



**XIME gets IMC Award - Silver Winner in the  
“IMC Awards for Excellence in Management Education 2022”  
at Indian Management Conclave  
held at IIM, Kozhikode on 10 December 2022.**

**The award was presented by  
Sri Ram Nath Kovind, Hon’ble Former President of India.**

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**Xavier Institute of Management & Entrepreneurship  
Bangalore | Kochi | Chennai**

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### Editorial Team

#### Faculty Coordinators

Prof. S D Tyagaraj, Prof. Suresh Kumar, Ms. Gethika Thomas, Ms. Tessy Rose Antony

#### Students (Bangalore)

Ms. Nileena Teressa James, Ms Rithika, Mr. Jibran J. Ahmed  
Ms. Shafaq Akhtar, Ms. Aparna Gopan, Ms. Amruta Tripathy, Ms. Vanessa S. Alphonse

#### Students (Chennai)

Mr. Salman Shaik, Ms. Anupa Francis Dungdung, Ms. Debopoma Sanyal, Ms. Mahalakshmi N

#### Students (Kochi)

Ms. Malavika Kuldeep, Ms. Monalisa Chowdhury, Ms. Priya Das



## National Seminar on Strategies for Accelerated Job Creation

XIME Bangalore conducted a one-day National Seminar on "Strategies for Accelerated Job Creation" on Friday, 18th November, 2022. The seminar was held in four sessions.

Prof. Joy Oommen, Seminar Leader, welcomed the distinguished guests and briefed the gathering about the need for a seminar on the theme at the current juncture.

The inaugural session was chaired by Prof. J Philip, Chairman, XIME Bangalore and former Director - IIM- Bangalore followed by the keynote address by Mr. Mahesh Vyas, MD, Centre for Monitoring Indian Economy, 'Strategies for Job Creation' was moderated by Mr. Avnish Sabharwal, MD, Accenture Ventures and facilitated by Prof. Amit Basole, Azim Premji University and Ms. Anuradha Prasad, Founder and CEO, Indian Leaders of Social Sector, New Delhi, 'Accelerating Job Creation in the Manufacturing Sector' was facilitated by Mr. B Venkataramana, Director, ABT Shakthi Group, Mr. A N Cahndramouli, Former President- BCIC and Mr. Sandipan Mitra Co-Founder & CEO of HungerBox.

The valedictory session was chaired by Amb. C.P Ravindranathan, Chairman, XIME Kochi and with Dr. N Reguraj, Managing Director, NTT as the Chief Guest.

Dr. S.K. Pattanayak, Professor, XIME Bangalore concluded the session with a vote of thanks. Cultural Club of XIME Bangalore, presented lively events to wrap-up the seminar.



**Prof J Philip, Chairman, XIME delivers inaugural speech**



**Prof. Joy Oommen greeting Mr. Mahesh Vyas, MD, CMIE**



**Amb. C P Ravindranathan, Chairman, XIME Kochi addressing in the Seminar**

# Seminar on HR Yesterday, Today and Tomorrow and the Technology Driven HR in the New Era

XIME, Bangalore in association with the Xavier Association of Management Institutes (XAMI) held a one-day HR seminar on October 15, 2022: HR Yesterday, Today and Tomorrow and the Technology Driven HR in the new era. Eminent personalities and HR scholars facilitated the seminar spread across four different sessions- HR Yesterday, HR Today, HR Tomorrow and the technology driven HR in the new era. Over 120 HR professionals and HR students attended the seminar.

Prof. J Philip in his opening address highlighted 3 difficult personal experiences to give the audience an idea about the progression of HR through various decades. He concluded by prophesying; A brave new world will emerge where a new brave breed of HR professionals will be necessary: we require to address today to prepare for our tomorrow.

The distinguished speakers stressed on how the fast-moving technological world has changed the face of HR. Mr. B Muthuraman opined that the present way of HR functioning will become irrelevant if not addressed now. Prof. T V Rao mentioned that the pandemic has taught us the value of 'H' in HR and Mr. Chaitanya N Sreenivas stated that HR 3.0 is coming into place – bringing in much of AI and predictability.

Mr. R R Nair, Ms. Shanthi Naresh, Mr. Raj Narayan, Dr. Manoj Varghese chaired the different sessions. Dr. P K Singh Director IIM Trichy was the Chief Guest for the valedictory session.



**Dr. P K Singh, Director, IIM, Trichy  
at the Valedictory session**



**Mr. R.R. Nair, Dr. V Kovaichelvan, Prof. A.S. Girish  
in the session on HR Yesterday**



**Ms. Shanthi Naresh, Dr. Senthil Ganesh, Mr. Krish  
Shankar in session HR Today**



**Mr. Rajnarayan R, Ms. Maya John, Ms. Komal Vash-  
ist, Ms. Sohini Sinha in session: HR Tomorrow**



**Dr. Manoj Varghese, Mr. Sailesh Menezes, Mr. Nit-  
ish Kumar in the session The Technology Driven  
HR in the New Era**

# Alumni Meets

## Alumni Meet – 17th December

An Alumni Meet was held at XIME Bangalore on 17th December, 2022. Alumni from across batches came to join us for Christmas celebrations and Alumni Meet. Students presented Cultural Program for the alumni. Post celebrations, alumni interaction was held in First Floor Auditorium. President of XAAB – Xavier Alumni Association of Bangalore, Mr. Nanjappa Somanna, graduate of 2002 batch and SVP – HR Infosys addressed the alumni. President of XIME, Mr. Anil Philip in his address sought suggestions for improving the Alumni connect. Announcement of formal registration of XAAB society was also made in the Alumni Meet. Tree was planted by the alumni near the entrance of the Campus in the presence of Chairman. Photo sessions and One-to-One interactions over Dinner summed up the beautiful evening.



## 1st Batch Homecoming – 10th December

1st Batch of XIME – Bangalore which graduated in 1997 visited the campus on 10th December, 2022. The batch had completed their studies in the rented premise of XIME in Koramangala and a few of them had not seen the new campus at Electronic City. They were welcomed by the Director – Fr. Roy at the entrance and were taken around the campus and shown across all facilities. They spent some time in the Library and J Philip Auditorium. They planted a tree near the entrance and dedicated the same through the memory of four of their batch-mates who they've lost. The 1st batch felicitated Chairman & Founder – Prof. J Philip with Gifts – Book and Memorabilia. They shared their experiences and Chairman too shared his memories with them. A memento was handed over to all alumni from 1st batch by President, Mr. Anil Philip. 1st Batch has donated a classroom at XIME campus – MDP block.



## Alumni Meet – Bangalore Club on 8th October

Alumni meet was organised in Bangalore Club on 8th October 2022. The effort in this alumni meet was to ensure participation from all passed out batches from XIME Bangalore. There were around 55 alumni who joined for this event across batches. This concerted effort of involving all batches is to energise the Alumni.



Alumni meet was attended by Founder & Chairman Prof. J Philip, Chairman – Kochi Amb. CP Ravindranathan, President, XIME – Mr. Anil Philip, Director – Fr. Roy, Deans and few Faculty. Alumni meet was addressed by all Past Presidents – Mr. Shailesh Menezes, Ms. Christina Ghose, Ms. Padma Srinivas, and current President – Mr. Nanjappa Somanna. Chairman – Prof. J Philip and Fr. Dr. Roy, Director updated the alumni on all the progress made at XIME Bangalore. Alumni from XIME – Kochi and XIME – Chennai also attended this meet.

## Club Activities

### Royal Rumble

X-Ops, Operation Club of XIME Bangalore conducted an event "ROYAL RUMBLE" on 8th December, 2022 wherein students should focus on utilizing their resources, with their individual skills and plan to reach the goal. They can prioritize their tasks and allocate resources accordingly to have an advantage over their opponents which will help them complete the project in less time. The event evaluated Project Management Skills which includes Collaboration, Teamwork, Communication, Time management, Leadership, Organization, Problem Solving and Critical Thinking.

### Cross-Fold - "Highway to the crossroads"

X-Insights organized a fun event called "Cross-Fold" on 29th November 2022. There were 20 teams with 3 members each that participated in the event and made it a crackerjack. It was a fun event comprising of 2 rounds:

#### Round 1:

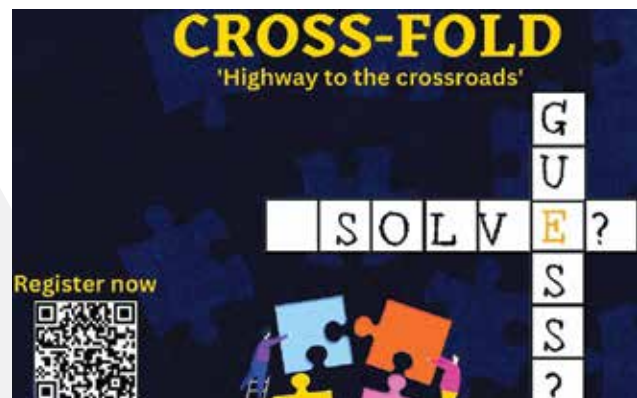
It was a face-off round, where two teams competed with each other to find the maximum number of words concealed in the puzzle. 10 teams which found the maximum words qualified for round 2.

#### Round 2:

It was a blindfold task, where one team member was blindfolded and the other 2 directed the first person using cue words only. The team had to avoid the obstacles and collect the cards in their way. Picking up the ball placed at the end would fetch them bonus points and negative marks awarded for touching the obstacles. The team who got the highest points won the game.

### X-Insights Speaker Session

On October 31, 2022 Mr. Shyam Kumar, CTO at Axdio, spoke on "IT Analytics and Trends Case Workshop." It was an informative talk which helped in a deeper understanding of analytics and its usage in the industry. He discussed about Data Cleansing, Exploratory Data Analysis (EDA) & Data Integration. He also discussed finding key performance indicators, the impact of various parameters like the random forest, time series model, and prediction processes by an example of Walmart Sales Data.



### Business Plan Competition

The Empressario club, the entrepreneurship club organized and hosted a state level business plan competition on the 13th and 14th of December, in which 26 teams from across Karnataka participated. It was a thrilling competition in which teams went head to head to win the business.



### XSAT – XIME Students Aptitude Test

The X-Insights club conducted an aptitude test for the senior batch (PGDM) to help them prepare for their Placement. The test was published for the senior batch on Collpoll (ERP platform) on 28th October and for the junior batch on 19th Nov. It was a 30-minute quiz consisting of 60 questions – 20 Questions each on Verbal Ability (VA), Quantitative Aptitude (QA) and Logical Reasoning (LR)

It helped the students brush up on their aptitude skills and test-taking abilities which are crucial for upcoming placement opportunities. More than 100 students registered and used this opportunity.

### Brand-A-Thon

The event was organized on November 4, 2022. The participants were asked to form a team of 3 members. The event consisted of three rounds. Round 1 was "Balloon Bursting". The second round was a "Treasure Hunt". The last round was "Puzzle Solving".

### Guest Speaker Session

On November 21, MarkXime hosted an enlightening speaker session with Mr. Bijou Kurien, Chairman of the Retailers Association of India (RAI), on the subject "Retail: Yesterday, Today, and Tomorrow." Students from XIME Bangalore and Chennai were guided through the incredible journey of retail by Mr. Kurien. The discussion shed light on the development, condition, and future of the Indian retail industry. Mr. Kurien spoke about the adoption of digital technology. He also gave fruitful insights on how customers are changing faster than companies. This session was concluded with an interactive Q&A session. Students acquired much knowledge through this illuminating session.



### Mentza Podcasts

On 23rd October, MarkXime hosted an inspiring session on Mentza on the topic "Marketing Content" which was addressed by Mr. Gautam Padmanabhan. He is the CEO of Westland Books. He provided excellent advice on content marketing. Mr. Padmanabhan discussed his roles within Pratilipi. The podcast was highly instructive and inspirational because it allowed students to learn from his experience.

On 27th November 2022, MarkXime organized yet another podcast on Mentza platform. The topic was "Public Relations and its effectiveness today" and Mrs. Tarunjeet Rattan addressed. She is the Co-Founder of Public Relations Professionals of India, Managing Partner at Nucleus PR, and Vice-President at the WICCI PR & Digital Marketing Council. She emphasized how the definition of public relations is constantly evolving and its importance it has in the marketing. The podcasts are significantly focused on entrepreneurship through the lens of a public relations professional. Overall, the podcast was very informative and inspiring as we had the chance to learn from her personal experiences in the industry.

### Visit to REDS Training Center

The core members of the XSeed Club visited the REDS (Ragpicker's Kids Education Trust) on October 30, 2022. The organization involved a set of 20 boys who were filled with energy and had smiles all over their faces.

10 students from XIME Bangalore met the young boys, played games, gave them sweets and had a joyous Sunday evening.



### Visit to Shanti Bhavan / George Foundation

17 students of the XSeed Club visited the Shanti Bhavan of George Foundation on November 4, 2022. After a tour of the organization there was an interactive session with students, faculties and also the founder of the Organization Mr. George. Chairman, XIME Bangalore Prof. J. Philip and Fr. Dr. Roy Abraham P, Director also visited the organization. The general assembly was conducted in their presence. Chairman and Director shared their words of wisdom with the students.



The XSeed Club expresses its wholehearted appreciation to the management of XIME Bangalore and the entire Shanti Bhavan organization for the opportunity and support.

### Interview Insights

On 2nd November 2022, HRuday conducted Season 2 of the much-awaited Interview Insights, where Sharanya Pillai, alumna, Batch 26, addressed the students.



She guided the students on how to tackle any situation during an interview, making resume building, skill building, maintaining the cool and navigating through the interview when things don't go one's way.

The session was highly beneficial for the students, cleared all their doubts and geared them for the fight ahead.



## Children's Day Event

XSeed organized a very special program on November 23, 2022 – Sujith Valsalan Memorial Children's Day Competition. Three schools, GHPS Bhovi Palya, Shanti Bhavan and REDS visited XIME Bangalore and participated in various activities including Talent Show, Pictionary and Trivia. The students were served a good sumptuous lunch.

Talent Show judged by Prof. Madhukumar PS and Dr. Rajkumar S was held where the students showcased their talents by dancing and singing. They competed amongst other schools. Shanti Bhavan bagged the 1st place and GHPS Bhovi Palya bagged the 2nd place.

The second event, Pictionary judged by Dr. Subha, Dr. Suparna Ray and Dr. Lucas was conducted where the students were asked to solve riddles and illustrate the answer such that the audience from their respective schools must guess the correct answer within 2 minutes. Shanti Bhavan bagged the 1st place and REDS bagged the 2nd place.

The third event, Trivia, was a test for all the students regarding their General Knowledge. A time limit of 15 minutes was given for the three schools to complete a set of 15 questions. REDS bagged the 1st position and Shanti Bhavan bagged the 2nd position.

The winners were awarded with trophies. All the students were given a token of gratitude in the form of specially designed goodie bags. Rev. Fr. Roy Abraham, Director, XIME Bangalore shared a few thoughts with the children.



## HRevise

Placements, SIP and term exams are a crucial part of the MBA/ PGDM journey and going back to the basics is the best way to excel in everything. So HRuday conducted an online quiz competition – HRevise, which saw active participation from over 150 students. The participants were quizzed on Organizational Behaviour and Human Resources (basics to advanced).

The quiz was conducted for 7 days which covered 7 crucial HR areas including Compensation and benefits, HR analytics, organization behaviour, Strategic HRM, competency-based management and more.

## Hunger Labs Conference, IISc

On 25th November, Hunger Labs associated with Ramiah Institute of Technology and IISc organized a conference on startups and how they sustain. The focus was on the scalability of startups. 20 students from XIME were a part of the conference.



### Battle-o-Best

HRuday on 6th December, 2022 conducted an intersection competition, "Battle-o-Best". The event was aimed at improving the dynamics between the sections and finding the session that stays together and slays together, overcoming all hurdles. Objective of the event was to engage students in team building activities, create competitive intersection environment and provide them a break from their routine lives.



After multiple engaging and thrilling rounds, Section B was titled the "Best Family", with Section C being the runners up.

### Team Empresario With X-Oration

A speaker session was organized by Empresario in collaboration with X-Oration wherein Mr. Neeraj Biyani, Co-founder of Paperboat was invited. He spoke about his journey starting Paperboat, the challenges he faced and how he overcame all the hardships. He also conducted a focus group meeting with selected students to brainstorm ideas for a sustainable future.



### Achievements

Nellai Vadivoo T, Priyanshi Upadhyay, Rosemol Bobby, Madhu Bhagat, Cyril T George, Betsy Carolyn Dinagar, Yash Shah and Bharath Kumar R represented XIME at Alliance University's InterCultural Event called "Samskriti". The Students participated in the "Cross Cultural Partnership" Competition, and won the Overall Championship Award for Best Overall Efforts.

Two Students, Nellai Vadivoo T and Cyril T George also won the "Best Speaker" Awards for being the Best Speakers of their Teams.



### Maria Philip Future Leaders Debate Competition 2022

The competition is divided into three stages namely the Regional Qualifier Round, the State Level Round, and the South India Level Round (Grand Finale). On December 5, 2022, XIME Bangalore conducted Regional Qualifier Round, with 68 teams from Karnataka and Telangana competing against each other. 12 teams advanced to the next round.

On 15.12.22, Karnataka State Level Round was held at XIME Bangalore, while the Telangana-Andhra Pradesh Joint State Level Round was held in Hyderabad in collaboration with XIME Chennai.



### Xavier's Cup 2022

Inter-Batch Basketball Tournament, Xavier's Cup was held from 25.11.22 to 07.12.22. The meet was organized with a flamboyant spirit among players and students, an opportunity to display their physical prowess and gain hands-on experience in organizing such events. Harini Rajaram, Sakshi Bihare, Ayush Varshan Jha, Gaurav Negi, Dani and Sudhanshu assisted Devesh Lahoti, Gaurav Ghosh, and Prakhar Bhatia in successfully conducting the tournament with seamless coordination. The winner of the boys' Intra-college tournament was PGDM BATCH 28 Section B and the girls' Intra-college tournament was PGDM BATCH 28 Section A. The highest scorer among the boys was Devesh Lahoti with 118 points and among the girls was Iona with 38 points. There was an All-Star match between seniors and juniors, and the juniors won both Boys' and Girls' matches. While Rev. Fr. Roy Abraham, Director graced the opening match, Prof. J Philip, Chairman, XIME Bangalore encouraged us on the last day. Prof. Madhukumar, Dean (Academics) and faculties encouraged the participants' by their presence.



### Christmas Celebrations 2022

Christmas celebration at XIME started off with a blast on 17th December 2022. The central lawn, and the corridors were well decorated with stars and light. The afternoon began with a game of Secret Santa which involved sharing of love and gifts. Students then celebrated by singing Christmas Carols in the J Philip Auditorium. Santa made a grand entry and distributed chocolates. The events were hosted by the Cultural Club. Rev.



Fr. Dr. Roy Abraham, Director, XIME Bangalore addressed the gathering. This was followed by the traditional Christmas Message from Prof. J Philip, Chairman, XIME, Bangalore. He cut a cake and shared with others as a symbol of love and unity. Cakes were distributed among the students. Dr. Roshni James and Dr. NMK Bhatta were honoured with Best Teacher Award.

The day also had an Alumni Meet, which began with the symbolic planting of a tree to reinforce the alumni commitment to and involvement with their alma mater. Mr. Anil Philip, President, XIME Society led the interactions with the alumni assembled. The students had an opportunity to interact with multiple alumni batches. The day ended with dinner for the alumni, hosted by Mr. Anil Philip, President, XIME Society.

# CHRISTMAS CELEBRATIONS AND ALUMNI MEET



Choir singing Carol



Santa and the choir



Timothy Thomas singing with the band



Rev. Fr. Roy Abraham Director, XIME Bangalore addressing



Prof. J Philip, Chairman, XIME Bangalore cutting Christmas Cake



Prof. J Philip, Chairman, XIME Bangalore sharing a piece of cake with Mr. Anil Philip President, XIME Society



Dr. Roshni James receiving a special award of Rs. 250000 from Prof. J Philip, Chairman, XIME Bangalore



A dance performance as part of the Celebrations



**Tree planted to symbolize the registration of XIME Alumni Association**



**Mr. K S Nanjappa, President, XAAB addressing the alumni**



**Mr. Rajendar Goyal, Batch 9 explaining a point during the Alumni Meet**



**Sharing of Love – Prof. Madhu Kumar and Babhru**



**Sharing of Love – Jerad and Elizabeth**



**Sharing of Love – Reetha and Tessy**



**Sharing of Love – Rev. Fr. Roy Abraham and Prakash**



**Sharing of Love – Leo and Lakshman**

## CHAIRMAN'S DIARY

- Dec 17 Christmas Celebration & Alumni Meet
- Dec 10 Founder's Address on the Maria Philip Debate Competition Finals & 1st Batch Alumni get-together
- Dec 7 Xavier's Cup Basket Ball – Concluding Day
- Dec 5 Inauguration – MDP on Applying Design Thinking
- Nov 26 Speech at NIPM-Palakkad Conference on Agile HR.
- Nov 18 National Seminar on 'Strategies for Accelerated Job Creation'
- Nov 4 Visit to Shanti Bhavan along with the Director
- Oct 31 Inauguration of Incubation Cell



### Faculty research publications

1. Rajendra Desai & NMK Bhatta, A Product Assortment Planning Model for Fast-Fashion Products in Multi-Brand Retail Outlets for Effective Supply Chain Management, JME, 16(2), 2022
2. Ashwathanarayana Shastry & NMK Bhatta, Contemporary Changes in Teaching Formats: An Overview, Digital Transformation and Disruption of Higher Education, Book Chapter 7, Cambridge University Press
3. Keshav Bajaj, Saikat Gochhait, Sangeeta Pandit, Tamanna Dalwai & Mercia Selva Malar, Risks and Regulation of Cryptocurrency during Pandemic: A Systematic Literature Review, Weseas Transactions on Environment and Development, Vol.18, Art # 61, 2022

### Visit of Professors from University of Adelaide

On November 15, Chairman had an Interaction with 2 Professors from the University of Adelaide, Australia – Prof Noel Lindsay, Dean, Adelaide Business School, Pro Vice Chancellor (Entrepreneurship), University of Adelaide & Dr Rajeev Kamineni, Deloitte Academy Academic Director / Office work



**Prof Noel Lindsay and Dr Rajeev Kamineni in discussion with Prof J Philip, Chairman, XIME- Bangalore and Amb. C P Ravindranathan, Chairman, XIME-Kochi**



**Prof Noel Lindsay, Dean, Adelaide Business School, Pro Vice Chancellor (Entrepreneurship), University of Adelaide being greeted by Mr. Anil Philip, President**

### Xavier's Day

St. Francis Xavier's Day was observed with solemnity on 3rd December 2022. The day started with a Holy Mass solemnized by the Rev.Fr. Francis D'Almeida, St Joseph's. Rev. Fr. Roy Abraham Director XIME, joined the mass. Rev. Fr. Francis D'Almeida in his sermon spoke about the principles of living in a country like ours. Dr Roshni James coordinated the event.

The mass was followed by a community breakfast in which the students, faculty and guests participated.



## RESEARCH

Defence of Thesis Viva was conducted for Mr Muralidhar Deshpande on 8 Nov 22 and he was awarded Ph.D. degree on clearing the Viva.

Defence of Thesis Viva was conducted for Ms. Mini Sherino and Ms. Shivani Kapoor on 15 Dec 22 and both the scholars were awarded Ph.D. Degree.

Results of the Coursework Examination were declared on Dec 1 by the University of Mysore and all 10 Scholars from XIME Research Centre were qualified in the examination. This is the 4th consecutive year that XIME Research Centre has demonstrated 100% success in the Coursework examination.



### MDP News

XIME conducted an MDP on "Applying Design Thinking for Innovation Excellence" in two batches, the first batch on 24th & 25th Nov 2022 and the second batch on 5th & 6th Dec 2022. 45 personnel from the Industry, DRDO Labs, HAL and other Organisations participated in the 1st Batch and 51 Participants from Industry, BEL, BEML, KIOCL and other organisations participated in the 2nd programme. 1st Batch was inaugurated by Dr Rajalakshmi Menon, Director, Centre for Air Borne Systems, DRDO, Ministry of Defence and the 2nd Batch was inaugurated by Dr Tessy Thomas, Director General, Aeronautical Systems, DRDO. Prof J Philip, Founder and Chairman of XIME, Bangalore conducted the Inaugural Session for both batches on "Moving from Good to Great: Innovation an inescapable Imperative."

A 2 day organization based management development program on Inventory Management was conducted by XIME for the executives of Sansera Engineering Ltd, from November 23 to 24. Executives and Managers who are responsible for Purchasing, Quality, Production Planning, Manufacturing and logistics from across all divisions of Sansera were part of the program.

Fr Dr Roy Abraham, Director XIME Bangalore, inaugurated the program and Prof Manoj Jaiswal, Dean (EP), welcomed the participants and explained the programme's objectives. Dr M V Mahesh Dean(Placements) was the chief resource person for the program.

# XIME CHENNAI NEWS

## CHRISTMAS CELEBRATIONS AT XIME, CHENNAI

The Christmas Celebrations were organized in XIME, Chennai on 16th December 2022. The auditorium was beautifully decorated with flowers, lights, posters and models. All the students and faculty members were very excited and this special event started at 3 pm with prayers. This was followed by a speech by Dr Leo Tagore, pastor and supervisor at Loyala College. The event was further turned wonderful with the Christmas Carols by students and a special play with a Christmas theme. Santa Claus came along and did spread happiness.



### Diwali Celebrations

On October 25 program began at 7 p.m. at the college reception. Students dressed up in traditional outfits graced the occasion by attending the pooja. Later, the students enjoyed bursting crackers outside the college gate for an hour or so. The event started with the lighting of the diyas, followed by graceful dance performances and concluded with the energetic DJ. The entire event ended at 9:30 PM. This event was organized by the Cultural Club of XIME, Chennai.



## CLUB ACTIVITIES, XIME CHENNAI

### Tussle

On November 5, 2022, XIME Chennai's Analytics Club X-Rational conducted an event named "Tussle," where students were divided into 4 teams (blue, red, green, and yellow), with each team having 12 members. They were asked to play an online Ludo game. The moderator asks the members of a team to roll the dice. Once they received a 6, the moderators provided them with the words related to analytics, and a member of the team was supposed to mouth the word to their respective team, and the others in the team were expected to guess the word and explain the word. The team guessing correct was awarded points. The concept behind the event was to make the students understand the subjective probability involved in Ludo. The main aim of this event was to create awareness among the students about the various libraries used in Python.



### Flash Fiction

On 14th September 2022, the "X-Opiniaters," i.e. the Debate Club of XIME Chennai organized an event called "FLASH FICTION". This event was aimed at enhancing the creativity of students. The batch was divided into 10 teams. 5 topics were given to the teams, and they were asked to choose one topic. The teams were instructed to present a Story and make a Poster on the topic they liked. They were given 30 minutes to come up with a story and a poster.



### Mind Your Business

On 15th October 2022, The Entrepreneur Club of XIME Chennai, Enterprenow conducted the event 'MIND YOUR BUSINESS' from 2pm to 4pm. It was the second event to be conducted by the junior core members of Enterprenow Club in the academic year 2022-23.



The Enterprenow Club gave the students a chance to experience the challenges faced by entrepreneurs. This event will trigger the students' minds to think about the penetration of startups into the corporate world. The students were divided into 8 teams with 5 members in a team and they were provided with chart and sketch pens. They were asked to create a business plan and sketch it out in the chart.



The event was informative because everyone got an idea of how to plan a business and it was engaging as everyone had to work with their teammates with the given resources to present their ideas.

## Interactive Session

On 28th October 2022, the Entrepreneur Club (EntrepreNow) conducted the first interactive speaker session for the academic year 2022 – 2023 with the Co-founder and Chief Operations Officer of Chai Kings, Mr. Balaji Sadagopan. Chai Kings is a franchise tea outlet located in 4 cities i.e., Bangalore, Chennai, Hyderabad, and Coimbatore.

The session commenced with Mr. Balaji talking about his life before Chai Kings and how he felt working in the IT sector and how constrained it was, and then he went on to illustrate the journey of the Chai Kings alongside his partner/friend. He explained how his business was affected during the covid times.

He then proceeded to talk about his personal life and how it was affected by his decision of leaving his well-paid IT job with the mind-set of becoming an entrepreneur. He concluded the session by giving advice and tips to all future entrepreneurs on how to tackle the failures and successes in the journey of starting their start-ups. There was an interactive and lively Q & A session, which lasted for 45 minutes.



## Guest Speaker

The Hrhythm Club organized an inspiring and lively session "Are you ready for the turbulent world?"

Guest speaker for the day was Mr Joshy Thomas, Asst. General Manager, HRD at Hyundai Motor India. An inspirational journey of how a company with a loss of 70 million went ahead with earning trust, establishing reputation and ranking 3rd in Global Vehicle sales. He explained that an organization could only move toward success if it emphasizes the importance of value, passion, integrity, ethics & honesty. He linked vision towards one's purpose and passion in life. He also mentioned about the skill required for future and 10-20-70 rule of leadership.



## Paisha Vasool

The event centered on the negotiation skills and the basics of Human Resources. It also overviewed critical outlooks of managerial roles and balancing work and negotiation. The event began with teams playing a cup-based game to get the maximum amount. With the earned amounts, two teams had to negotiate with each other to get the complete puzzle. The event helped the teams coordinate as one and further, the puzzle was decoded. Toward the end, students were briefed about common HR terminologies in corporate.



### Word Slam

FINNACLE, the Finance Club of XIME Chennai, conducted an event named 'BREAKING BID' on 12th October, 2022. It involves the theory of real-time IPL auction.

Students were divided into 10 groups of three each. All prominent IPL player names were mentioned in the bidding list along with the base points and respective price. The groups had to choose an IPL team name through a lottery system – such as Delhi Capitals, Royal Challengers, Rajasthan Royals, and Mumbai Indians.

In the bidding process, only 2 teams could participate at a time and raise their amounts for each player that was displayed on the screen. The Royal Challengers team won the event. The event created awareness among students on judiciously investing in assets.



### La Rappot

FINNACLE Club of XIME Chennai conducted "LA RAPPOT" on 21st September 2022 in the seminar hall. This fun event was aimed at the conceptual and interpretation skills of students.

Students were divided into groups of 4 and each group was guided by a volunteer. Different combinations of pictures based on Accounting and Finance terminologies were shown to groups and they were instructed to correlate and write down the terminologies shown in the slide.



### X-Cause

On 14th October 2022, the X-Marketeers conducted an innovative social event, X-Cause. The event is intended to help students learn about cause marketing, why and how big brands connect themselves to a social cause.

The batch was divided into 6 teams of 8-10 members and each team were allotted a brand by chit picking method. The teams had to create a marketing campaign on the brand which was assigned to them, strictly tied to a social cause and they were asked to make creative presentations on the same.



### Pitch Perfect

The primary goal of the event was to provide the students with an understanding of how a sales pitch functions in a corporate setting. Each team received a random age group (teens, adults, seniors) and a product. The teams selected two spokespersons who were asked to promote their products to various age groups. The team with the highest number of votes from convinced members in that particular age group was deemed the winner.



### XSeed Club

On November 4, the members of the XSeed Club taught kids of Mar Thoma Public High School, Sriperumbudur the basic etiquette, how to introduce themselves, how to pronounce the names of the animals and birds, number names and parts of the body.

A heartfelt thanks to the XIME and Mar Thoma School for allowing the Club to conduct the events at the school and helping the Club members understand the importance of working for society's betterment



### MDP / OBP Conducted at XIME Chennai

#### Date

#### Programs Conducted

2/09/22	Workplace Curiosity
5/09/22	Assertive Communication
6/09/22r	Minds in Unison & Purposeful Communication
7/09/22	Problem Solving and Decision making
10/09/22	Leadership Skills & Understanding Self
13/09/22	Creativity & Innovation
14t/09/22	Design Thinking
15/09/22	Team Building & Interpersonal Skills
15/09/22	Customer Focus
17/09/22	Time Management
19/09/22	Wellness and Executive Performance
20/09/22	Cycle Time and TQM
21/09/22	Cost Reduction Techniques
21/09/22	Time Management and Art of Negotiation
22/09/22	Network Skilling and Creativity
24/09/22	Managing People, Team Work & Delegation
1/10/22	Business Etiquettes
8/10/22	Goal Setting
10/10/22	Design Thinking
12/10/22	Work Place Curiosity
15/10/22	Improving Communication – I
18/10/22	Minds in Unison & Purposeful Communication
20/10/22	Creativity & Innovation
24/10/22	Improving Communication – II
29/10/22	Impactful Presentation
5/11/22	Advanced Excel-I
12/11/22	Advanced Excel-II
19/11/22	Impactful Dashboard-I
26/11/22	Leadership Assessment
3/12/22	Customer Orientation
17/12/22	Customer Relationship
24/12/22	Measuring Customer Satisfaction



## MARIA PHILIP DEBATE FUTURE LEADERS DEBATE 2022 - PRELIMS

The Maria Philip Future Leaders Debate 2022 prelims were conducted successfully with participation from the best colleges in Kerala. The zonal competition was held in 10 zones from October 29 to December 5, 2022. 69 Teams participated in the competition. The topic of the debate was "The Future of Democracy is Bleak in an era of Weakening Institutions and Rising Authoritarianism". The participants were judged based on their presentation skills, oratory skills, depth of ideas and time management. The faculty coordinators were Dr. Feba Thomas and Dr. Smitha Jose Panackal supported by Ms. Geethika Thomas, Ms. Dimmy Gonsalves, Ms. Lincy P.T, Dr. Elizabeth, Mr. Sony Varghese & Mr. Jomy Lawrance, Mr. Dominic J Mechery and Dr. Pauls Davis. The winning team from each of the zones will be competing in the state finals on December 10, 2022 at XIME Kochi campus.



## MDP / OBP CONDUCTED AT XIME KOCHI

### OBP for Executives of Saint Gobain

XIME Kochi conducted a 6 day OBP titled GROW –Get Ready for Opportunities at Work, for the Executives of Saint-Gobain (SEPR India) on October 20 and 21 , November 4, 5, 11 and 12, 2022. 26 Executives from various functions of SEPR, Palakkad and Perundurai plant attended the OBP. The program was inaugurated by the Director of XIME Kochi, Dr.T.V.Francy.

Topics such as Emotional Intelligence, Team work, Time Management and Goal Setting, Presentation Skills, Conflict Management, Innovation and Creativity were discussed through an engaging andragogy, where learning was fun. The OBP received an excellent feedback from the participants.

The program was designed, curated and co-ordinated by Dr. Ranjana Varghese.

### NIPM STUNA'22 Students National Conference

Xavier Institute of Management and Entrepreneurship sponsored a 2-day HR conference on November 25–26, 2022 at Leads college, Palakkad by the National Institute of Personnel Management (NIPM) titled STUNA, 2022. The conference was attended by delegates from various arenas and students from different business schools across the country. 10 students from XIME Kochi participated in the conference. The conference included enlightening sessions by experts, on relevant topics, cultural programmes and quizzes. Dheeraj Patel, Batch 9, XIME Kochi won first prize in the quiz competition.

Professor J Philip, Principal founder, XIME took a session titled "HR has to be agile" Prof. Philip spoke on why one should take up HR as a profession, to HR trends and the future of HR.

### Session by Anil J. Philip, President XIME

Students of Batch 10 of XIME Kochi were given the opportunity to attend a special session by Mr. Anil J. Philip, President, XIME Society on November 18, 2022. Mr. Anil conducted a crash course on pricing and encapsulated how the key to successful sales should be one's pricing strategy. He then moved on to a case study discussion related to the same topic. The batch presented their inputs and went out with a broadened understanding of the How's and Why's of pricing.



### Session by Ms. Meret Philip

As the placement season approached, XIME Kochi witnessed an enthralling session on "Interviewing for Success" by Ms. Meret Philip on October 21, 2022. She gave some concrete recommendations to both Batch 9 and Batch 10 students on how to prepare for an interview, highlighting the essential elements of an interviewee. She spoke about the importance of having the right mindset and the value of credibility, which comes with the proper knowledge. She also stressed on the significance of building a good rapport with the interviewer and showing behavioural competency which would benefit one to stand out in a crowd. She even put it in live action through a mock interview session for the students of Batch 9.



### Training Sessions for Students

Dr. Manoj Varghese, MD at Tonik Financials India Pvt Ltd. and former Google HR Director for Japan and Asia Pacific (JAPAC), ex-Meta (Facebook) Director of User Operations and former Director of XIME Kochi took a session for the students of batch 9 on November 26, 2022 focussing mainly on how to tackle HR interviews. Amidst this placement season, the students had a lot to glean from his expertise on how to handle the questions and how to strengthen their responses.



Mr. Vishnu Lona Jacob led a thrilling training session for students of batch 10 on how to improve oneself while pursuing a PGDM degree at XIME to kick off term 2 on October 6, 2022. The students learned the benefits of being enthusiastic, resourceful, and understanding the value of money through this engaging session. They also learned the importance of networking and the secret to staying motivated despite various challenges.

## CHRISTMAS CELEBRATIONS AT XIME KOCHI

XIME Kochi celebrated Christmas on 15th December, 2022 at the Central Lawn. Then XIME Kochi Chairman, Amb. C.P. Ravindranathan delivered the Christmas message. This was followed by an address by Director, Dr. T.V. Francy. The students of Batch 10 put together a skit representing the birth of Jesus Christ.

Teachers participated in a game called Santa Limbo. Dr. Joshin and Ms. Dimmy were the winners.

The choir sang traditional Christmas Carols. Santa Clause greeted students and faculty members. Another game was organized for the teachers, called Christmas Pictionary. Thereafter students performed a dance. All present were invited to visit the food and game stalls put together by team MadX.



# STUDENT CLUB ACTIVITIES XIME KOCHI

## International Men's Day

On the occasion of men's day, November 19, 2022, HRuday club conducted an event on November 24, 2022. Three rounds of qualifying games were decided for the final winner of the event. The first game was lava walk, where the participants were divided into groups of 6 and were given cardboard pieces and had to walk in a straight line while stepping on the cardboard squares and reach from one end to the other. Four teams were selected for the second round. The second game was the paper ball in the basket, where two participants from each group were chosen and then asked to bounce the paper ball using two cardboard pieces into the basket. The third and final round was saree draping where a girl and a boy were selected from the last two teams and the boys had to drape a saree as per verbal instructions from the girls. The winners were Johaan Thomas, Toshi Rane, Justin Kho, Anurag Vats, Srika Krishnamurthy and Hannah Stany.



## Back to Basics

The Back-to-Basics quiz was held on October 29, 2022, for the students of Batch 9 with the objective to revise the HR concepts. The winner of the quiz was Mr. Dheeraj Patel of Batch 9.

## MADX

Diwali celebration: XIME Kochi celebrated Diwali, coordinated by the MadX club on October 24, 2022. The campus was decorated beautifully with lights, rangoli and diyas. The celebrations started off with some fun games. Two junior batch students were called in random and given a task to perform on stage. Ms. Pragya, Ms. Priyanka and Mr. Shreyas presented a group song followed by solo performances by Ms. Rishitha and Mr. Shreyas of batch 9. The students also participated in activities such as musical chairs and fun dare games. Students also got to burst crackers. Celebrations ended with a DJ night where students danced to their heart's content.



## MARKXIME

### Brand Crusader

This was a three-round event conducted on November 2, 2022. Students of Batch 10 were split into groups of 6. The team leaders were given a brand's tagline and had to draw out the words and make their teammates guess the answer. Ron Varghese was the winner.



## XOPS

**Try Your Luck:** An enjoyable activity where students from batch 10 played three rounds of the game and a flash typing game to try their luck. Participants were grouped into eight teams and four teams advanced to the final round. The winners were Shivang Gwari, Mallar Chatterjee, Priyanka Ghosh, Rohit John and Liya Paul.

**Speaker Series:** A very informative session on the scope and trends in Business Analytics by Mr. Nikhil John, an alumnus of XIME Kochi (former assistant manager- ZEE Entertainment), currently doing his Master's in Business Analytics at BI Norwegian Business school, was held on November 23, 2022.

**Crack the Code:** A team-based event held on October 10, 2022 for batch 10 students. The participants were divided into 10 groups and each cluster was assigned to a club member. The game involved solving puzzles by finding locations and deciphering codes. The winners were Rizwan Mammon, Monika Saini, Rashi Kumawat, Akshansh Poonia, Kajal Singh, Purusharth, Hannah Stany, Arjun Singh and Ron Varghese.

This event was also conducted for the guests from Saint- Gobain SEPR India on October 20, 2022.

## FINITIATIVE

**Match Snatch Catch:** An event designed to enhance the financial knowledge of the students. The event was divided into three rounds viz; puzzle solving (puzzles related to brand names), 'snatch the cup' that showcased their teamwork and the last round was a treasure hunt of share prizes of different brands. The winners were Nazarene Simon, Arti Jaiswal, Allen Majo Ambooken, Arjun Sharma, Shivang Gwari and Pratik Shaw.

## XSEED

**Combating Antimicrobial Resistance Awareness Session:** An awareness session by Mr. Thomas Joseph, Head, Antimicrobial Stewardship and Awareness in the Antimicrobial Resistance Division of the World Health Organization (WHO) was held on November 21, 2022. Mr. Thomas addressed the students about the problem of sanitation and antimicrobial stewardship in colleges.

**Recyclables:** An initiative taken up by the XIME Kochi campus for proper waste disposal in collaboration with AAKRI, a start-up aimed at addressing the issue of waste in and around Kerala.



**Blood Cancer and Stem Cell Donation Awareness Session:** An awareness session was held on October 8, 2022 in association with DKMS-BMST, an International NGO and a Stem Cell registry for Batch 10 students. The session dealt with the importance of early detection and improved health-seeking behaviours of blood cancer and stem cell donation.

### INSPIRA

Dec 5, 2022- Session by Dr. K Jayakumar IAS (Retd.), Director of Institute of Management in Government- Kerala on "Environment and the politics of development": Dr. Jayakumar spoke on the importance of sustainable development and also shared instances related to the topic during his tenure as a public servant.

November 21 & 22, 2022 – Session by Prof. Balaram Swamy J, Former Professor of the Asian School of Management, Orissa on "Supply Chain Management": Prof. Balaram spoke about how operations add value to business and gave insights on how an experienced professional would approach a situation related to supply chain.

November 8, 2022 – Session by S.S. Jayasankar, Founder, Oorja-a social enterprise on "Social Entrepreneurship-Is that a Blue Ocean?": Mr. Jayashankar stressed on how the Blue Ocean Strategy is superior to the Red Ocean Strategy. He stressed on the importance of "giving back" to everyone who is part of our story in bringing about change, and how all individuals have untapped potential.

October 26, 2022 – Session by Ms. Praba Joseph, Lead, Marcom Marketing Manager-KL, Bharti Airtel on "Creating Brands in today's new age marketing": Ms. Praba enlightened the students on how the marketing field can be made a career option and also shared her career journey.

October 12, 2022- Session by Dr. Mathew Joseph, Senior Consultant at Indian Council for Research on International Economic Relations (ICRIER) on "Capitalism and Social Justice": Dr. Mathew shared his expertise on the topic and suggested ways forward to sustain the economy.

September 14, 2022- Session by Mr. Johnson Mathew, CHRO, EVM Motors on "Business Excellence through HR": Mr. Johnson shared the HR mantra, art and science of HR management, way of organisation's success and many other ways to succeed in business through HR.



## INDUSTRIAL VISITS XIME KOCHI

Makers Village, KSUM: Batch 10 students visited Makers Village in Kerala Start-up Mission on October 20, 2022. Mr. Vineet Jacob, Programme Manager, Makers Village, briefed them about entrepreneurship development and incubation activities handled by Kerala Startup Mission. Mr. Vineet mentioned how these startups are working on a few products - EV and mobility, AI, Edutech, Biotech, green energy, agritech, social relevance, IOT and wearables.



Nitta Gelatin India Ltd: Batch 9 students, as part of their Compensation and Benefits management class, visited the Nitta Gelatin India Ltd., factory in Koratty. The factory's location in a garden was a very novel concept to all. The students got to learn how the factory manages their workforce and trade unions and the different quality management techniques that they use. They also got to know and experience cross-functional teams and small group activities.

## STUDENT ACHIEVEMENTS XIME KOCHI

Dheeraj Patel of batch 9 won first prize in the LEAD quiz competition held as part of a 2-day HR conference on November 25-26, 2022 at Leads college, Palakkad by NIPM.

Pushpendra Singh Raghuvanshi, Shivam Sharma, Sudipan Mallick and V Vishal Raju of batch 9 secured fourth position in the finale of Infosys Ingenious, an annual B School competition held on October 19, 2022. Out of the 12,000 teams registered, the team from XIME Kochi had featured among the top 13 teams for the finals.

Students from Batch 10 participated in various events of "Inflore 22", an International Management Fest conducted by Rajagiri Business School on October 14 & 15, 2022. Prizes won are as follows: First prize in Operations Game: Alan Jacob, Ron Varghese, Nandu Ramdas & Nazarene Simon; Best corporate walk (male category): James John; Ad making contest winner: Nithin Bathula; Third prize in the Finance game: Sai Prasanna, Chandan Kumar, Gaurika Sharma, Sagar Mittal

Ishita M, Sonika Rao, Toshi Rane and Rohit John Soreng of batch 10 bagged the first runner up position for the Marketing game in "Berchnova '22", a national management fest organized by St.Berchmans College on October 14, 2022.

## FACULTY ACHIEVEMENTS

Prof. A S Girish addressed the delegates at STUNA (Students National Conference) 2022 by NIPM held at Lead college, Palakkad on November 28, 2022.

Prof. A S Girish led a webinar conducted by NIPM on the topic "Moonlighting: A challenge for HR Managers" on November 11, 2022.

Dr.Ranjana Varghese was a panelist in the NIPM Kerala Chapter Inforpark Group Wednesday Club on the topic "Redefining Employee Engagement on 12 th October 2022 at XIME Kochi.

Dr. Ranjana was a judge for DAKSH, the Best Manager Competition of the management Fest conducted by De Paul Institute of Science and Technology on 24 th November 2022.

Dr. Ranjana Varghese published an article in Deepika Newspaper All Kerala editions on 28 th November 2022 on the topic "Workplaces Post Covid", in local vernacular.

## UPCOMING EVENTS

1. Maria Philip Future Leaders Debate – Chennai – 11 Jan. 23
2. Maria Philip Future Leaders Debate – Madurai – 11 Jan. 23
3. Republic Day Celebrations – 26 Jan. 23
4. Maria Philip Future Leaders Debate – South – 21 Jan. 23
5. XIMERA – 10–11 Mar. 23
6. Founder's Day – 8 Apr. 23



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**If undelivered please return to:**

**Xavier Institute of Management & Entrepreneurship**

Electronics City, Phase II, Hosur Road, Bangalore - 560100

Tel: (080) 28528597/8598

Email: [xime@xime.org](mailto:xime@xime.org)

Website: [www.xime.org](http://www.xime.org)

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