has emerged as a new thrust area. Industry growth rate is 16.28% as per the estimates.
- Conducting in Association of Healthcare Providers India (AHPI) Industry partner.
- Cutting edge curriculum from industry experts.
- Imparts best practices in healthcare management.
- Internship in Hospitals.

PROGRAMME STARTING ON: SEP 2, 2020.

XIME CENTRE FOR ARTIFICIAL INTELLIGENCE AND DATA SCIENCE

- Enhancing competencies in state of the art technologies
- Coaching by AI and Data Science experts
- Partnership with KPMG
- Certified Data Science practitioner - One Month
- Executive Management Programme in Data Science - Three Months Part Time Certificate Programme

XIME MSME CENTRE

- Providing counselling, consulting and training to MSMEs.
- Partnership with MSME Associations of Bangalore.
- Government and industry interaction to cater to various aspects of MSME like procurement, marketing, Financing.

MSME Centre has conducted its first webinar on July 11, 2020 on “Demystifying government support schemes for MSMEs”. The theme of webinar revolved around the realities of MSME pre and post COVID19. The panel members were MS. Uma Reddy, Managing Director, M/S Hitech Magnetics & Electronics Pvt Ltd, Mr. Sougatha B Goswamy, MD and CEO, Fort Finance, Mumbai, Mr. Balaji K, Practicing Chartered Accountant, Mr. Shrinath Bhandary - Chairman, Udyawar Energy Panel & Past Treasurer- KASSIA, addressed on the following topics in the webinar:

- FICCI perspective on different stimulus available for the MSME segment
- Government introduced Funding package to MSME
- Financial perspective of government funding scheme
- Government e-procurement and marketing of MSME products

The panel members addressed some of the problems that MSMEs are currently facing and provided solutions to handle the situations.

FESTS AND STUDENTS CLUB ACTIVITIES

XIME BANGALORE

XIMERA 2020



XIME organized a two-day Inter-College festival at its campus named XIMERA on February 7 & 8, 2020. It was based on the theme ‘NOVUS’, which in Latin means **Innovation**.

The Chief Guest for the fest was **Mr. Sudip Singh, CEO, ITC Infotech**. The annual festival featured a mélange of events and competitions. The overall winning team was

Christ University Kengeri Campus, which bagged the rolling trophy.



HRUDAY CLUB

“Aequitas” was an HR event conducted by the club. Twelve teams contributed to make this event a grand success. Events conducted were Quiz, Crossword, Skill Bidding, Double Jeopardy also included a challenging round to test the Analytical Skills and Management Skills of the participants. Symbiosis Institute

of Business Management bagged the winner's titles.

XSEED CLUB

"Auxilia" was the CSR event of XIMERA 2020. Six teams from various management colleges took part in Quiz, Treasure Hunt, Wealth from Waste, CSR Investment, Night Round, Mock Climate Summit and B-Plan. Participants from Christ Bannerghatta Campus were the winners for the event followed by participants from Christ Main Campus.

Members of the club pay regular visits to REDS- a school for rag-pickers' children, to teach them subjects like English, Mathematics and Moral values. On March 13, Walkathon which was named "PROPRETE", the French word for cleanliness was held. XIME army marched off for a 6 km walk. Slogans and banners were used during the event which turned out to be a huge success.

XOPS CLUB

"Mobilis Dissertus" in Latin means "Agile" included Quiz and Crosswords, Simulation Rounds, overnight Case Studies and Analytics. Symbiosis Institute of Business Management, Bangalore stood as the winners.

The club in association with **KPMG** conducted a certification program on "**Lean Six Sigma**". It was a 4-day program conducted in March. The program gave the students an insight into fundamentals of Six Sigma with real time instances.

EMPRESSRIO CLUB



The entrepreneurship event conducted by the club was called "DiscidiumVisum" (Latin) which means disruptive vision. The team had organized "Mr. Clear" round (where they had to strategize and sell "Mr. Clear" products), Business Plan presentations followed by the very exciting Hoax Market. Kristu Jayanti College students were the winners followed by Christ Bannerghatta as runners up.

Empressario acts as a platform for budding entrepreneurs to develop their entrepreneurial skills by organizing activities which involve students and potential entrepreneurs. "Emporio Bazaar" was held in January. Students were provided with space to set up their stalls to sell their products and earn money. Students with the highest profits also won cash prizes.

X-INSIGHTS CLUB

The club conducted Quiz, Treasure Hunt, Sudoku, tasks of probability questions on HR Analytics where they had to do Compensation and Benefits Calculations, Case Study - where they had to create Product Portfolio based on the maximum profitability. There were ten teams participates and Christ Kengeri Campus bagged the winner's position and Christ Main Campus won the runners up.

FINITIATIVE CLUB

Crypto Currency was the Finance event at XIMERA. Twelve teams from colleges across the country participated in the events like Crossword and Quiz, Company Revival, Mock Currency Trading, Personal Finance Trading and Balance Sheet Trading and Portfolio Management. Participants from St. Joseph's Institute of Management, Bangalore were the champions for event.

The club organized two-hour session on the Analysis of the Budget 2020. The keynote speaker was Dr. Abdul Aziz, Chairperson, National Law School University, Bangalore and other panelists included CA Gella Praveen Kumar, CA Vinay T and Dr. Pradeep Ramavath Jayanai. The session gave insights on high rate of unemployment, inflationary pressure, and promoting growth in the economy.

Another event was held on February 29, 2020, by Prof. Gautam K Majumdar, an investment banker from United Kingdom, who later became our Dean. It was a two-hour session touching on the nuances involved in the British exit from European Union, pros, cons and the economic consequences.

XIME KOCHI

HRUDAY

The Club kick started the very first episode of Chat @ Chai Point on February 4, 2020. Students had vibrant interaction with the industry expert Mr. Jyothis K S, CEO, Zappyhire, on the latest trends in the domain of Human Resources such as Gamification, HR analytics and the role of AI.

ROTARACT



The Club conducted an event "HAPPY HOURS" on March 1, 2020. 'Spreading Smile' was the motto of the event, where the club collaborated with the 'Sadashraya Charitable Trust' and invited the Special needs children to XIME Bangalore campus and several fun games were organized like Musical Chair, Lemon and Spoon Race, 3-Legged Race, Frisbee, Football and Cricket.

MARKXIME

The club conducted the Xavier Super League during January 2020. This event was to promote the Indoor Games and Outdoor Games. The Indoor Games held were Table Tennis, Chess, Carom and Outdoor Games were Badminton, Football, Cricket & Basketball.



XIME CHENNAI

PROMETHEUS

XIME-Chennai conducted its first Inter-College Management Fest on February 27-28, 2020. Events held were Quiz, Cultural, Management and Sports.

Event found 122 participants from various colleges like Loyola College, MCC, SSN Engineering College, Crescent Engineering College, Pondicherry University, Sri Krishna College of Arts & Science, Vels University College, XIME Bangalore and Kochi.

Winners at various events were:



Events	Winners	Runner Up
Quiz	XIME Bangalore	SSN Engineering College
B-Plan	Pondicherry University	XIME Bangalore
CSR	XIME Bangalore	Crescent Engineering College
Cultural	Loyola College	MCC
Best Manager	XIME Kochi	

EMPRESSARIO

The club was inaugurated by Ms. Bian Bi, Co-founder of The Hungry Lab. She addressed the students on Entrepreneurial Qualities and explained the role of Hungry Lab in promoting entrepreneurship. On March 23, 2020, the club organized an event on "Entrepreneurship requirements", Mr. Krishna Rao-Founder and CEO of UPREP was invited and he shared insight to our students on Entrepreneurship requirements.

XSEED

On January 20, 2020, the club organized a talk on "How to face negative social activities", by Mr. Vinod from Magic Bus. In this event Mr. Gokul Santhanam, VP (HR), Mphasis shared his thoughts on how effectively can drive XSEED Club activities.

On March 19, 2020 the club arranged for donation of clothes to New Life Charitable Trust at Mathur.

STUDENTS CORNER

STUDENT WINNING STREAK AND STUDENT ACTIVITIES

XIME BANGALORE

	Events	Students Names	Achievements
Christ University 2020	Operations	Mr. Soham & Mr. Kushal	1 st Place
	Marketing	Ms. Arpita Mohanty & Mr. Ravi	1 st Place
	HR	Ms. Supraja S & Ms. Nandini	2 nd Place
	Finance	Mr. Fabio Nicholas Danti & Mr. Mayank,	2 nd Place
	CSR	Ms. Snehpurna Dasgupta & Mr. Dony Joseph	2 nd Place
Prometheus 2020	Best Manager	Ms.Saumya Sharma	
	CSR	Mr.Aditya	1 st Place
	Business Plan	Mr.Gaurav	3 rd Place
Thiagraj School of Management	Marketing	Ms. Arpita Mohanty & Mr. Karan Gandhi	1 st Place
	HR	Ms. P Shravani	1 st Runner up
Loyala Institute of Business Administration	Best Management Team	Ms. P Shravani & Mr. Karan Gandhi	1 st Place
LMMS	Best Management Team and Debate	Mr. Rishav Jha & Ms.Arпита Mohanty	1 st Place
M.S Ramaiah College	HR	Ms. Jagriti Rajkhowa & Supraja S	1 st Place
MIME	Finance	Mr. Fabio Danti & Mr. Mayank Agarwal	1 st Place
Rotary Club	Debate Competition	Mr. Suman Kumar Rath & Mr. Kevin Thomas	1 st Place
Toast Masters club	Best Speaker	Ms. Soumya Sharma	Best Speaker Award
BIM Trichy	Marketing	Mr. Ajit Singh Pawar, Mr. Karan Mehta & Mr. Prashant Dhinojia	1 st Runner up
Online- Dare2 Compete All India Competition (IIM Sambalpur)	Product Branding	Steven Gomes and Sujata Pokharel	1 st Place
		(stood FIRST among teams of 400 other B-Schools across India)	



XIME KOCHI

	Events	Students Names	Achievements
Crest 2020	Best Manager	Mr.Prateek Sabarwal	
	Best Management	Mr.Sumedha Chivkula, Mr.UzmaSyed, Mr.Akshay Batra & Ms.Anish	2 nd Place
Prometheus 2020	Best Manager	Mr.Bensun Thomas	
Albertian Institute	Best Manager	Mr.Prateek Sabarwal	
SCMS	Business Quiz	Mr.Vivek Digwani & Mr.Ankit Menon	1 st Place
	Marketing	Mr.Rohit CV, Mr.AkshayVerma, Mr.Bibhu Panda & Mr.Akshay Anil	1 st Place
	Shikhar	Ms.Neena Soman, Mr.Nixald Ginesh, Mr.Nandan Rao & Mr.Vimal Raghunath	2 nd Place

STUDENTS' PARTICIPATION IN OTHER EVENTS:

1. XIME Kochi students participated in the lecture by Dr. Shashi Tharoor on uncovering India's socio-political situation organized by Indo Japan chamber of Commerce Kerala on February 29, 2020.
2. XIME Kochi students participated in "Malayala Manorama Union Budget'2020" on February 6, 2020. The talk was by Dr. Rathin Roy, on the topic Structural Problems and Reasons behind Privatization and also covered topics like Fiscal deficit, Government borrowings, GDP etc.

XIME CHENNAI

	Events	Students Names	Achievements
Business Standard, March 2020	Best B School SIP Award	Mr.Vivek S	2 nd Runner up
BIM	HR	Mr.Vasanth, Ms.LeenetSumetha & Ms.Lakshmi Mahathi	2 nd Place
LIBA	Operations	Mr.Sivatsav, Mr.Vivek & Ms.Lohitha	1 st Place
	Treasure Hunt	Mr.Leonard Joshuva J, Mr.Karthick Ravikumar & Mr.Sriram	1 st Place
	Operations	Ms.Lakshmi Latha, Mr.Prathyusah, Ms.Dacha Sneha	3 rd Place
	Treasure Hunt	Ms.Lakshmi Latha, Mr.Prathyusah, Ms.Dacha Sneha	3 rd Place
Amrita Business School	HR	Ms.Lakshmi Priya, Mr.Mohammed Thouseef, Ms.Shruthi Lakshmi	1 st Place
	Marketing	Ms.Keerthana J, Ms.Hemalatha S & Mr. Leonard Joshua	1 st Place
TSM	Business Plan	Mr.Abdul Muiz Khan & Mr.PratickAich	1 st Runners Up
	Operations	Mr.Vivek and Ms.Lohitha	2 nd Runners Up
SSN	Operations	Ms.Lohita & Mr.Vivek	1 st Place
	Best Manager	Mr.Sandeep	
Lourdes Matha	HR	Mr.AtulyaAatmaja M, Mr. Karthik Ravikumar, Mr.Vasanth RS & Ms.LeenetSumetha	1 st Place



PUBLICATIONS & PARTICIPATION

FACULTY PUBLICATIONS

XIME BANGALORE

RESEARCH PUBLICATIONS IN JOURNALS

1. Prof G. Shanmugam, published an article titled, "Leadership and Management Lessons from Chandrayaan-2 Launch by ISRO", February 2020.
2. Dr. NMK Bhatta, Dr. Bhavani Shankar and Dr. Deepak Chandrashekar, published an article titled, "Do Green Initiatives Make Business Sense? The Indian Case", International Journal of Innovation & Technology Management (Scopus Indexed), February 2020.
3. Dr. N. Meena Rani, published an article titled, "Millennials and Buying Patterns", Studies in India Place Names Issn: 2394-3114(Ugc Care Listed Journal), February 2020.
4. Dr. NM Jaffer, Dr. P Amalanathan, Ms. Divya Nair and Ms. Imon Chakraborty, published an article titled, "Climate Change Management-some insights from a recent debate", published in TEST Engineering and Management (scopus indexed), January 2020.
5. Mr. Srinivas Bandi and Ms. Purnima Gupta, published an article titled, "Performance of Mutual Funds in Indian Context", published in Delhi Business Review, January 2020.
6. Mr. Puneet Kumar and Dr. Amalanathan, published an article titled, "Risk Optimization Analytics, published in IJSESD (International

Journal of Social Ecology and Sustainable Development) Scopus Indexed, January 2020.

RESEARCH PAPER PRESENTATION IN CONFERENCES

1. Dr. NMK Bhatta and Co Author Murali Deshpande presented a paper on, "A conceptual study of the application of machine learning algorithms in Information Technology (IT) project management", 8th International Conference on "Contemporary Issues in Management", at ISME, Bangalore, February 2020.

COMPENDIUM OF TEACHING CASES

HR & IR

1. Making Madhepur Relevant and HR Challenge: At Crossroads, Prof R Sridhar.
2. Dismissal of Employees on Disciplinary Ground: Go Ahead or Reverse, Prof M Nellaiappan.
3. Talent Management Frascung India Limited, Gender Salary inequities at ABC India and Leadership: Balaji Electricals, Prof Ramesh Ranjan.
4. Employee Engagement in Tough Times, Ms. Tina Roshni Mathew.

Information Systems & Operations

1. Agile Release Planning and Risk Analysis and Decision Making - Indian Aerospace Laboratories, Dr. NMK Bhatta,
2. Can Analytics Model help JSD Inc. improve their Inventory Turns Ratio, Prof Rajendra Desai

Finance

1. Analysing Financial Health of a Growing Company, Ms. Purnima Gupta.
2. Fledgling Inc.: FinTech Lending and Working Capital, Prof. Francis Kuriakose.

Strategy

1. Sustainable growth of a chemical company, VILFRESH – milk as MILK, revitalizing rural economy in emerging market, Prof S Suryanarayanan.
2. ABC Bearings - Strategic Leadership, Dr. NMK Bhatta.
3. Change Management Decision, Prof Ashwath Narayana Shastry.
4. Atticus Realty: Creating Corporate Social Responsibility Strategy, Francis Kuriakose.

General Management

1. Value of Business or Business of Values Thanjavur Consultancy Corporation, Dr. NMK Bhatta.
2. Ethical Dilemma, Ms. Tina Roshni Mathew.
3. Creating Knowledge Culture at Workplace, Prof. Ashwath Narayana Shastry.
4. Contextual Leadership Vs Content Leadership: The TATA Saga, Prof A Anantharaman.

STUDENTS PUBLICATIONS

1. Mr. Karan Mukesh Mehta, Mr. Kevin Thomas, Ms. Kirti Tyagi, Mr. Kishan Madeshiya, published an article titled, "A Study on Eco – Friendly Initiatives in the FMCG Sector", Studies in Indian Place Names (UGC Care Journal), February 2020.

2. Mr. Suman Kumar Rath, Ms. Sumashankari S, Ms. Sunidhi Sonthalia, Ms. Supraja S (Student Publication), published an article titled "Millennials and Consumerism- An Empirical Study", published in Our Heritage (UGC recognised), January 2020.

XIME KOCHI

RESEARCH PUBLICATIONS IN JOURNAL

1. Mr. Sony Varghese Published an Article titled "The Influence of Demographic Factors on the Customers of Online-Shopping with Special Reference to Kochi City" in Scopus Indexed Journal of Adv Research in Dynamical & Control Systems, Vol. 12, 01-Special Issue, February 2020.

RESEARCH PAPER PRESENTATION IN CONFERENCES

1. Ms. Ranjana Varghese also presented a paper titled "An Indian Perspective on Mainstream Entrepreneurship Narratives" at the International Conclave on 'Globalizing Indian Thought', on January 17, 2020 at IIM Kozhikode.

FACULTY AS RESOURCE PERSON

1. Mr. Sony Varghese was the resource person for a workshop on Design Thinking and Innovation at Federal Bank on 3rd March 2020.
2. Ms. Ranjana Varghese completed Annual Refresher Programme in Teaching in Management of UGC for Career Advancement Scheme, in March 2020.

3. Mr. Rahul Lexman was a resource person for a project of the National Commission for Women (NCW) undertaken by IIT Madras on “Enhancing life skills through effective interpersonal relations” at Sri Sankara College, Kalady and Morningstar college, Angamaly, Kochi on February 15th, 2020 & also delivered in HR - one day seminar, ‘VITANOVA’ organized by the Biosciences department of Union Christian College, Aluva on “Developing Learning and Growth Mindset” held on February 1, 2020.

XIME CHENNAI

RESEARCH PUBLICATIONS IN JOURNAL

1. “Mediating Effect of Employees’ Emotion on the Relationship Between Education Leadership Style and Employee Engagement among Academicians” has been selected for the “5th International Conference on Human Resource Management” conducted by IBS (ICFAI Business School), Hyderabad. by A. Rekhapriyadharshini, P. David Jawahar (Co-author) K. A. Asraar Ahmed.
2. “Big ideas of 2020: Opportunities for research, innovation and excellence in Indian universities” by Dr. Mercia Justin was published in the University News dated January 6-12, 2020.

RESEARCH PAPER PRESENTATION IN CONFERENCES

1. Paper titled “Transformative Finance and Gender Outcome” by Dr. Mercia Justin was presented in the International Conference ICCRESMA

2020 organized by National Foundation for Entrepreneurship Development and Apollo Medskills Ltd, on February 28-29, 2020.

2. Paper titled “Gandhian thoughts for Management and UN SDGs”, by Dr. Mercia Justin was presented in International Conference Kaizen 2020 organized by SFS College, Bangalore on January 23, 2020.
3. Dr. Damodharan Varadharajan presented a paper on “Teaching in a Student-centered World” in International Conference of ACBSP, on February 8, 2020.

FACULTY AS RESOURCE PERSON

1. Dr. Mercia Selva Malar Justin was resource person for the Magic Busstaff of Sriperumbudur circle on “Responsibility: Managing Self” on March 16, 2020.

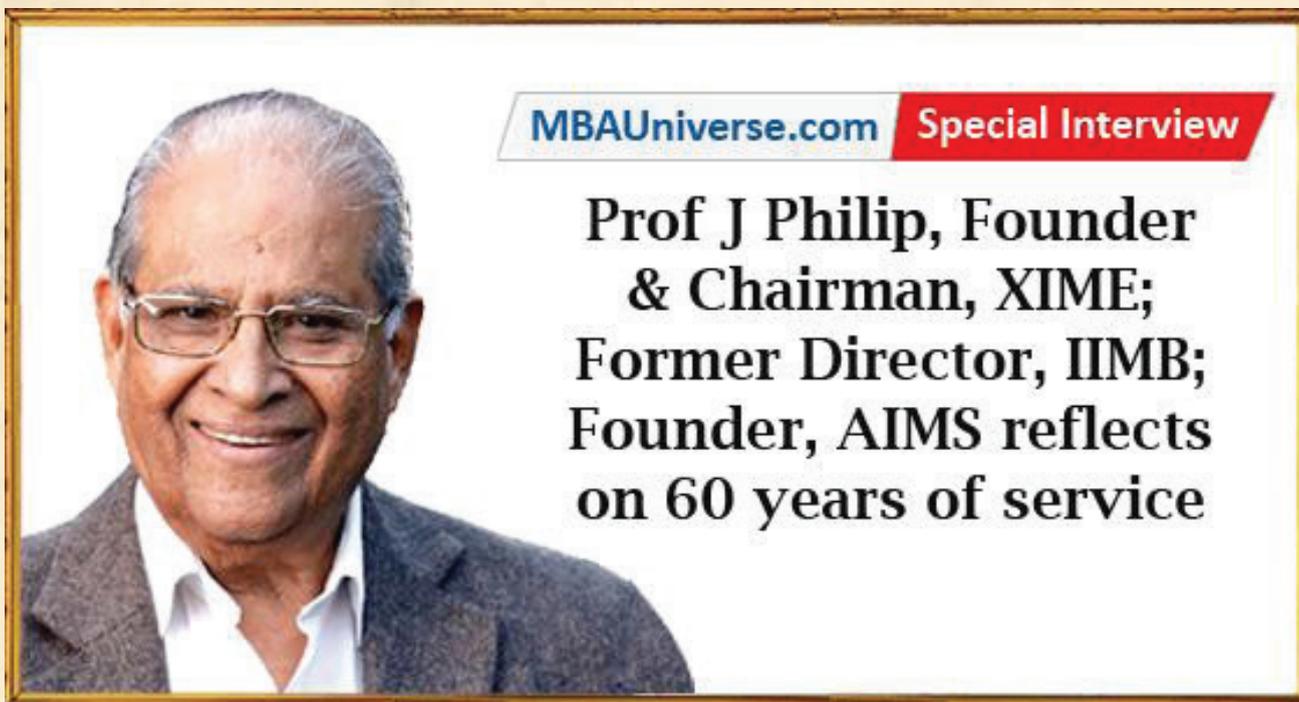
BOOK CHAPTERS

3. Dr. Mercia Justin, titled: ‘Women on Corporate Boards: Impact Study’. Edited book titled: ‘Women: Struggle, Survival & Success’, Editor: Dr. R. Ganesan. DOI: 10.9756/BP2020.1003.

AWARDS & RECOGNITION

4. Dr. Damodharan Varadharajan, Associate Professor XIME Chennai, was awarded ‘Teaching Excellence Award 2020’ by the Gujarat Chapter of Higher Education Forum, Mumbai. The Award was handed over to him at the 7th HEF Gujarat Regional Conference March 2020 at CKSV Institute of Management, Vadodara.

No donation, or exorbitant fees needed to run a good B-School: Prof J Philip, Founder & Chairman, XIME reflects on 60 years journey – MBAUniverse.com Interview



One of the very few true Institution Builders in Indian Management Education is Prof J Philip. In his career spanning more than 60 years, he helped turnaround IIM Bangalore in 1980s, conceptualized and launched B-school association AIMS, and set up XIME group of institutions from scratch in early 1990s. XIME Bangalore has successfully expanded into Chennai and Cochin and now has plans to expand overseas

MBAUniverse.com News Desk | July 23, 2020

There are few Leaders and even fewer Institution Builders in any sector or industry. So is the case with higher education and management education. One of the very few true Institution Builders in Indian Management Education is Prof J Philip. In his career spanning more than 60 years, he helped turnaround IIM Bangalore in 1980s, conceptualized and launched B-school association AIMS, and set up XIME group of institutions from scratch in early 1990s. While growth in management education has stagnated in last decade, XIME Bangalore successfully expanded into Chennai and Cochin. It now has plans to expand overseas!

MBAUniverse.com interviewed Prof J Philip to document his remarkable 60 year's journey and contributions, XIME's association with XLRI and plans ahead. Edited excerpts from the interview follow.

Q: Congratulations on completing 60 years of contributions to Indian Management Education in July 2020. What were the key milestones in your long, stellar journey?

A: Let me start with the very beginning of my career – joining XLRI as a Junior Faculty Member on July 3, 1960. A kind of life changing experience was my going for the Harvard B-Schools' prestigious International Teachers' Programme in Business Administration. Third was my becoming the Co-founder of the PGDM Programme of XLRI in 1968 July. The fourth is my becoming a full Professor and Dean at XLRI in 1970 March at the age of 34.

Since your question is on Management Education, I will skip my very valuable experiences at SAIL (8 years) and with the Oberoi Group for over 5 years. I would like to believe, however, that these experiences made me a better teacher. And so, when I reached the high point in my academic career as Director of IIM-B, I knew I had known 'Management' from multiple perspectives.

The next milestone is my IIM-B experience. On this, I will start with a Quote from my predecessor Prof. N.S. Ramaswamy, the first Director of the Institute, who had gone on sabbatical leave in July 83, had this to say about IIM-B situation: "Throughout my tenure, there was tension within, and criticism in the Karnataka Assembly and a segment of the press, which dubbed the Institute as mismanaged. From 1981, a segment of the faculty and the staff union, with support from outside, created conditions where I could not discharge my responsibilities effectively. Therefore, in the interest of the institute, I relinquished charge as Director in July 1983, and took sabbatical leave for two years. (N.S. Ramaswamy, 'IIM-B Contributions and Achievements' reproduced from Management

Perspectives, 1999, Macmillan, Edited by N. Balasubramaniam).

Once I realized how fraught the IIM situation was, I set out resolutely to correct it and to put it back on the rails. I am happy I could do this in about 4 years' time. I look back on that outcome with great satisfaction since it was actually putting back IIM-B to its rightful destiny of 'excellence'. It was quite a struggle – to re-establish a strong academic culture – as opposed to the prevailing confrontational culture between the management and the employees' union.

While at IIM-B, I also made a few other important contributions:

- i. Founding of the Association of Indian Management Schools [AIMS] in 1988 – a distinct contribution to the B-Schools fraternity of India.
- ii. Initiated regular coordination meetings of the four IIM Directors – A, B, C & L.
- iii. Canvassed vigorously (and succeeded in bringing off) the EU / EFMD agreement to have Indian Professors going to 5 leading European Business Schools for teaching / research / studies and thus gaining meaningful European experiences. Steered IIM-B, out of the premature entry into Public Systems oriented PGDM Programme to the mainstream Business Administration education (although the name still continued to be PG Diploma in Management).
- v. Introduced a system of 'workload norms' for the faculty.
- vi. Also put into action an yearly 'work plan' meeting with the faculty by which the faculty concerned comments his/her planned contribution for the year. This was reviewed then at the end of the year (a kind of MBO system).

The next phase was my tryst with destiny – Founding of XIME in 1991.

Q: Please tell us more about the launch of XIME, and its core beliefs...

A: When starting XIME, our initial capital was a glorious sum of Rs.10,000. But I knew we would build the Institution. XIME was built with the help and support of Industry and a number of philanthropic Institutions or individuals. In that way it is a partnered institution.

Some basic beliefs form the core of XIME:

- No reservation of any kind for student admissions- only merit.
- Fees must be kept moderate.
- Gender Parity: It has now gone the other way at XIME with 58% women students.
- Considerable emphasis on the 'Doing' part.
- At least one-half of the faculty must be with substantial industry experience (at senior levels).
- 'E' - Entrepreneurship was given a pride of place in the Mission of XIME (As you would note, 'E' is embedded in the name itself).
- Proved that no capitation fee, donation, or exorbitant fees are needed to run a good Business School as long as there is no hanky-panky.

One special contribution during my 29 years at XIME was the founding of the BRICS wide Business Schools Association called - Association of BRICS Business Schools [ABBS], in 2009 January.

This last piece which I mention here is strictly not my personal contribution, but something my esteemed colleagues at XIME have done in my name: to institute an annual Professional Achievement Award to a leading management scholar from the BRICS Region. The Award amount is US \$ 10,000.

Q: From a modest start, you have successfully built XIME into a multi-location institution. What motivated you to build XIME?

A: A tragic incident turned out to be my true motivator - loss of my daughter in a fatal accident while she was a Master's student at the Madras School of Social Work. As it happened, my last conversation with her (a week before her death on September 30, 1986) had been about her wish that she and I together should start a Business School after my IIM days. Alas, she did not live to see that happening! But for my part I began to believe that it was a message from 'above' that I should build a business school with a difference. Her accident was a freak accident - difficult to happen; but it happened. And she gave me the 'message' before she passed away. So XIME is a labour of love. I am totally and emotionally involved in it. Every waking hour of mine is spent on XIME. There is no compromise in that institution on quality or basic values. And 'Quality' speaks.

Q:What is the nature of association between XIME and XLRI...We understand that there is a formal agreement...

A: Yes, there is some understanding with XLRI. That is put in the MoA itself. The provision reads:Clause 3.3: XIME Society will operate in close collaboration with XLRI, Jamshedpur and St. John's Medical College, Bangalore.

Incidentally Fr. E. Abraham, SJ of XLRI and Fr. Percival Fernandes of St. John's Medical College, Bangalore were co-founders of XIME along with myself and 5 others, which included a former senior professor from Indian Institute of Science [IISc].

Q: While Indian management education is one of the largest ecosystems in the world, it is criticized for lack of uniform

quality and too many institutions. Do you agree?

A: Too many institutions? Yes; Lack of uniform quality? Yes, in this aspect too! But please note that nowhere in the world you will see uniform quality. As the society or economy is variegated, so also are its institutions. Whether they are Schools, Colleges, Medical Colleges, Management Schools or whatever, we will always see A,B,C & D categories. That is the way nature is. Is everybody equally handsome, or equally intelligent!! No, men are not created equal!

After having taken the above position, I would still like to see a major shake out in management schools. At least 1000 of the total 3600 should go. Only one step is needed to get this outcome. Implement the Kasturirangan Report on Education. Do away with the affiliation system as his Committee has recommended, and the weaklings in the management education field will vanish.

Q: So, how has Indian Management Education changed over the years?

A: Not very much – truly a little more of the same thing. But Covid-19 came our way and threw up a challenge. We are now going to see a number of far-reaching changes taking place at every level and in every field of education.

Q: How will Covid-19 pandemic impact management education?

A: Student registrations are expected to take a beating! Consequently, students will be more choosy, resulting in a number of marginal schools closing down in the sweep of Covid-19.

Pedagogy will undergo a tectonic change. On-line teaching will demand much greater preparation on the part of faculty. Some

faculty will fall on the wayside due to their inability to cope with the stiff demands of on-line teaching.

Blended teaching will get both respectability and traction. In much the same way as IT industry is rejecting a good number of middle level managers for non-performance, B-School system will also ease out a number of non-performing faculty. It will be a good thing to happen since there are a number of so-called teachers who still survive in business education with their old notes or an irrelevant Ph.D Degree.

Q: Do you have plans for overseas expansion of XIME group of institutions?

A: Yes, such an idea has been under consideration for some time.

Q: To conclude, what is your Vision for XIME? Where do you see it in coming 3-4 years...

A: XIME-Bangalore will stay with 180 admissions and about 30 students each in the Healthcare & Construction Management Programmes. I strongly believe small is beautiful! I would like to see XIME-B assuredly as one among the top 25 Business Schools of India.

I would like to build up our MSME Centre as a centre for research, development and advocacy.

XIME would stand solidly on four legs – Education; Executive education; Research and Consultancy. Research will get considerable attention.

It will continue to be a value driven institution bringing forth students imbued with a strong global perspective. It will stay strongly with its beliefs in Geographical diversity; Disciplinary diversity (and contemporaneity); Gender diversity and Faculty Diversity.

ON THE CSR FRONT XIME PITCHES IN WITH RELIEF PACKAGES

XIME BANGALORE

India was posed with numerous challenges in its attempt to deal with COVID-19 pandemic, that has spread fast to many regions of the country. XIME has volunteered to provide relief assistance to the society.

CHIEF MINISTER'S RELIEF FUND FOR COVID-19



Dr. J. Alexander, IAS (Retd.), Chairman, XIME Kochi & Former Chief Secretary, Government of Karnataka handed over the cheque for Rs.10 Lakhs to Shri B. S. Yediyurappa, the Hon'ble Chief Minister of Karnataka as a gesture of support for the Chief Minister's Fund for Covid 19. The amount was raised through voluntary contribution from faculty,

staff and students with a substantial top up from the management.

FREE RATION DISTRIBUTION BY XIME TO THE RESIDENTS OF SHANTIPURA GRAM PANCHAYAT



In the wake of Covid-19 and lockdown difficulties faced by the poor particularly, XIME has come forward to help some of the poor in Shantipura Gram Panchayat limits by providing free ration - a kit of rice, turdal, edible oil, sugar, salt packet, chilly and coriander powder, and bath and detergent soaps were distributed to 100 households, costing Rs.168400/-. The beneficiaries have been identified with the help of Shantipura Gram Panchayat office.

BUILDING EXCELLENCE IN INSTITUTIONS- A LEADERSHIP PROGRAM FOR THE INSTITUTIONS UNDER THE CATHOLIC DIOCESE OF PALA



In view of strengthening the managerial/leadership capabilities of the Catholic Institution Heads, an Institutional Building Program was held on 7th and 8th February for the Heads of institutions under the Diocese of Pala. It included College Principals, Headmasters, Polytechnic Heads, NGO Leaders and Vicar

Generals at the Archdiocese. The program was inaugurated by His Excellency Mar Joseph Kallarangatt, Bishop of Eparchy of Pala. The key sessions that covered were on Goal Setting for Organizational Effectiveness, Good is the enemy of Great, Leadership central to Organizational Excellence, Organizational Self Renewal, Directors as Leaders, Decision Making and case studies in Decision making & Institution Building and Leadership and Team Building. The sessions were handled by Prof. J. Philip, Dr. J. Alexander, IAS(Retd.), Mr.P.C. Cyriac IAS (Retd.), Dr. Cyriac Thomas, Former Vice Chancellor of MG University and Dr. Manoj Varghese, Former Director, XIME Kochi & Former Director (HR) Google. Dr. Abraham Kurien IPS , Former DGP of UP. Prof. J. Philip was the Faculty Leader.

XIME KOCHI

VISIT OF ST. THOMAS COLLEGE STUDENTS TO XIME KOCHI



Thirty students from St. Thomas College (Autonomous), Thrissur visited XIME Kochi on 5th February 2020 as part of Walk with a Scholar Program functioning under the New Initiatives, Department of Collegiate Education, Government of Kerala. The students were given insights about XIME and its three campuses, career development and higher education prospects.

Sessions was addressed by Mr. V. O. Sebastian, Dr. Nandagopal, Prof. George Paul, Ms. Ranjana Varghese and Dr. Joshin John.

BUILDING EXCELLENCE – FACULTY WORKSHOP FOR ST. THOMAS COLLEGE THRISSUR



In continuation with the faculty development program for the faculty members of St. Thomas College Thrissur, the second and third batch of faculty members attended the Faculty workshop at XIME Kochi on 2nd and 3rd January 2020 and 14th and 15th February 2020 respectively. The second program was inaugurated by Rev. Dr. George Madathiparampil,

Distinguished Professor XIME Kochi. The sessions were taken by Prof. J. Philip, Founder XIME and Chairman XIME Bangalore, Mr. P. C. Cyriac IAS(Retd.), President XIME. Shri J Alexander IAS (Retd.), Chairman XIME Kochi, Mr. V. O Sebastian, Advisor XIME Kochi and Dr. Michael Tharakan, Chairman, KCHR and Dr. R. Nandagopal, Director XIME Kochi. The third program which was held in the month of February was inaugurated by Mr. P. C. Cyriac IAS (Retd.). Felicitations were done by Rev. Dr. George Madathiparampil, Distinguished Professor XIME Kochi and Mr. V. O. Sebastian Advisor XIME Kochi. Padmasree Dr. E. D. Jemmis, Professor, IISC Bangalore also took an enlightening session for the teachers of St. Thomas College.

INDUSTRY VISITS

XIME BANGALORE

TVS MOTORS

The visit helped the students to understand about the production line that goes into manufacturing, testing of engine and assembling process of the motorcycles. The students also got a chance to see the process of assembling of BMW motorcycles.



WIPRO

In Wipro digital, the students got to know on the customer-centric work design, agile approach, alignment of strategy, design, and technology around the customer journey.

Wipro Global Command Centre monitors and manages remote IT infrastructure of various European and American clients. They were also introduced to the four spirits of Wipro.

INFOSYS

The visit helped the students to understand the work environment of Infosys and the skills required to get placed in Tier 1 & 2 companies. A senior manager at Infosys addressed the students and he emphasized that each individual should believe in innovation and that is the skill the companies expect in the fresh talents.



XIME CHENNAI

RENAULT NISSAN PLANT

The visit to Renault Nissan plant at Oragadam was arranged on March 9. This covered the various process like "Trim & Chassis" factory, Assembly line covering Engine, seats and various other parts of the Car and Testing. Students got a clear understanding on how an Automotive OEM operates.

ROYAL ENFIELD

On March 3, Chennai students had the opportunity to visit Royal Enfield Plant at Oragadam, to understand the operations and also met the HR team to have an interaction on the practical aspects of HR in a large Automotive OEM.

SUMMER PROJECTS & LIVE PROJECTS

XIME BANGALORE

All 185 students have been placed across different sectors of Manufacturing, IT-ITES, Aggregators, Non IT Service Sector. Few students joined with Stipend and Highest Stipend from VMware, Rs. 45,000/ month, Lowest Stipend from Rent My Stay, Rs. 4000/month. Students got placed in various Industries as below:

KPMG	TEXTRON	OYO Life	Happiest Minds
Godrej and Boyce Co	First Source	Ninja Cart	Mycaptain
Nokia	VM WARE	Gigsy	ITC Hotels
TATA Steel	PIRUBY	Publicis	Capital Box
Manjushree Technopack	VEEAM	Exim Bank	Sowing beans
Mphasis	ITC Infotech	Sports 365	Feedback Consultancy
Stempedia	GetMyUni	Rent My Stay	Hedge

XIME CHENNAI

Around 45 companies have participated in our SIP process and we have placed 76 students. Some of the companies that participated in the SIP process as follows:

TCS	Mphasis	Volvo
TTK Prestige	TATA Motors	SAIL
Cavincare	Indian Oil	Indian Bank
Deloitte	BMW	IndusInd Bank
UPrep	SBI	Shriram Digital Insurance

LIVE PROJECTS

XIME KOCHI

AN INNOVATIVE LEARNING ENABLER

Kochi student's exposure to entrepreneurship and industry practices, an agreement was reached with Kerala Start-up Mission (KSUM) to facilitate live projects.

Live project is an innovative practice in XIME Kochi that fully complements our management education philosophy of knowing, doing and being. Has adopted action based learning methodology in addition to summer internships, in their curriculum through Live Projects,

EYEROV

EYEROV Technologies is an Indian ROV (underwater drone) technology company, where our Students are doing their live project. This Kerala-based Start-up developed India's first commercial portable drone that can be used for under water inspections.

The following are 21 start-ups companies where our students are doing their Live Project.

KSUM	BasCat	CornerCart	eYogi	Freelancer	MobeedCare
Alcodex	Bipha	Evelabs	EyeROV	Navgathi	PixDynamics
AppMaker	FoapsRestaurantOS	Expressbase	Hapiens	C-Electric	WaferChips

XIME CHENNAI

Students took up nearly 30 Live Projects in the following companies in Oragadam SIPCOT.

Apollo Tyres	OBO Bettermann
GroupoAntolin	TPI Composites & Rane-NSK
Allison Transmission	BOSCH

DISTINGUISHED SPEAKER SERIES

XIME – KOCHI



Dr. Noel Lindsay, Pro Vice Chancellor of Adelaide Business School addressed the students on January 9, 2020 on the various Entrepreneurial Climate, pedagogy adopted in Australian Business schools. He also commented on the various methods to be adopted to keep the entrepreneurial light glowing in each one.

On February 22, 2020, Mr. Abraham Chacko, Former Executive Director, Federal Bank Ltd interacted with the students of XIME Kochi on “Banking sector and the comparative analysis between India and Singapore Economy”.

On January 28, 2020, Ms. Meenakshi, an avid traveler, a car enthusiast, and a successful business owner, shared her experience about the all-women road trip from Coimbatore to London, traveling across 24 countries and covering 26,800 km in 70 Days. She took her through various difficulties they faced in different parts of the world to make this trip possible.



On February 1, 2020 there was a panel discussion on “HR -Today and Tomorrow”. The panelists were Ms. Zeenath Rahman, HR Executive, TablezIndia, Mr. Ganesh Kumar, Partner, Co-Founder, Scale up Consulting LLP and Former CEO of KMA and Mr. Anup PR, Branch Lead TCS,Kochi.



Mr.V.O.Sebastian, Board Member XIME Kochi, Chairman of Areca General trading, L.L.C. Dubai and Former VP XIME Society addressed the students on February 4, 2020. He spoke about his personal journey and shared valuable tips to become a successful entrepreneur.

POST BUDGET ANALYSIS OF UNION BUDGET 2020



XIME Kochi conducted an analysis of the Union Budget 2020 in collaboration with Institute of Cost and Works, Cochin on 11th February 2020.

Mr. Satish Menon, Executive Director, Geojit BNP Paribas, Mr. Anil Xavier, Chairman, ICAI, Kochi Chapter and Mr. Shankar P. Panicker, Honorary Vice President, SIRC of ICAI were the panelists. The session was chaired by Dr. Martin Patrick, Retd. Professor, Maharajas College, Ernakulam and Chief Economist, Centre for Public Policy and Research. The session gave insights from different perspectives like India's taxation reforms, disinvestment, impact of start-ups on the economy or what the future economy shall shape to be.

XIME – CHENNAI



On February 5, 2020, Mr. B Ganesh, Divisional Head (HR), R&D Asia, Apollo Tyres, gave a lecture on "The Realm of Change"



Mr. Krishna Kumar, IFS addressed the students on "Environment Management for CSR" held on February 5, 2020



On February 22, 2020, Mr. Varun Mirlay, IndusInd Bank & Alumnus – London School of Economics shared the insights on "Change Management".



On March 5, 2020, Mr. James Mani, Sr. VP, Frost & Sullivan briefed the students on "Future Mega Trends and Technologies".

MDP/OBP/FDP/CONSULTING

XIME BANGALORE

ORGANISATIONBASED PROGRAM (OBP) ON SOFT SKILLS

An organization based program (OBP) was conducted for 70 distributors of the LPG division of Indian Oil Corporation Limited, Belgaum on January 21-22, 2020 by Prof. Prof Rajendra Desai. The distributors were introduced to Communication and Presentation skills, Customer Relationship Management, Best practices in Sales and Brand Management and Safety issues. .

TVS MOTOR COMPANY LIMITED" ON CREATIVE THINKING AND INNOVATION.

The consultancy assignment in TVS Motors was to inculcate Modern Innovation techniques to the R&D Engineers of the company. It included training the employees using automobile related practical examples and hands on experience in creative thinking and Innovation. The programme for first batch was held on February 6-7, 2020. Dr. NMK Bhatta trained 35 senior R&D engineers and the workshop received excellent feedback

Based on the feedback, the R&D head of TVS motors requested for another workshop for 40 more R&D engineers and the workshop was conducted on February 20-21, 2020 and closed with an excellent feedback.

MDP ON BUSINESS ANALYTICS FOR MANAGERS



A two day MDP- 'Business Analytics for Managers' was held at XIME Kochi on the 12th and 13th of February 2020. Dr. Manoj Varghese and Dr. TV Francy, were the faculty leading the program. There were thirteen participants from various organizations like V Star Ltd., Suyati Technologies and Baker & Grey. The program was well received by the participants.

FDP ON CASE TEACHING, CASE WRITING AND RESEARCH PAPER WRITING

The workshop was held on June 26, 2020. It received a very good response with 53 participants consisting of XIME faculty and faculty registrations from IIPM, SDM and Central University, Kerala. Our Chairman Prof. J. Philip shared very insightful sessions on 'Management Education and the Case Method' and 'Effective Case Writing'. Dr. Anantharaman, our former Provost shared his extensive experience on Teaching through the Case Method and Dr. Bhatta brought to the participants very useful tips and guidelines on research paper writing and publishing in ABDC journals.

XIME CHENNAI

ORGANISATION BASED PROGRAM (OBP) - ORGANIZATIONAL DISCIPLINE (CORE OF INDUSTRIAL RELATIONS)

A short term certification Program was launched at XIME-Chennai along with National Institute of Personnel Management on Organizational Discipline (Core of Industrial Relations) on January 25, 2020. It's an 8 week-end program for the Executives in factories in and around Oragadam. The sessions were handled by experts and leading industry HR Managers from various companies. Participants were from Renault-Nissan, Samsung, NSK Bearings and Apollo Tyres attending this programme.

DIGITAL MARKETING CERTIFICATE COURSE

XIME Kochi's first ever 8-week Digital Marketing Certificate course commenced on the 31st of January 2020. There were twelve external participants and eight XIME students were also included in the program. The course covered the topics like, creating initial Digital Marketing plan, Content Management, SWOT Analysis, Target Group Analysis, Web Design, SEO Optimization, Writing the SEO content, Google Add, CRM platform & CRM models, Web analytics, creating a Facebook page etc.



CONSULTING PROJECT WITH TPI COMPOSITES, INDIA - INDUCTION PROGRAM

XIME Chennai completed Induction Program for 110 TPI Composite employees spanning over 3 months' time-frame. The team consisting of Dr. Ravi Veeraraghavan, Prof. Durga Prasad and Prof. Chandrasekar and Dr. Suresh Nanda Kumar worked together in completing the Training Program successfully.

CONSULTING PROJECT WITH NSKBEARINGS INDIA ON MINDSET CHANGE PROGRAM



XIME-Chennai completed the consulting program on "Mindset Change for the employees" covering around 100 employees of NSK India over multiple sessions in two months. Prof. Chandrasekar, Dr. Suresh Nanda Kumar and Dr. Ravi Veeraraghavan contributed in executing this program.

ALUMNI ENTREPRENEURSHIP MEET

XIME BANGALORE



XIME Bangalore, hosted its very first Alumni-Entrepreneurship Meet on February 15, 2020. Ms. Christina M. Ghose, President (student of Batch 1), XIME Alumni Association and a Women Entrepreneur, welcomed the gathering with her own successful business journey, whose venture was acquired by an MNC.

Prof. J. Philip, founder and Chairman of XIME, addressed the gathering and recalled the early days of the institution, his entrepreneurial venture that was started on a shoe-string budget that has now touched the lives and enlightened the minds of thousands that have passed through these portals. Prof. Philip stated that our students who become entrepreneurs makes XIME proud.

Prof. Suryanarayanan, presentation on the profiles of XIME alumni-entrepreneurs:

- Of the 24 alumni profiles that have been validated, Batch 1 has the highest share with 5 entrepreneurs
- 15 businesses have been started in the past five years
- 82.4% of the businesses are bootstrapped.

Following were the few successful alumni-entrepreneurs of XIME were part of the meet.

Mr. Vinay James Kynadi, of Batch 5, is a founder of Highland Silver Sands Private Ltd, owns and operates granite mines/quarries, and has rock crushing plants that manufacture aggregates for road work and construction.

Col. Christopher Rego (Retd.), a student of Batch 7, had joined XIME on his sabbatical. He is a Social Entrepreneur, and is the founder of an NGO - Sunbird Trust. It is now one of the largest NGOs in North East India sponsoring over 3,100 children at over 53 locations in four states of Manipur, Nagaland, Assam and Arunachal Pradesh.

Mr. Sandipan Mitra, of Batch 12 and founder of Hunger Box,. HungerBox, is the largest institutional food-tech company in the world with 1,500 employees, 18 cities, 126 clients and over 6 Lakh transactions per day.

Mr. Aswin Ram, of Batch 13, started his first company – KodeBlink Tech Apps while studying in XIME in 2011, and which had over a million downloads on the App Store. His next company, Jiffstore, was India’s first non-inventory holding, hyperlocal grocery delivery platform.

The Chief Guest for the Meet, **Mr. Rostow Ramanan**, Co-founder, Mindtree, gave the closing remarks. Mr. Ramanan offered a few pieces of advice from the business perspective to budding entrepreneurs:

- Be prepared for a life of high highs and low lows
- Do not be misled by the need to scale; chase growth instead
- It is possible to build a business with 100% integrity

XIME ALUMNI MEET

XIME CHENNAI



XIME-Chennai conducted an Alumni Meet on 22nd February 2020. This is first meet of Alumni organized by XIME-Chennai. 68 Alumni members participated in event and networked. The event was honored by the presence of Mr. P.C. Cyriac I.A.S. (Retd.) Chairman XIME Chennai and President XIME Society. The occasion was joyous and nostalgic for the alumnus as it brought them back close to the XIME family. Mr. GokulSanthanam and Ms. Hema Mani played a major role in making it a successful event.

XIME CELEBRATIONS

XIME BANGALORE

GREETINGS FROM XIME BANGALORE FACULTY AND STAFF:

July 3, 2020, on The Diamond Jubilee Occasion of our Chairman Prof. J. Philip, XIME Bangalore fraternity greeted him for his unparalleled professional Service in Management Education and sought his blessing to take XIME to the next level.



DOCTORAL PROGRAMME

XIME –BANGALORE

- Five Scholars have been registered to Ph.D. Program in the current year (3 under the supervision of Prof NMK Bhatta and 2 under Dr Meena Rani)
- Coursework Exam was held by the University on 21 Dec 2019 and these Scholars has been successfully completed.
- All XIME scholars emerged successful in the exam whereas the overall pass percentage in the University was very low.
- Pre-Registration Colloquium was held on 14 Mar 2020, under the supervision of External examiners. All 5 scholars emerged successful in pre-registration colloquium.

SUCCESS STORIES OF ALUMNI

WE HAVE TWO OF OUR ALUMNI, WHO HAVE SHARED THEIR SUCCESS STORIES AFTER XIME.



Mr. Mahesh Raman
Head Investment Banking, KPMG
(student of Batch 8 and passed out in 2004)

My career path after XIME

I was campus placed from XIME at Ernst & Young and had initially joined tax team. After a year, due to my performance, I was able to move within the company into the Investment Banking team, which I felt was the right place for a MBA Finance to put to best-use the skills learnt. After completing ten years within the Firm, I had moved to the Investment Banking team of IndusInd Bank and was there for a brief stint before getting an offer from KPMG to head the Investment Banking - Real Estate and Hospitality vertical for South. I spent five years with the Firm before joining a Private Equity Fund.

Challenges faced in my career

As I look back over the last 16 years of my professional journey, I would definitely feel lucky, as I have traversed the path that any finance professional would like to do so in their career. Having closed 20 deals worth over US\$ 1Bn certainly gives me an immense sense of pride.

Experience will certainly not have been short of challenges. There was a time in my career when I lost eight consecutive deals

for three consecutive years after coming so-close to inking a deal. During this period, I had not clocked any single revenue for the company and there were people closing deals and getting promotions by the dozen. Such circumstances do test the individual and all that I could do was to pray and work hard to close deals. I decided to plunge on working on a deal that people said was not worth the effort, as there was little interest from investors in that space. Soon after the lull, came a period when I closed the largest deal, by far, for the company on that same sector.

Suggestions & Tips to be a successful Leader

My advice to all XIMEians, especially the guys in Finance. Only way to move up the corporate ladder is hard work, more so when one needs to compete with IIMs. Yes, they certainly have a head-start over us and many a times you would wonder how they move up very fast and that too at such a young age. Setting aside these differences, if you can still focus on sharpening your skills and have an open mind for learning concepts, people certainly encourage you like any other individual. Performance and attitude are the only two things that matter. Personally, I also feel that having a good foundation always helps. Come what may, my suggestion is to always stay put in the first company after campus. If one is able to climb up in that company, trust me, one will have the confidence to excel anywhere else, as the first company is where you meet fresher's from other campuses and you are put to test along with them.



Mr. Sailesh Menezes
Senior Director & Head-HR,
HP Enterprise, India
(student of Batch 1 and passed out in 1997)

My career path after XIME

My career path after XIME started as a campus recruitee from TATA information systems Ltd currently called as IBM, joined as an executive Manager (HR) in IBM. After working for a year with IBM, I joined Wipro Technologies in the year 1998 and continued my journey till 2011. I worked in multiple roles at Wipro, from a Manager to a General Manager - Human Resources. In December 2011, I switched to Hewlett Packard as Head of Sales in HR.

Challenges faced in my career

The challenges faced by me during my career path were innumerable.

First is being in the comfort zone, if people stay in their comfort zone they never grow. To me, the foremost challenge was to come out of my comfort zone, to overcome it I tried picking up changing roles every two years to make myself uncomfortable and that's how I learnt.

I was a person who always liked perfection in whatever I worked on, but when I tried to be perfect in everything, perfection did not allow me to look at the bigger picture and kept me busy with smaller issues and this was my another challenge that I faced. Later, understood it is not optimal to be

perfect all the time. To overcome this, I have to let go of perfection of certain issues and delegate, trust and empowered my team to handle the smaller issues.

Cross-culture or working across countries and boundaries is a different challenge. You will always have cross-cultural nuances. It is a very different ethos.

Next, I feel that an HR person should always be objective and number driven. One should not be biased or influenced which is a huge challenge for many people.

Suggestions & Tips to be a successful Leader

One very important thing for HR is to move from a controlling function to an enabling function. Traditionally people think of HR as a controlling function, but if you are doing that you are not enabling the business to perform. So the challenge is how to move from a controlling leader to an enabling leader because that is the biggest leap in HR.

To overcome these challenges, you have to constantly keep learning. You cannot overcome all the challenges 100%, but you can keep growing learning to overcome. If you stop learning, you are dead in the organization. You also have to let go of power and let go of perfectionism.

To become a leader, you should always be adaptable to change and also have an ability to anticipate what's next. A leader should also know how to micromanage when needed. He should also be inspirational and have an ability to learn from others around. There should also be flexibility in mind and should have a growth mindset to be a successful leader.

NEW DIRECTOR & DEAN

XIME – BANGALORE

DR. M. NELLAIAPPAN, DIRECTOR



Dr. M. Nellaiappan, who worked earlier with the Institute on different roles, such as Director, Director Development and also Advisor to the Institute, has re-joined as Director, XIME Bangalore on May 30, 2020. He had a long stint of four decades in Industry having served as Director (Human Resources) & Member of the Board in BEML Ltd, Bangalore, a Govt. of India undertaking, Ministry of Defence from March 2009 till June 2013. He holds post-graduate qualifications in Social Work, Personnel Management & Industrial Relations, Finance and a Ph.D in Management from Aligarh Muslim University. He is an alumnus of our XIME.

MR. GAUTAM KRISHNA MAJUMDAR, DEAN (ACADEMICS)



Mr. Gautam Krishna Majumdar, has joined the Institute as Associate Professor on 24.02.2020 and subsequently re-designated him as Dean (Academics) of XIME Bangalore with effect from April 2, 2020. He is PG in MBM with Distinction and prior to joining XIME he had worked in various capacities with Citizens Advice Bureau, Oxford UK as Generalist Advisor, Optimus Global Services Limited, Chennai as Chief Operating Officer and Acting CEO, Mphasis Limited, Bangalore, Phoenix USA as Senior VP & Head of BPO International Sales, etc.,

XIME – KOCHI

DR. FRANCY T. V, DEAN (ACADEMICS)



Dr. Francy T. V., holds M.Sc. and M. Phil. in Statistics and Ph.D. in Econometrics. Previously he was the Deputy Director of Collegiate Education, Government of Kerala, Principal of Maharajas College, Ernakulam, HOD, Dept. of Statistics of Maharajas College and has served as a member of faculty in Statistics in various Government Colleges in Kerala. His specializations include multivariate statistical analysis, Econometrics, Operations Research and Business Analytics. He is known for his skills in introducing quantitative techniques and Business Analytics using software packages. He has 35 years of teaching experience at undergraduate and post graduate levels

XAVIER LEADERSHIP CENTRE

XIME Campus Kalamassery. Dedicated to Societal Development

- Leadership Development Camps for Promising Graduate Students: December & May
- Leadership Development Programmes for Principals of Schools & Colleges : May
- Teacher Development Programmes: May - June
- Management Development Programmes for Administrator / Managers from Education, Health, Power, Transport & Local Administration.

- **Training for Competitive Examinations including Central Services } IAS**
15 Months Training starting - August 3, 2020



Centre Director

Mr. Abraham Kurien, IPS [Retd.],
Former DGP,
Uttar Pradesh



Centre Chairman

Mr. P.C. Cyriac, IAS [Retd.],
Former Addl. Chief Secretary
Govt. of Tamil Nadu



Chairman, XIME Kochi

Dr. J. Alexander, IAS [Retd.],
Former Chief Secretary
Govt. of Karnataka

Please contact:

Ms. Ranjana Varghese

Mob.9847028797 e-mail: ranjana@xime.org

Dr. Elizabeth Devasia

Mob.9847554905 e-mail: elizabeth.d@xime.org

It is the brain child of Prof. J. Philip who always thought ahead of times and has laid out the contours of the Centre which will be dedicated to the pressing task of developing leadership skills in the youth of the country through carefully crafted and closely monitored training programs. The Centre head is Mr. Abraham Kurien IPS (retd.) Former DGP of UP and Mr. P. C. Cyriac IAS (retd.) is the XLC Chairman.

- XLC has announced a 15-month long comprehensive course for Civil Services Examination
- One-month Leadership Development Programme at XIME Campus for 50 Promising Graduates every summer.
- A college Principals Programme & Teacher Development Programme.

Management Development Programmes for Administrators/Managers from Education, Health, Power, Transport & Local Administration.

MS. RANJANA VARGHESE



Ms. Ranjana Varghese, who has been an Associate Dean at XIME- Kochi is appointed as Deputy Director of the newly established Xavier Leadership Centre, XLC. She has more than 15 years of diversified experience in the field of Information Technology, Telecom, Manufacturing and Sales with companies like Infosys Technologies and Idea Cellular Limited. She is an engineering graduate from Mahatma Gandhi University and an alumna of School of Management studies, Cochin University of Science and Technology.

LATEST RANKINGS

Ranking Agency	Category	Ranking	Month & Year
CSR-GHRDC	All India (<i>Private</i>)	11	Nov - 19
Eduniversal, Paris	All India	15	Nov - 19
Careers360	All India (<i>Private</i>)	21	Nov - 19
Business India	All India	22	Nov - 19
Business Standard	All India	22	Dec - 19

FORTHCOMING EVENTS

Management Development Programmes (MDP)

- New Batches inauguration, August 1, 2020
- Senior Batches online classes commence, August 3, 2020
- Measuring the ROI on People Investment - A workshop on HR Analytics Aug 4 - 7, 2020.
- Navigating Venture Capital in a Low Tide Aug 11 - 12, 2020.

We sign off the year with Excellent records in every key parameter. We are sure 2020-21 will be a greater year in spite of Covid. We are in the process of completing the admissions. We look forward to welcoming our Juniors to our beautiful campuses.

Bangalore : 180 Kochi : 120 Chennai : 120

Editorial Team



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