

# XIME News

## IN THIS ISSUE

- PROF. J PHILIP - 50 YEARS OF PROFESSIONAL EXCELLENCE 1
- LEADERSHIP DEVELOPMENT PROGRAMME 6
- MDP AT XIME CAMPUS 6
- ORGANIZATION BASED PROGRAMMES 7
- THE FOURTEENTH CONVOCATION 8
- XIME WELCOMES BATCH 16 9
- FAREWELL TO PROF. SHASTRY 9
- INAUGURATION OF NEW ACADEMIC YEAR 10
- EIGHTH EDP 10
- STUDENT CLUBS 11
- INTERNATIONAL STUDENTS AT XIME 14
- SPEAKERS ON CAMPUS 15
- AICTE INCREASES PGDM INTAKE 15
- BOOK RELEASE: MANAGING MANAGEMENT SCHOOLS - A LEADERSHIP PERSPECTIVE 16

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## PROF. J. PHILIP - 50 YEARS OF PROFESSIONAL EXCELLENCE



July 3, 2010 marked the golden jubilee of the professional life of one of the greatest stalwarts in the area of Business Management, **Prof. Joe Philip**. It was celebrated with great fan-fare at the St. Johns Medical College Auditorium, Bangalore. The event was attended by a number of dignitaries including academicians, corporate icons and the relatives and friends of Prof. Philip.



Mr. Oscar Fernandes

**Mr. Oscar Fernandes, M.P., former Union Minister for Labour and Employment was the Chief Guest for the day.** Terming Prof. Philip as the Dronacharya in Business Management, Mr. Fernandes spoke about the long association he had with Prof. Philip. He recollected the time when he inaugurated XIME and congratulated Prof. Philip on his success in making XIME one among the reputed B-schools in the country.

He also spoke on the admirable qualities of Prof. Philip and said that his brand was his smile - a smile that never ends. Mr. Fernandes honoured Prof. Philip with a Special Jubilee Plaque.

**Dr. Abid Hussain, Former Chairman IIM-Bangalore & Former Member, Planning Commission** narrated how Prof. Philip had joined IIM-B in very difficult times. In spite of all difficulties he handled the situation in a very courageous manner and brought about the desired change in the institution. He also acknowledged his contribution to the field of business administration, managerial administration and in building a class of people who would become the pride of India.



Dr. Abid Hussain



Mr. K. C. Mohan

**Mr. K. C. Mohan, Chairman XIME and Former Chairman, MECON** inaugurated the session. Narrating the journey of Prof. Philip's career, he described the establishment and success of XIME as the biggest achievement in the professional career of Prof. Philip.

**Fr. E. Abraham S.J., Director XLRI, Jamshedpur**, described Prof. Philip as a great teacher, manager, administrator, entrepreneur and a great human being who made a big difference to the lives of so many people and to many institutions. An outstanding student, a forceful presenter, an immensely popular teacher and a thoroughly professional administrator, Prof. Philip has not just been excellent in whatever he did but has created an unforgettable impression on whatever he pursued.



Fr. E. Abraham S.J.



Prof. R. Natarajan

**Prof. R. Natarajan, Former Chairman, AICTE**, spoke of some of the exemplary qualities of Prof. Philip. He described him as an extremely trustworthy friend, a person with strong convictions who always speaks his mind, a keen strategist and a law abiding citizen. He wished Prof. Philip many more years of valuable service to management education.

**Prof. P.G. Apte, Former Director, IIM-Bangalore**, described how Prof. Philip has successfully performed a number of different and distinctly demanding roles viz. a teacher, an educationist, a leader, a manager and an entrepreneur. He said Prof. Philip showed his tremendous managerial skill, knowledge and conceptual understanding in handling the industrial relations crisis at IIM-Bangalore and the way he inspired and motivated his colleagues and faculty members there, .



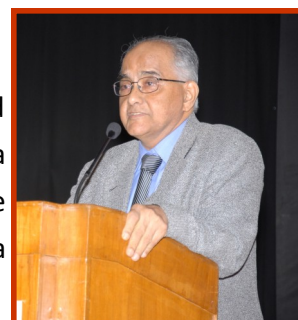
Prof. P. G. Apte



Prof. G. R. Kulkarni

**Prof. G.R. Kulkarni, Former Dean, IIM- Ahmedabad**, who is also a close friend of Prof. Philip described him as a highly disciplined and fully committed person, a dreamer and a person who dedicates a lot of time and effort to implement his dreams. With great appreciation he spoke of the fact that even after fifty years of dedicated service Prof. Philip was working towards, what may be described, as his "mission in life" i.e. to bring management knowledge and entrepreneurship within the reach of a very wide cross-section of people. He said that the seeds that he has sown would grow into respected institutions as the years go by and India would be proud of these institutions.

**Prof. S. L. Rao, Former Chairman, ISEC & Founder Trustee , BIC, Bangalore** talked about some of the personal qualities of Prof. Philip and described him as a dreamer, a visionary and a person who spent a great deal of time in the implementation of his dreams. Setting up of AIMS, AMDISA, and XIME are a testimonies to his enterprising spirit.



Prof. S. L. Rao



Mr. Benoy Jacob

**Mr. Benoy Jacob, Chairman, Triune & Former GM, Oberoi Hotel, New Delhi,** congratulated Prof. Philip for the establishment and consequent success of XIME, an institution that has set new standards of management and entrepreneurship. He acknowledged the integrity, the honesty, the principles, the hard work and the mission of greater good with which the institute was created. He also described how Prof. Philip, during his tenure as the Senior Vice President, HR, at the Oberoi developed a performance based culture in the company, put in place a reward and recognition scheme that greatly benefitted the employees who could now see the fruits of hard work and got inspired to reach out for excellence.



Dr. Uddesh Kohli

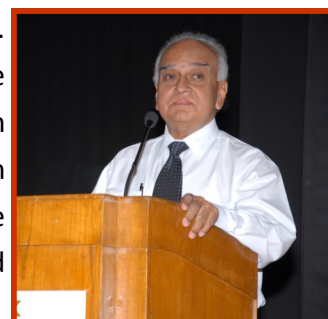
**Dr. Uddesh Kohli, President Emeritus, ISTD and Former President AIMA,** recalled Prof. Philip's contribution to ISTD where he organised various events and programs.



Dr. Shefali Gautam

**Dr. Shefali Gautam, President AIMS,** described Prof. Philip's role in the creation and development of AIMS. She said it is because of his efforts that AIMS, today is a vibrant organisation known globally. She also described his efforts in trying to ensure that the national level entrance test of ATMA is recognised by the AICTE.

**Mr. B. K. K. Vanavarayar, Chairman, Sri Shakti Textiles** began his address by saluting Mrs. J. Philip for her pivotal support to Prof. J. Philip, without which he couldn't have become what he is today. Paying rich tribute to Prof. J. Philip and terming him as an institution builder, Mr. Vanavarayar, said that Prof. Philip has been a source of inspiration to all. He went on to add that Prof. Philip is a dreamer and a doer and that three qualities that he greatly admired in him were his clarity of thought, courage and commitment. He conveyed his best wishes to Prof. Philip to pursue his career with vitality and vigour.



Mr. B. K. K. Vanavarayar



Dr. J. Alexander

**Dr. J. Alexander - Former Chief Secretary, Govt. of Karnataka and Advisor, Center for Leadership Development, XIME** claiming himself to be an unashamed admirer of Prof. Philip, recalled the agony and ecstasy of the journey that Prof. Philip has undergone in his career. Terming Prof. Philip as a bundle of dreams, he praised him for his love for the profession and passion for being a teacher.

He attributed the vibrant smile on Prof. Philip's face to the happiness he gets on hearing about the success stories of his students. Dr. Alexander felt that Prof. Philip still has some undisclosed dream that is yet to be fulfilled and that no matter what, all the students of XIME and all his students, past and present, are part of his symphony.



**S. J. Amalan - Chairman, ISTD, Bangalore Chapter** felicitated Prof. Philip with a plaque, garland and a turban which was presented to him by Mr. Oscar Fernandes on behalf of all the ISTD members. All the members gathered on the stage to honour Prof. Philip and gave him a standing ovation. Mr. S. J. Amalan urged Prof. Philip and all the dignitaries present on the dais to play a leading role in developing a business model for creating, managing and developing 500 million skilled workers in the next twelve years to meet the requirements in our country.



Mr. S. J. Amalan



Prof. Vinod Tewari handing over the memento to Mr. K. C. Mohan, Chairman, XIME

**Prof. Vinod Tewari, Chair Professor for NCR Studies TERI University, New Delhi and Former Professor and Dean, IIM-Bangalore** handed over mementos to all the guests on the dais and thanked them for their participation at the function. He was the Dean at IIM-Bangalore when Prof. Philip was its Director.

**Prof. Mathew J. Manimala, Professor of Organizational Behaviour, IIM-Bangalore and Editor of South Asian Journal of Management** said that it was an honour to have been the editor (alongside Prof. Vinod Tewari) of the festschrift 'Managing Management Schools - A Leadership Perspective' brought out in honour of Prof. Philip by his associates, admirers and well-wishers. While there are debates about the extent to which an influential individual's (especially a founder's) ideologies and capabilities can be characteristic of an institution, it is eminently true of Prof. Philip and the institutions he has been associated with.



Prof. Mathew J. Manimala



Ms. Liza Jacob

**Ms. Liza Jacob, XIME Alumni President and XIME Alumna 1997**, in recollecting her association with XIME, which began 15 years ago as a student, said that what Prof. Philip taught her in class were principles he believed in and lived by. She presented Prof. Philip with a memento on behalf of the alumni of XIME.

Speaking about one's father is always a proud moment and at the same time there is an emotional touch as well. **Mr. Anil Philip, VP, IBM and Board member, XIME** found himself in that situation. He began his address with a fond recollection of his grandmother's dream to see Prof. Philip study in a prestigious institution and went on to recollect the journey Prof. Philip began as a youngster in pursuing this dream with passion and determination.



Mr. Anil Philip

He cited few incidents to illustrate the lasting impression Prof. Philip has left on many people and the high regard they have for him as a captain, legend and an institution builder. Narrating his late sister, Maria's conversation with Prof. Philip which led to the establishment of XIME, he said that all members of his family were proud of what Prof. Philip has achieved. He expressed his gratitude to his dad, Prof. Philip for nurturing them as a loving and caring father.



Prof. J. Philip

**Prof. Philip** thanked everyone at the function for their efforts to make the celebration a grand success. Reflecting on his 50 years in this profession, he thanked everyone who has been by his side during this period.

He also thanked the chief guest, Mr. Oscar Fernandes and Dr. Abid Hussain, both of whom share a close association with Prof. Philip for several years.

He thanked members of his family and all his students. He remembered his late daughter, Maria who has been a great source of inspiration in conceptualizing and building XIME.

**Cultural show:** The felicitation function was followed by an enthralling cultural show by the students of XIME that consisted of dance and musical performances. The function concluded with dinner.



The programme was invoked with a Bharatnatyam Performance



Charumathi, XIME student playing the violin



An ode to Prof. Philip presented in the form of an Urdu poem



Mr. Oscar Fernandes presented a surprise musical performance



Bhangra Performance



XIME choir



## LEADERSHIP DEVELOPMENT PROGRAMME



The participants and facilitators at the Leadership Development Programme

The four-day Leadership Development Programme jointly organized by the Centre for Leadership Development, XIME and Initiatives of Change was formally inaugurated on April 27, 2010 by **Dr. M. I. Savadatti, Vice Chairman, Karnataka State Higher Education Council.**

The programme focused on Public Systems, Social Service Organizations and NGOs while exploring leadership in the context of rapid changes in an increasingly complex environment. Mr. Sarosh J. Ghandy, Chairman, Board of Governors, XIME,

Prof. J. Philip, President, XIME, Dr. J. Alexander, Hon. Professor XIME & Former Chief Secretary, Government of Karnataka, Lt. Gen. Arjun Ray, CEO - Indus International School, Prof. Mathew J. Manimala, Professor IIM-Bangalore, Dr. R. Natarajan, Former Director, IIT-Madras & Former Chairman, AICTE, Mr. George Selvam, Management Consultant and Prof. S. D. Tyagaraj, Dean, XIME led the discussion in the unique context of leadership in public service. The key aspects covered in the programme were understanding the essentials of leadership, building public service leadership capability, situational and transformational leadership, decision making under uncertainty and developing negotiation skills.

The Centre for Leadership Development was inaugurated by **Honorable Shri Hans Raj Bhardwaj, Governor of Karnataka.**

## MDP AT XIME CAMPUS



MDP session in progress

XIME organized a two-day Faculty Development Programme in its campus on May 21 and 22, 2010. The programme was inaugurated by Prof. J. Philip, President, XIME and the key note address was delivered by **Mr. K. G. Mohan Kumar, Senior Vice President & Director, Toyota Kirloskar Auto Parts Pvt. Ltd.**

Mr. Janakiram, Former General Manager (Lean), HAL, Ms. Sridevi S, Six Sigma Business Unit Head, HCL

Technologies, Prof. T. S. Nagabhushana, Former Professor IIM-Bangalore, Mr. Ashish Kumar, Delivery Manager, Infosys Technologies, Prof. Ashwath Shastry, Associate Professor, XIME and Prof. Santosh Kumar, Associate Professor, XIME led the sessions in the training programme. The prime objective of the programme was to provide an insight into Lean Management Principles and its applications in various industries. The programme aimed at providing new perspectives and opportunities for more effective implementation of Lean practices. 30 participants from various industries and educational institutions attended the programme and were awarded certificates.



Mr. K. G. Mohan Kumar

## ORGANIZATION BASED PROGRAMMES (OBPs)

XIME is actively engaged in offering consultation to organizations and in conducting Organization Based Training Programmes (OBPs). One such programme titled, 'MDP for New Entrants' was conducted for **Tamil Nadu Newsprint and Papers Limited (TNPL), Karur** on April 16 and 17, 2010. This programme was conducted by Prof. S. D. Tyagaraj, Dean, XIME, which was attended by 21 management trainees. The programme imparted necessary managerial skills to frontline executives.

XIME conducted a three-day programme on Team Building for Executives of **TVS Novotema, Madurai** during April 10, 11 and 18, 2010. All key managers of the company including their Business Head attended the programme, conducted by Prof. S.D. Tyagaraj, Dean, XIME. The participants were given inputs on working in teams, goal setting and planning. At the end of the programme, each of the 21 participants had their individual action plan for their role in accomplishing the company's business plan for 2010-11.

Encouraged by the success of the Novotema programme, **Firestone TVS, Madurai** requested XIME to conduct a similar programme for its top team. This programme was conducted during July 9, 10 and 17, 2010 and was attended by 19 managers of Firestone TVS including their Business Head. The participants were involved in developing individual and group action plans for realizing their business plan for 2010-11.

A two-day workshop on 'Leading and Managing Work Teams' was organized at **Saipem Triune Ltd., New Delhi** during April 30 and May 1, 2010. The programme was led by Prof. J. Philip, President, XIME and was attended by 21 top executives of the company including their CMD and Executive Director. The participants had inputs on a variety of themes relating to leading and managing. Prof. S.D.Tyagaraj, Dean, XIME was the chief facilitator for the programme.

Prof. S.D. Tyagaraj, Dean, XIME conducted a one-day programme on 'Productivity Improvement' for middle level managers at **KIOCL, Mangalore** on May 18, 2010. This programme was directed at managers of the works departments. The participants had an exposure to productivity tools in the manufacturing context.



Participants at the Leadership Programme

A three-day programme on 'Action Centred Leadership' was conducted at Hotel Savera, Chennai for **UCAL Fuel Systems Ltd., Chennai** from July 23 to 25, 2010. Prof. S.D. Tyagaraj, Dean, XIME, who is an accredited ACL-tutor, was the resource person for the programme. It was attended by 30 top executives of the company. In this programme aimed to equip

managers with hands-on leadership skills, he introduced the participants to practical implications of Action Centred Leadership and Situational Leadership.

## THE FOURTEENTH CONVOCATION



Vivek Bothra



Mr. K.C. Mohan, incoming Chairman, XIME presenting the plaque of appreciation to Mr. Sarosh Ghnady, outgoing Chairman, XIME



Shalom Thomas



Eeshani Nautiyal



Nivethetha Ramachandran

The 14th Convocation was held on May 8, 2010 in the XIME auditorium. **Mr. Sarosh J. Ghandy, Chairman, XIME** presided over the ceremony. **Mr. Bhaskar Bhat, M.D., Titan Industries** delivered the commencement address and gave away the diplomas to 149 graduates who completed their respective courses this year.

The most coveted, 'Best Outgoing Student' Award went to Ms. Shalom Mary Thomas, while the top academic position was bagged by Mr. Vivek Bothra. 25 graduates of the 1st Batch of the 15-month Executive PGDM programme also received their Diplomas. The top honours went to Mr. K.S. Chauhan, a SAIL- sponsored candidate in the 15-month Executive PGDM programme. The XIME President's Roll of Honour for Outstanding Academic Achievement Award was presented to Ms. Nivethetha Ramachandran (2nd Position) and Ms. Ekta C Sanghvi (3rd Position). A special prize for 100% attendance throughout the two years was awarded to Ms. Eeshani Nautiyal.

All the students of this batch have been placed with an average salary of Rs.5.33 lakhs. Ms. Neha Agarwal was offered the highest salary of Rs.18 lakhs and she will be joining the prestigious 'International Graduates Programme' of Thomson Reuters India Pvt. Ltd.

The Chief Guest, **Mr. Bhaskar Bhat** delivered the Convocation address. He spoke on the need to continue with the values of business ethics and integrity inculcated by XIME and urged the graduates to stand by these values in thought, word and deed. He also advised the outgoing students that for managers today, it is important not only to focus on results, but also on the consequences of their actions.

**Mr. Sarosh J. Ghandy, outgoing Chairman, XIME** in his remarks, stressed that management education should be accessible to everyone and not only to the elite. In appreciation of his services to XIME, a special plaque was presented to Mr. Ghandy. **Mr. K. C. Mohan, former Chairman MECON**, took over as Chairman.



## XIME WELCOMES BATCH 16

The new academic year at XIME commenced on June 22, 2010 with the 120 young and dynamic students of the 16th Batch of the regular PGDM programme. The batch started their journey at XIME with a week-long orientation programme which included interactive sessions with the faculty and senior students.

**Mr. Anil. J. Philip, Vice President, IBM and Board Member, XIME** inaugurated the programme. In his address he emphasised on seven important things in life such as wealth creation, health, family, friends and social bonding, actualisation of potential, making an impact and being adventurous.

The students were also enlightened by a few alumni of XIME who spoke about the core values and life at XIME. **Mr. Sailesh Menezes, Senior Manager, HR, Wipro Technologies** and **Mr. Burzeen Vakil, Manager, IBM India Pvt. Ltd.** highlighted the importance of management education. The speech by **Ms. Shalom Mary Thomas**, an alumna from the last graduating batch and now Analyst- HR Operations COE at Mphasis captivated the students by sharing her experiences at XIME and her new role as an HR manager.

Apart from sessions led by professors at XIME there were also sessions by eminent speakers like **Mr. Selvam George, Chairman, 5E Serpraise, Bangalore** and **Mr. Sebi Chacko, Director – HR, Thomson Reuters**. While Mr. George spoke on the transformation from a B-school to a management career, Mr. Chacko spoke about management education through the eyes of an HR Director. The senior faculty at XIME shared their views on varied subjects like expectations from the industry, a manager's role in the globalized world, importance of soft skills and business etiquette. There was also a valediction by Mr. Anil Philip who conducted management games and led the discussions for the newly joined students.

The students with an engineering background outnumbered the students from other streams like arts, commerce and science, accounting for 62 percent of the total 120 students. The batch consists of students hailing from 19 states of India with 54 percent of the students having work experience.

## FAREWELL TO PROFESSOR SHASTRY

XIME bade a fond farewell to **Prof. Aswath Shastry** on June 30, 2010 who returned to Infosys at the end of his one-year sabbatical. Mr. Shastry, Vice President, Infosys, was a valuable member of the XIME family.

He was much loved by the students and his classes provided invaluable insights into the business world. His contributions to the efforts of the placement team are much appreciated and we thank him for spending his time with XIME.



Prof. J. Philip, Mrs. Shastry and Prof. A. S. Shastry

## INAUGURATION OF ACADEMIC YEAR 2010 - 11

The new academic year was inaugurated on July 28, 2010 through a joint session for Batch 15 (who returned from their two month long summer internship projects) and the new Batch 16. The chief guest for the session was **Mr. Madhukar Dev, Managing Director, Tata Elxsi Ltd.**



Mr. Madhukar Dev

Mr. Dev emphasized the need for cultivating and practicing discipline by emerging managers. He urged the students towards continuous growth and innovation in every facet of life. Giving examples from his own life, he advocated the need for managers to be flexible and open to learning from one's mistakes. Further, he said that humility to accept one's mistakes and the courage to step back from one's own decision without eroding on the commitment is the need of the hour.

## EIGHTH EDP



Participants and Facilitators at the Eighth EDP

XIME regularly conducts Entrepreneurship Development Programmes (EDPs) to guide aspiring entrepreneurs towards building successful businesses.

The Eighth Entrepreneurship Development Programme was conducted during July 5 - 31, 2010.

The programme was coordinated by Mr. M. Ramki Murugan, Asst. Professor, XIME and organized with the assistance of the **Department of Science and Technology, Government of India**, New Delhi.

The programme Inaugurated by **Mr. L. Krishnan, Managing Director, Taegutec India Pvt. Ltd.**, dealt with the research and planning that must be carried out before starting a new business venture and the various disciplinary functions that must be mastered by an entrepreneur. It also touched upon the mistakes made by entrepreneurs, the importance of soft skills and leadership skills and employee training and motivation which are necessary for the smooth functioning and growth of a business. The programme also enlightened the 14 participants on the right attitude and interpersonal skills required of budding entrepreneurs. The programme ended with a business plan contest.

## STUDENT CLUBS



One of the most awaited events at XIME, especially for the aspiring HR students, is the inauguration of the **HR Club - HRythm**, to mark the beginning of the HR activities in the academic year. It occurred on July 30, 2010, when **Mr. Allen Mathew, Vice President – Human Resources, Oracle (India)** graced the occasion as the chief guest.

The session began with a welcome address by Ms. Anuradha Mukherjee. Prof. J. Philip gave his insights on the importance of the club.

A. P. Satheesh Kumar, Student Head of the HR Club detailed the agenda of the HR club. Instead of a prepared speech, the Chief Guest, Mr. Mathew invited the audience for suggestions and questions to “kick start” the session. While answering some of the questions like who should choose HR, why women, what new challenges etc. , he said that contrary to the widely held notion, interpersonal skills or being a people’s person aren’t enough to be an HR professional. In his opinion, the HR function has evolved greatly over the years and now it is only the attitude that matters and not the gender, in order to be perennially aligned to the business and focussed towards the results.



Mr. Allen Mathew

He spoke about the contemporary industry trends, global standards, the importance of being globally adept and also the transition of HR with time. His message to the audience— the prospective industry professionals— was that while it is extremely important to be flexible and adaptable to changes, it is



A. P. Satheesh Kumar

nothing but a sheer folly to jump for the unknown by being unappreciative of “the bird in hand”. He also emphasised the importance and the potential of the HR club in the “branding” of HR, in bringing different perspectives from the to-be-invited industry speakers, in establishing interactions among like-minded people and through knowledge and experience sharing. The ceremony closed with the vote of thanks by Ms. Indira Chatterjee .

The **Operations Club - XOPS** inauguration was held on July 31, 2010 to mark the beginning its activities for the academic year 2010-11.

**Mr. S. R. Subramanian, CEO, L&T-Komatsu, India** was the chief guest. Accompanying him was **Mr. Suhas, Head of HR, IR and Administration, L&T-Komatsu, India**. The session commenced with the welcome address by Ms. Saranga Sharma, followed by greetings by the President .

Nirmal Kandth, the Student Head of the Operations Club enumerated the annual agenda for the club.







Mr. Subramanian

The speech by the Chief Guest, Mr. Subramanian contained many valuable lessons on unparalleled concepts of lean manufacturing and value stream engineering. He emphasised the importance of the manufacturing sector to achieve double digit economical growth for India for years to come. He cited examples from Japanese manufacturing methodologies and lifestyles; and underlined the paradigm shift required in the field of operational culture.

Mr. Subramanian guided the audience with the SMART solutions which companies can easily adopt in order to survive in today's highly competitive world. Not only technology but attitude and leadership styles need to be changed' and 'to trust and to work together as a single entity throughout the supply chain' were the main lessons of the session. The inaugural session closed with a vote of thanks.



Nirmal Kandth



The **Finance Club - Finitiative** was inaugurated on August 13, 2010 by **Mr. Sridharan Rangarajan, Business Controller, Timken India Ltd.** After the welcome address by Akriti Agarwal, our President, Prof. Joseph Philip welcomed the chief guest.

A very astute financial manager himself, the Chief Guest, Mr. Rangarajan gave a very inspiring and thought provoking start to Finitiative. He spoke of the influence of a finance managers even in the manufacturing and operations sector and how important it is for them to have an holistic business outlook .

He stressed on the ethical values one must cultivate even in adverse circumstances. Money, he said, is important but how one makes it is also as important. His words definitely set minds thinking about what a finance job in the corporate world entails.



Mr. Sridharan Rangarajan



Dileep M

Dileep M, Student Head of the Finance Club, listed the club's plans for the academic year. The quintessential programme of Finitiative - Prayaas - Mutual Fund and its activities were outlined. The agenda also included various other activities such as the stock trading competition, strategy games. The finance club has also come up with its own fortnightly newsletter named Finominics.

The inaugural session came to an end with a very lively question and answer session and the vote of thanks given by Sindhura Reddy .



The marketing club – Mark XIME was inaugurated on August 12, 2010 by Ms Susan Jain, VP, Marketing & Communications, IBM. She addressed the audience and gave a brief on the smarter planet initiative undertaken by IBM. She said that

the smarter planet initiative means that intelligence is being infused into the systems and processes that make the world work—into things no one would recognize as computers: cars, appliances, roadways, power grids, clothes, even natural systems such as agriculture and waterways. Apart from that she also shared some of her personal experiences including the time management aspect particularly in India. Prof. J Philip, President, XIME thanked Mrs. Jain and spoke about the importance of marketing club at XIME.



Ms Susan Jain



Khaleel Ulla Khan

Khaleel Ulla Khan, Student Leader of the Marketing Club, read out the annual agenda of the club. The club activities would include product designing and launching competitions, strategy games, etc. Industry experts would also be invited for talks and discussions on marketing during the year.

The inauguration marked a new beginning of fun and excitement along with learning for the marketing students at XIME.



XSEED, the social club of XIME was inaugurated on August 25, 2010 by **Mr. Sai Prakash, the Convenor for the CII CSR and Affirmative Action Panel** and he was accompanied by **Mr. Sebi Chacko, Director HR, Thompson Reuters India.**

In his address as Chief Guest, Mr. Prakash said that social work is not merely giving back to society, it has a deeper philosophical reasoning and that the feeling of being one with the disadvantaged members of society is above personal gratification. He emphasized that MBAs should leverage their networks and utilize their expertise for the cause of society. Gracing the occasion he encouraged and ignited a passion in the XSEED members to take XSEED to greater heights.



Mr. Sai Prakash



Mr. Sebi Chacko

XSEED stands for social empowerment, education and development and it plans to extend a wider reach in these areas during this academic year. XSEED has a gamut of activities planned this year, some of which include a day's workshop on personality development and games for the children of a nearby school, computer classes for the children, and a blood donation camp to be conducted in association with St. Johns Hospital, Bangalore.

## INTERNATIONAL STUDENTS AT XIME



The Italian team and XIME students at a cultural function

### MILANO BICOCCA UNIVERSITY, ITALY

A group of 26 students and five faculty members from Milano Bicocca University, Italy stayed in XIME, Bangalore from July 26 to August 6, 2010 as a part of the cultural exchange programme.

The Italian team were entertained by students of XIME with a cultural , representing the diversity in India which is reflected in the students hailing from almost all the states in India.

While at XIME they were exposed to topics related to India like Indian financial environment, Indian culture, Indian education sector, Entrepreneurship in India, business ethics, life style, work culture etc.

They were also taken for industrial visits to companies like Biocon, HTMT, Metro Cash & Carry and Infosys. A special visit to Same Deutz-Fahr factory and Bosco Mane (an NGO) was also arranged.

The students of Milano Bicocca University also entertained the students of XIME with a cultural programme.



The Milano Bicocca team with the XIME faculty



Prof. Robb Martin

### AKRON UNIVERSITY, OHIO, USA

The team from University of Akron, Ohio was in XIME for a ten day Cross-Cultural programme starting from August 7, 2010. They were given a warm welcome with a cultural show by the students of XIME on August 10, 2010.

The six member team, including the two faculty members Prof.

Robb Martin and Dr. B. Vijayaraman visited companies like HCL, Timken India, Maini Material Movement, HTMT and EFD Induction Ltd. They also had special visits to Infosys Leadership Centre and IIM-Bangalore.

Their visit coincided with the Indian Independence Day and they took part in the Independence Day celebrations at XIME.



The Akron team with the XIME faculty



## SPEAKERS ON CAMPUS

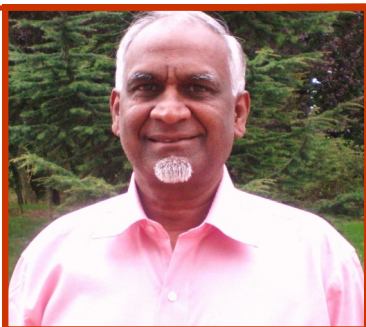
**Mr. Aroon Raman, Chairman, CII Karnataka State Council & Managing Director, Raman FibreScience Pvt. Ltd,** addressed the students of batch 15 on August 14, 2010. Mr. Raman shared some very refreshing and innovative views on the topic “Starting and Building a Great Company”.

Mr. Raman stressed that the budding entrepreneurs need to understand and focus on those areas that they are passionate about and those that motivate them. He said that it is important to spot opportunities and be able to differentiate your offering with respect to the competition.



Mr. Aroon Raman

He further stated that differentiation could be across five different aspects namely Product, Quality, Cost, Delivery or Service. Mr. Raman while summing up stated that entrepreneurs however need to keep the values of ethics and integrity close to their heart as they would be critical factors for business success, especially in the long run.



Prof. Aroomugam Swamy

**Prof. Aroomugam Swamy of the Negocia University, Paris** was invited to share his rich knowledge of the European culture with the students of XIME. He threw light on the various factors which play a crucial role when business becomes global in nature. He also elaborated on components which play a vital role in the interpersonal relations of managers and subordinates. Prof. Swamy showed new vistas of management thinking to the students.

He enlightened the students of batch 15 on the need to understand the best practices prevalent in Europe and adopt them wherever possible. Through a comprehensive presentation, he explained the various regions within Europe and their distinct approaches to business. In his interaction with batch 16, his statement that there are no cultural differences that exist set the students thinking. He said that adaptation to various cultures occurs continuously making the term difference almost nonexistent.

He pointed to the audience that India has the most complex of cultures and in spite of the copious complexities, it is also one of the most flexible. He exemplified his theory of adapting to changes in environment. He emphasized the need for studying the six basic facets of a country namely, religion, social structure, political philosophy, economy, educational system and languages, to be successful in the global arena.

## AICTE INCREASES PGDM INTAKE AT XIME

The AICTE has given approval for an increased intake of students to XIME's flagship residential programme Post Graduate Diploma in Management (PGDM). The number has been raised to 180. In view of this XIME will admit 60 students additionally to the 16th batch of PGDM.

# **BOOK RELEASE: MANAGING MANAGEMENT SCHOOLS - A LEADERSHIP PERSPECTIVE**

**A festschrift in honour of Prof. J. Philip, President, XIME**

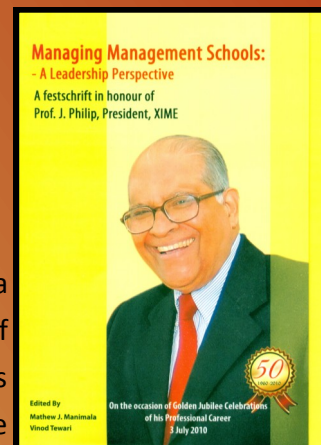
**Edited by: Prof. Mathew J. Manimala and Prof. Vinod Tewari-**

**The book was released on the occasion of**

**the Golden Jubilee Celebration of his Professional Career**

Prof. J. Philip, a Law graduate from Kerala University joined XLRI, Jamshedpur as a student and later became its Dean. He is a major contributor to the founding of the PGDM programme at XLRI. In 1980 he joined the Oberoi Group of hotels where he was the vice-president, Human resources. Later, he served as the Director of IIM-Bangalore for an entire term of six years.

He is credited with the building of XIME from zero and developing it into one of the finest management institutions in the country. He was also actively engaged in the founding of the Association of Indian Management Schools (AIMS) and is the Founder President of the Association of BRICS Business Schools (ABBS). He is one of the great Institution Builders of the country and a distinguished author of articles, papers and books in the field of management. Some of his publications include Management Education in India (1989), Institution Building in India – Some Experiences (2007), Business Education in India – A Ringside View (2009) and Global Management Education – Country Studies (2009).



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