

XIME News

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January 2020



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

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NATIONAL SEMINAR ON MAKE IN INDIA: MAKING IT WORK

JANUARY 10-11, 2020 – XIME BANGALORE



Make in India is decidedly the most significant transformational and ambitious drive that India has undertaken since the launch of the economic reforms in 1991. Its underlying purpose is that manufacturing industry must provide the thrust for hastened economic growth in the coming years, filling the gap that exists today as evidenced by the insufficient share of the manufacturing industry in the economy.

Specifically, the government set targets to increase growth in the manufacturing sector to 12-14% per annum, and to pull up the share of manufacturing in GDP to 25% by 2022 (from 16%) and create 100 million jobs in manufacturing.

As the campaign enters its sixth year, India is passing through one of its worst economic phases, so it was felt it would be relevant to examine **Make in India** in-depth, and to deliberate on further initiatives and

actions that are required on the part of Government, Business, and Industry to give it a further thrust. With this in mind, XIME, which has a well-known tradition of organizing Annual Conferences on themes of contemporary importance to management and the national economy, hosted a two-day National Seminar titled **Make in India – Making it Work**, on January 10 and 11, 2020, at its campus in Bengaluru.

The Seminar brought together representatives of the government at the policy-making level, as well as a large band of business leaders and academicians of high caliber who agreed that great ideas come during crises ("The prettiest lily is not born in the cleanest pond!"), and we perhaps need to slow down to pick up speed! They addressed the event in five specific-themed sessions on the implementation of the **Make in India** mission:

Make in India - A Bold Initiative in



***India's Accelerated Growth
The Ecosystem,
Firm-level Competitiveness,
Innovation for Competitiveness, and
The Way Forward***

The seminar, was inaugurated by the Chief Guest, Dr. Jaimini Bhagwati, IFS (Retd.) & Former Indian High Commissioner to the UK, in the presence of Mr. B. Muthuraman, Former Vice Chairman, TATA Steel, Prof. J. Philip, Founder & Chairman, XIME, Mr. Deepak Hota, CMD, BEML and Mr. Kamal Bali, President & MD, Volvo. The National Seminar was attended by over 100 delegates from the industry, policy making and academia from the country, in addition to the entire XIME Community. The deliberations were aimed at understanding the challenges and prospects of an appropriate manufacturing policy from the perspectives of firms, state and national governments, as well as Indian and foreign investors.

In his inaugural address Dr. Jaimini Bhagwati, said that the government's target of raising the share of manufacturing in the Indian economy from the present 16% to 25% over the next 5 years is a big challenge,

he advised Indian companies to participate a lot more in global value-add chains. He also wondered why India, being a major exporter of software, should be an equally major importer of hardware? He felt the recently-announced National Infrastructure Pipeline that envisages expenditure of 102 lakh crores over 5 years, should give a boost to all segments of manufacturing, provided we have reliable and efficient power and transportation, stable and uninterrupted government policies for land acquisition, labour laws, etc., and minimal or no inspector raj, and our industries learn to be cost-efficient and are mindful of timely delivery.

25 other speakers addressed various aspects of the Make in India mission, including the fact that the Make in India policy document is one of the finest policy documents from the government, and the many challenges and opportunities involved, and made a multitude of suggestions to give a further boost to the Make in India mission, including:

- Appropriate skilling and re-skilling of the workforce, and addition of skills grading and differential treatment of differential skills in the Apprenticeship Act;
- Speeding up of government processes



and maximum de-intervention by government in businesses so that government and businesses work in a spirit of collaborative partnership;

- Facilitating greater participation of women in the workforce;
- Learning from the world so that logistics costs could be reduced by half;
- Improving enforcement of contracts and further improving the ease of doing business;
- Providing special focus on a few of the currently chosen 25 industry sectors, including creation of Knowledge Clusters, especially in Pharma, Defence Manufacturing, High-tech (electronics, space technology), Machine Tools, IoT and advanced technology in Agriculture and Food Products;
- Focusing on MSMEs including a drastic upward revision in the definition of MSMEs to facilitate their growth and global competitiveness;
- Collaboration between Industry and Academia;
- Strong encouragement to Innovation and Design-led Manufacturing;
- Institution of **President's Awards for Innovation** and financial support including GST exemption for large-scale manufacture of indigenously developed products;

- Establishment of a **National Electronics Mission** that should also manage the 10,000-crore Fund of Funds;
- Formation of a New Industrial Policy incorporating most or all of the recommendations, and one that would encourage and facilitate SCALE in manufacturing, wherever required, and provides government financial support to facilitate participation by Indian manufacturers in large-scale international procurement.

Mr. Vikram Kirloskar, President, CII, and scion of the Kirloskar Group, made a special appeal for MSMEs to be paid in time, and asserted that The Way Forward in the Make in India mission is for Government and Industry to adopt a 'Can Do' attitude whereby we learn to do things with our own hands and respect each one and their safety and security needs. He also exhorted every industry to be energy-efficient and be environment-friendly.

The Eminent Speakers' list included:

1. Dr. Jaimini Bhagwati, IFS (Retd.), Former Indian High Commissioner to the UK.
2. Mr. B. Muthuraman, Former Vice Chairman, TATA Steel.
3. Prof. J. Philip, Chairman, XIME Bangalore.
4. Mr. Deepak Hota, CMD, BEML

5. Mr. Kamal Bali, President & MD, Volva Group, India
6. Dr. J. Alexander, IAS(Retd), Former Chief Secretary, Govt. of Karnataka.
7. Dr. A. Anantharaman, Provost, XIME.
8. Mr. R. Mukundan, MD, Tata Chemicals.
9. Mr. Raghavan Srinivasan, Editor, Business Line.
10. Mr. S.D. Tripathi, VP-HRM, Tata Steel
11. Mr. David Rasquinha, MD, EXIM Bank
12. Prof. Suresh Babu M, IIT, Madras
13. Mr. Sam Jacobs, Founder & CEO, Bizz Universe Group, USA
14. Mr. Anand Sen, Executive Director, TATA International.
15. Mr. Manoj Mehrotra, President, Hikal Ltd.
16. Mr. Aditya Ganguli, MD, UK & India, Ver-taag, USA
17. Prof. C.P. Chandrasekhar, Former Professor of Economics, JNU
18. Dr. M.V. Rajeev Gowda, MP Bangalore
19. Mr. Narayan Ramachandran, Advisor, The Takshashila Institution
20. Mr. Srinivas Shirkurkar, Founder & MD, ACE Designers
21. Ms. Smita Purushottam, IFS(Retd.), Former Ambassador to Switzerland & Chairperson, SITARA.
22. Mr. Rakesh Sasibhushan, CMD, Antrix

23. Mr. Nitin Kunkolienker, President-MAIT
24. Mr. Vinay Deshpande, Chairman, Encore Software Limited
25. Mr. Vikram Kirloskar, President, CII

A riveting cultural program on national integration showcasing India's cultural heritage was presented by the students' team that won the first prize in the last year's BRICS Student Meet in Guangzhou, China. The seminar was also supplemented by an exhibition-cum-sale of books from various publishers based in Bengaluru, which attracted delegates and participants alike.

In addition to the scintillating Cultural Show, our students' volunteers team did an excellent job in seeing through the programme session by session and taking good care of the delegates and guests.

XIME was fortunate as usual in getting the support and participation of a number of professional associations, industries and companies such as, AIMS, ASSOCHAM, BCIC, ELCIA, FICCI, MAIT, DESIGNINDIA, NASSCOM, EXIM Bank, HDFC, South Indian Bank, TATA Chemicals Limited, Volvo, etc.

The Managing Team of the Faculty consisted of Dr. A. Anantharaman, Provost, Prof. R. Swaminathan, Associate Professor, Mr. Francis Kuriakose, Asst. Professor and Mr. Richin T. Jose, Faculty Associate.



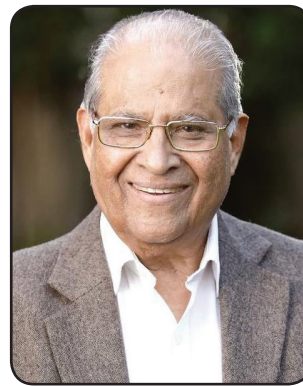
THE EMINENT SPEAKERS AT THE NATIONAL SEMINAR ON 'MAKE IN INDIA: MAKING IT WORK'



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Former Indian High Commissioner
to the UK



Mr. B. Muthuraman,
Former Vice Chairman,
TATA Steel



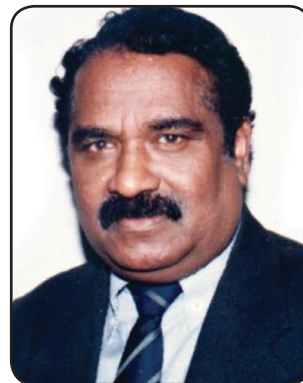
Prof. J. Philip,
Chairman, XIME Bangalore



Mr. Deepak Hota,
CMD, BEML



Mr. Kamal Bali,
President & MD, Volvo Group, India



Dr. J. Alexander, IAS (Retd.),
Former Chief Secretary, Govt. of Karnataka



Dr. A. Anantharaman,
Provost, XIME



Mr. R. Mukundan,
MD, Tata Chemicals



Mr. Raghavan Srinivasan,
Editor, Business Line



Mr. S.D. Tripathi,
VP-HRM, Tata Steel



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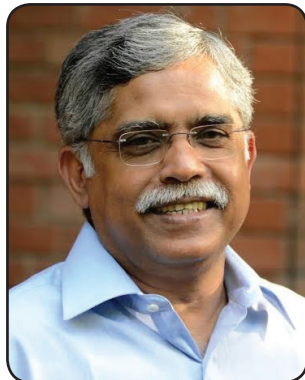
Mr. Anand Sen,
Executive Director,
TATA International



Mr. Manoj Mehrotra,
President, Hikal Ltd.



Mr. Aditya Ganguli,
MD, UK & India, Vertaag, USA



Prof. C.P. Chandrasekhar,
Former Professor of Economics, JNU



Dr. M.V. Rajeev Gowda,
MP Bangalore



Mr. Narayan Ramachandran,
Advisor, The Takshashila Institution



Mr. Shrinivas Shirgurkar,
Founder & MD, ACE Designers



Ms. Smita Purushottam, IFS(Retd.),
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President-MAIT



Mr. Vikram Kirloskar,
President, CII



Mr. Vinay Deshpande,
Chairman, Encore Software Limited

NATIONAL B-PLAN COMPETITION 2019 - XIME



In a bid to unlock India's inventive potential, the Entrepreneurship Cell of Xavier Institute of Management and Entrepreneurship (XIME), Bengaluru, hosted the final leg of National Business Plan Competition 2019 on 30th November 2019. The competition was organized to identifying disruptive ideas and focused to stimulate young minds to think creatively and work towards innovative business ideas and solutions for the country's most promising segments. We received over 100 nominations who pitched their ground-breaking business ideas to compete in the regional levels of the competition. Out of these 100 teams, 25 teams were from established institutions like IIM Ranchi, IIM Bangalore, BITS Pilani, NIIT University and SIBM. The competition was organized at centers and final at Bangalore.

A prominent panel of judges, Dr. Ravi Gururaj, Founder & CEO, QikPod, Dr. Sidhar Mitta, Director, NextWealth Entrepreneurs, Mr. Sanjay Anandaram, Member, NSRCEL Review Committee, IIMB and Dr. Mathew Manimala, Former Professor of IIM B, Entrepreneurship and Strategy selected the winners based on a selection criteria

that included innovation, creativity and scalability of the idea. At the event, Dr. J Alexander, IAS (Retired), Former Chief Secretary and Cabinet Minister, Karnataka State, India was the Chief Guest at XIME Business Plan Competition. Dr. Anantharaman, Provost, XIME Bangalore, Dr. R. Sridhar, Director, XIME Bangalore, Mr. Vinay Deshpande, Board Member, Mr. S. Suryanarayanan, Associate Professor, Mr. Aswathanarayana Sastry, Adjunct Faculty were the key organizers of the event.

The first prize was awarded to Vartika Tripathi from SIBM, Pune who presented her potential business idea for a "Go-to care" partner for pet parents in India. The first runner up was Sivaprakash from Kongu Arts and Science College, Erode who presented his idea on low cost hearing aid, followed by second runner up Chinmaya Naik from G.H. Raisonni College of Engineering, Nagpur who presented his idea on affordable digital classroom solutions for the students in visually impaired community. The first, second and third positioned teams will incubate with XIME, besides other exciting prizes. Rs. 2 Lakhs, Rs. 1 Lakh and Rs. 50,000 respectively.

GDUFS STUDENTS MEET - CHAMPIONS

The 11th Association of BRICS B-Schools (ABBS-BRICS) Student's Meet was organized on 15th to 17th of November, 2019 in Guangzhou, China. As part of the academic and professional activities of the association, business fests and conferences were held in all the five member countries. Various business schools across the BRICS countries including universities like GDUFS, GSCM, Shantou University, KCT Business School, Hindustan University and XIME, participated in the three-day programme.

Prof. J. Philip, President, BRICS Association of Business Schools, delivered the presidential address at the meet and traced the journey of the Association from its humble

Shubhanshu won 1st prize in the Debate competition. Ms. Naomi Varghese and Mr. Suman Rath (Team 1) - XIME Bangalore and two other students, Mr. Srevanth and Ms. Keerthana (Team 2) - XIME Chennai shared the first position in Paper Presentation. Also, XIME students were prominent in the Discussions. Ms. Lalitha and Ms. Akansha from Bangalore campus achieved the 1st prize. The second prize was shared by Mr. Joel and Ms. Ayushi (XIME Kochi -Team 1) and Ms. Bhavya and Ms. Shreya Birla (XIME Chennai and XIME Kochi-Team 2).

The highlight of the trip was when XIME bagged the overall championship award followed by a Cultural Extravaganza,

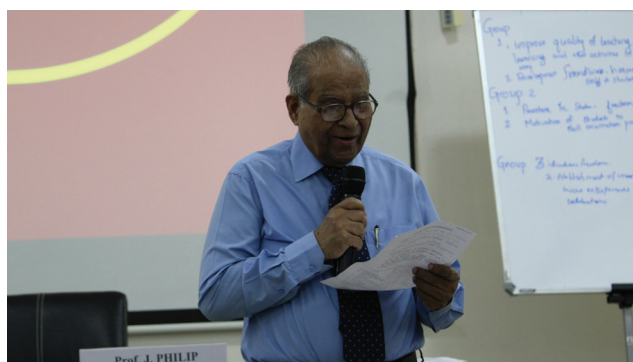


beginnings, and encouraged its continued progress. Also, Prof. C. V Ravindranathan, the key architect of the BRICS Association of Business Schools, welcomed the gathering.

The core events were categorized into three, such as Debate, Paper Presentation, and Discussion. XIME students also participated in a spectacular cultural show. In the event, Ms. Shristi Sharma and Mr.

where all the participants showcased their unique talents while depicting the roots of their culture. This was followed by a time for bonding, interaction and building of relations that would last a lifetime. With the pride of victory with many memories to cherish, the team headed back to India on 17th November, 2019.

CHAIRMAN'S DIARY



I. Prof. J. Philip, Chairman, XIME Bangalore was the leader of XIME Faculty which offered a Programme in Organizational Effectiveness to the Professors of St. Thomas College at the Campus of XIME Kochi during 2nd & 3rd January, 2020. This was the second in the series of such programmes. One of his Sessions was on how to take St. Thomas college forward from "Good to Great".

II. The Indian Association of Autonomous Business Schools (IAABS) had its General Body Meeting at XIME on December 7, 2019. On the request of the members Prof. J. Philip presided over the meeting. He apprised the members of the genesis and progress of the Association in the last five years. It was formed to represent and safeguard the interests of the Autonomous (PGDM) Business Schools of the country.

With the terms of the original Executive team being over, a new team had to be elected. Accordingly, the Members elected the following:

- Dr. Bigyan Prakash Verma of SIES College of Management Studies, Bombay as the new President. Fr.(Dr.) E. Abraham S.J., Former Director of XLRI was its first President.
- Dr. Promod P. Thevanloor of SCMS as the Vice President
- Dr. R. Nandagopal, Director, XIME Kochi as the Secretary, and
- Dr. N.R. Parasuraman of the SDMIMD, Mysore as the Treasurer.

The President and the members requested Prof. J. Philip to be the Chief Mentor of the Association, which he gladly accepted. It

may be mentioned that Prof. J. Philip has the distinction of being the Founder President of the Association of Indian Management Schools (AIMS) and also that of the BRICS Business Schools Association (ABBS).

III. XIME's top Management has been considering for some time the establishment of a 'Leadership Development Centre' at XIME Kochi. It is meant to train and develop Administrators, College teachers, Students, Central Services aspirants, MBA Programme seekers, etc. The 4th Meeting on the Group was convened by Chairman, Prof. J. Philip at XIME Kochi on 1st January 2020. Dr. J. Alexander, Chairman, XIME Kochi presided over the meeting. The other Leaders from XIME included the Vice President, Mr. Jose Dominic, Director Dr. R. Nandagopal, Fr.(Dr.) George Madathiparambil, Distinguished Professor, Prof. George Paul, Dean, Prof. Francy TV, Former Dean and Mr.V.O. Sebastian, Former Vice President of XIME and Advisor, XIME Kochi.

After in-depth deliberations on the mission, scope of activities, manning and the budget, the Group decided to establish "Xavier Leadership Centre" at XIME Kochi. Mr. P.C. Cyriac, IAS(Retd) & President, XIME will be the Chairman of the Board of Management of XL Centre and Prof. J. Philip, its Mentor.

IV. Chairman, Prof. Philip addressed the Alumni of Kerala at XIME Kochi on Friday, 3rd January, 2020 at the Kochi Campus. In the same meeting, the Alumni took the decision to form Alumni Kochi Chapter.

V. Address at the 'Make in India' Seminar:

Chairman Prof. J. Philip and Mr. B. Muthuraman, former Vice Chairman of TATA Steel, were the Co-Chair of the highly successful 2-Day National Seminar on "Make in India: Making It Work" held at XIME Campus during January 10-11, 2020. In addition to steering the highly successful and path-breaking Seminar. Prof. J. Philip gave a Special Address at the Concluding Session of the Seminar.

XIME CLUB ACTIVITIES



XSEED CLUB

SUJIT VALSALAN MEMORIAL CHILDREN'S DAY CELEBRATION

Children's Day is celebrated every year on November 14, by XSEED Club, in memory of our ex- student, Sujit Valsalan. In 2019, students from Shanti Bhavan, SK Public School, Vinayak Public School and Royal Public School were invited. Various team building and brain games and fun games were organized for them throughout the day. A cultural show was also organized and prizes were distributed at the end of the day.

BASIC LIFE SUPPORT SEMINAR

XSEED club had organized a seminar on Basic Life Support on 21st october 2019. Dr. Anup Shetty from Sparsh Hospital gave a demo on How to give CPR, and major steps to be taken when a person is critical and how to use basic BLS techniques.

He explained about the ABC technique where, A stands for Airway, B for breathing and C for CPR. One has to first check if the airway is clear and if not, try and clear the airway first. Then comes Breathing. If the airway is clear, check if the person is breathing. If yes, put the person in the recovery position and call for help. If the person is not breathing, start giving CPR. All these steps were explained in detail and all the students gained basic knowledge about handling such critical situations.

DISTINGUISHED SPEAKER SERIES

XIME BANGALORE

CREATING SUCCESS IN VUCA WORLD



On the topic: "Creating Success in a VUCA (Volatile, Uncertain, Complex, Ambiguous) World" XIME Bangalore conducted a session on 15th November 2019. Mr. Ian Faria, who is a coach, author and trainer

addressed the students.

Mr. Faria, conveyed that the people determine the success of every company. This requires the right framework conditions under which each individual can and may contribute his or her skills and services to get more qualitative and quantitative results.

XIME KOCHI

BUSINESS ANALYST

Mr. Rakesh Kishore and Mr. Subramaniam Jayaraman Business Analyst of Cognizant and E&Y respectively addressed the students about the Journey through the role dynamics of a 'Business Analyst' on 1st October 2019



WISHING TREE

Prof. Paulo Cesar Teles & Ms. Rosana



Bernardo, Media artist and Professor University of Campinas, Sao & Handmade artist and teacher of Handicrafts on the Concept of "Wishing Tree" on 15th October 2019.

FUTURE PERSPECTIVE



Dr. Neelam Gupta, President & CEO, AROH Foundation enlighten the students on 17th October 2019 on looking into future perspectives and

giving back to the society.

EMERGING TRENDS IN GLOBAL BUSINESS

Mr. Kamal Singh, CEO & Executive Director of Global Compact Network India spoke to students on Emerging Trends in Global Business' on 18th October 2019



EVOLVING MANAGERIAL ROLES

Ms. Nimisha Gopu, Manager Transformation - L&D Head-Choice group and Ms. Anitha K S, Head Enterprise Sales - Qess Corp

Ltd. addressed the students on 'Evolving Managerial roles in the era of 4th Industrial Revolution' on 4th November 2019.



XIME CHENNAI

HR TRENDS



INDIAN BANKING SECTOR



Ms. Usha Mary Mathen, Deputy Vice President, Federal Bank shared her insights on NPA Management and its relevance today in the Indian Banking Sector

on 12th November, 2019

BRANDING AND ADVERTISING

Dr. P. Ravindranath, Principal Consultant & Head, Kerala Operations, R K Swamy BBDO (P) Ltd. shared his insights on one of the most relevant topics of today, 'Branding and Advertising' on 26th November 2019



GLOBAL MEGA TRENDS'

Mr. Deepak Vohra, Former Ambassador of India to Poland & South Sudan spoke to students on 'Global Mega Trends' Kashmir: The Journey Resumes' on 28th November 2019. The valuable thoughts provided by Dr. Vohra will definitely help the students of XIME in performing to the full potential in the corporate world.



On 4th October 2019, Ms. Senena Thaddaeus, HR Manager Daimler India gave a lecture on HR Trends to our XIME-Chennai Students. The session covered topics like 'Artificial intelligence in HR', Changes in the employee roles and organizational activities. She also mentioned the importance of Employee Engagement, which is the level of the emotional bond and involvement of an employee in an organization.

CAREER OPPORTUNITIES

On 27th November 2019, Major Sri Ganesh had an interactive session on Career opportunities and shared his experience to the students. He discussed with students about present job trends, which shapes one's professional career. Also added that the students are supposed to have superior knowledge in a particular stream.

GUEST LECTURE ON CAREER BUILDING:

On 20th November 2019, Mr. Bharath Gopalan, Director, BumbleBee Learning Academy & former L&D Head, Ramco Group conducted an interactive session on Career Building for the first year students. It was found very useful."



INDUSTRY INTERACTIONS/ SEMINARS/WORKSHOPS

XIME CHENNAI

PROGRAM ON FITNESS – “SOFA TO SO FIT”



An interactive session on fitness was conducted on 14th November 2019 at XIME Chennai. Mr. Arvind Kumar, Fitness Coach, Mr. Sethu Madhavan, Fitness Enthusiasts, Marathon Runner and Managing Director of Tempel-India, Ms. Ruby Beauty, Women Body Builder (Gold Medalist and 'Ms. Chennai' Award Winner) shared their personal experiences and provided inputs on health and fitness. Mr. P C Cyriac, Chairman XIME-Chennai welcomed the HR

Professionals for the program and shared his fitness habits which helped him to stay fit and healthy so far.

INTERACTIVE SESSION ON PROPOSED “WAGE CODE 2019”



An industry HR Meet was held in XIME Chennai on 9th October 2019 to discuss the changes proposed in the Labour Law through the proposed “Wage Code 2019”. Mr. Murugavel, Head of HR &IR in Hyundai Steel,

Mr. Muralidharan, Head HR & IR, Grupo Antolin – India and Mr. M Ramamoorthy, Legal Advisor – Labour Laws and M.S. Krishnan, Advocate – Madras High Court shared their views and led the discussions. Changes relating to Bonus Act, Minimum Wages, Trade Unions, Industrial Disputes were discussed at length. Around 70 HR Managers from the industry and HR students of XIME-Chennai attended the Meet.



GUEST LECTURES

XIME CHENNAI

BUSINESS ETHICS:

Dr. Rajini Sivaraman, HR Head-Malladi Drugs & Pharmaceuticals visited XIME Chennai on 12th October for delivering a lecture on Business Ethics.

CAREER BUILDING:

On 20th November 2019, Mr. Bharath Gopalan, Director, BumbleBee Learning Academy & former L&D Head, Ramco Group conducted an interactive session on Career Building for the first year students. It was found very useful.



EXPORT-IMPORT MANAGEMENT & GST.

Mr. M S Venkatraman, Corporate Trainer & Consultant gave a presentation on Export-Import Management and GST on 22nd November 2019. It was very informative to our students

FACULTY PUBLICATIONS

XIME BANGALORE

1. Dr. Naseer Jaffer, Ms. Vaishnavi Narendra and Ms. Divya Nair published a paper on "Conflict Management and Workers Conditions in context of contributions of Gandhi, Braverman and Graeber" in Adalya Journal (UGC recognised), October 2019.
2. Mr. Deepak Chandrashekar and Mr. M. H Bala Subrahmanya published paper on " Effect of Innovation on Firm Performance - The case of a Technology Intensive Manufacturing Cluster in India", in International Journal of Innovation and Technology Management, November 2019.
3. "A Study on Consumer Preference and Perception Regarding Snack Products with Specific Reference to Haldiram's" (Nov 2019) Dr. N. Meena Rani, Ms. Shivani Manchanda, Ms. Sonam Mahnani, Mr. Tanveer Singh Shekha-
4. Dr. Deepak Chandrashekar along with Mr. Joshi, K. A., Brem, A. and Momaya, K. S. published a paper on "Foreign Venture Capital Firms in a Cross-Border Context: Empirical Insights from India", in Sustainability (Scopus Indexed), November 2019.
5. Dr N Meena Rani, published "A study on consumer perception regarding buying fresh produce in organised retail stores in bangalore,india- Do demographics matter ?", in Theoretical Economics Letters on December 2019.
6. Dr NM Jaffer and Aashi Garg published a paper "Labour Market Challenges and the National Education Policy" in IUJ Journal of Management, December 2019.

XIME KOCHI

1. Mr. R. Nandagopal published an article titled "Monetary Transmission through interest rate channel: A case study of India" in Wealth International Journal of Money Banking and Finance, December 2019 Issue.
2. Ms. Ranjana Varghese published an article titled "Crossing Barriers and Breaking Stereotypes to Facilitate the Education of Differently Abled Students: Need of Hour for Indian Higher Education System" in University News, 57 (48), December 2019 Issue.
3. Mr. Rahul Lexman published an article "Into the world of MOOCs" in Indian Journal of Training and Development, October-December 2019 issue. He also had a newspaper article in Edx, Educational Express a supplement of The Indian Express dated 16th December 2019 titled "What is your Learning style".

FACULTY AS RESOURCE PERSONS

1. Dr. Francy T V was a resource person for FDP for Commerce and Management Faculty conducted by Kerala State Higher Education Council at Loyola College Thiruvananthapuram, from 18-22nd November 2019
2. Ms. Ranjana Varghese took a session for the employees of Eastern Condiments Pvt. Ltd. on 12th December 2019. The session was focused on imparting an overall idea of Human Rights to Easterners. She was also an evaluator with Kerala Start Up Mission for their Young Innovator Program on 2nd November 2019. She was also a member of the panel of judges for Paper presentation, Debate and group discussion in the BRICS - ABBS Students

Meet at Guangzhou, China.

3. Mr. Sony Varghese and Mr. Jackson D Silva were resource persons for Case Based Teaching - at Girideepam Institute of Management Studies, Kottayam on 16th November 2019.
4. Mr. Rahul Laxman was a member of the judging panel for an event hosted by the Corporate HR team of TCS, Infopark on 22nd November 2019.

XIME CHENNAI

BOOK CHAPTERS

Dr. Suresh Nandakumar: "Application of Smart Grid and Edge Computing Technologies to Improve the Operational Efficiency of the Supply Chain and Logistics Processes", published in InTech Open, July 2019.

RESEARCH PUBLICATION IN JOURNAL

1. Dr. Rekhapriyadharshini: "Moderating effect of personality dimensions on work-family conflict: A conceptual foundation", accepted for publication on SCMS Journal of Indian Management (SCOPUS & UGC)

RESEARCH PAPERS IN CONFERENCES

1. Dr. S. Kumaraperumal and Dr. K.A. Asraar Ahmed: "Impact of E-Leadership competencies on Employee engagement", organized by K. J. Somaiya Institute of Management, Pune.
2. Dr. Rekhapriyadharshini, Dr. P. David Jawahar, and Dr. K.A. Asraar Ahmed; also presented a paper in the same conference "Effect of Transformational Leadership on organizational citizenship behavior: Mediating role of organizational learning culture".

OUR PLACEMENT PERFORMANCE

A clearly better year for all the three Campuses with 12% increase in the average salary, and the highest salary moving upto 16.4 Lakhs per annum.

Placement has already hit nearly 70% at Bangalore with an average salary of Rs.7.80 Lakhs per annum, Kochi at Rs. 7.11 Lakhs and Chennai at Rs. 6.77 Lakhs per annum.

We still have three months left to complete the placement process. We are confident of achieving a record level of Placements this year.

A partial list of major recruiters appears below:



Honeywell

**Hewlett Packard
Enterprise**



ICICI Bank



Infosys

KPMG

**Infosys
BPM**



ORACLE



PhonePe

SAPIENS



Sabre



Strides



Mindtree

Welcome to possible

STUDENTS' WINNING STREAK

XIME BANGALORE

VERVE '19



VERVE, a vibrant blend of zest and diligence of St. Joseph's Institute of Management conducted the competition in exclusive domains comprising of Best Manager, Entrepreneurship, Marketing, Human Resources, Finance, Operations, Stocks, and Quiz on 8th and 9th November 2019 with the theme "Vyuha". In the event, out of 15 teams from various institutions students of **XIME - Bangalore have come out victorious and won the overall title**. The rounds created for these events determined an aptitude that will contribute to future managerial success.

The awardees were:

- Ms. Aparna Ananthraman and Ms. Vijayalakshmi A of batch 24 - Winners of Finance event.
- Mr. Ansel Dsilva and Mr. Ajit Pawar of batch 25 - Runners -up of Marketing event.
- Ms. Anuraag Mandanna and Ms. P Shravani of batch 24 - Winners of HR event.
- Mr. Kanhaiya Mandhana and Mr. Akshay Kumar of batch 25 - Runners-up of Operations event.
- Mr. Ramkumar and Mr. Ranabir of batch 24 - Runners-up of Quiz Competition.
- Ms. Resmi Menon and Ms. Rini Chacko of batch 24 - Runners-up of E-Cell event

CRANIUM '19

Cranium, the international management fest of CMS Business School, Jain conducted on 18th and 19th October 2019, encourages students to unleash their potential as contestants in a challenging and exciting event. It created a platform for XIME students to think creatively and put forward their ideas.



XIME is proud of the winnings of the students **Mr. Karan Gandhi (Finance)** and **Mr. Rishav Jha (Best Manager)** for securing the **Overall Winners' Trophy in International Fest - Grand finale at Turkey** on 10th November 2019. In the event, more than 40 teams have competed and XIME students, **Mr. Jonathan John K** and **Mr. Anurag Mandana** won the **1st prize for Marketing and HR events** respectively. Also, **Mr. Ram Kumar** and **Mr. Ranabir Das Gupta** become the **2nd Runners-up for the Business Quiz**.

USHUS '19



XIME Team has bagged the overall championship in the Management Fest, "USHUS" organised by Christ College.

The awardees were:

- I Ms. Kavitha H and Mr. Soham Dakhole - First Prize:Best Management Team:
- II. Ms. Sandhya S and Ms. Parimal Gunjan - First Prize:Analytics:
- III. Ms. Poulomi Das and Ms. Reshmi Menon - First Runner Up: Marketing

AIMA



Karthikeyan, Aparna, Shravani and Kushal won the 1st Runners Up in the Grand Finale of 23rd Student Management Games organised by AIMA. This was the 2 day Business Simulation Programme that is conducted by AIMA. The All India Finals was conducted at Coimbatore for 2019. Teams who won the Regional Rounds participated in the Grand Finals.

XIME KOCHI

CASE STUDY COMPETITION - KAIRALI TV



Bensun Thomas, Aleena Joseph, Joel Manjaly and Vishnu Nair bagging the Runners up position of the Case study competition conducted by Kairali TV, A leading TV Channel of the State with a prize money of Rs.1 lakh on 3rd Jan 2020.

KNOWLEDGE HUNT

Tanya B, Neena Soman, Abraham Ettumanoorkaran and Aparna Das of XIME Kochi won the first position in the Knowledge Hunt Event held by NIPM Kerala Chapter on 21st November 2019 bagging a prize money of Rs.25000.



ECONOMIC POLICY & ENTREPRENEURSHIP AND CONSULTING COMPETITION

Ms. Prerna Jaiswal and Ms. Paarijat Joshi of Batch 7 were the runners up of the Economic Policy Competition of IIM Kashipur on 9th November 2019.

They also won the 3rd position in Entrepreneurship and Consulting Competition held at IIM Raipur on 11th November 2019.



OVERALL WINNERS

Mr. Prateek Sabharwal was adjudged the Best manager of the Management fest of Sahrdaya Institute of Management Studies on 25th October 2019. Mr. Akshay Varma, Mr. Akshay Anil, Mr. Abdur Rehman & Mr. Bibhu Prasad won the Best Marketing Team Award. XIME Kochi emerged as the overall winners of the event as well.



MARKETING FEST



At PSG Marketing Fest which was conducted on 19th October 2019, Akshay Batra became the Best Marketing Manager, Abdur Rehman and Bibhu Panda & Akshay Verma & Akshay Anil bagged first position and runners up in Quiz respectively. The Best marketing Team award was bagged by Akshay Verma, Bibhu, Abdur Rehman & Akshay Anil.

BEST MANAGER AWARD

Bensun Thomas won the Best Manager at University of Calicut Management Fest on 16th October 2019. Mr. Thomas became the Best manager at CMS Jain University at Bangalore on 19th October 2019 and also the Best Manager at Christ Univeristy Bangalore on 23rd November 2019. With this Bensun Thomas won a total of five Best Manager awards in this academic year.



PAPER PRESENTATION & QUIZ

Mr. Nixald G and Mr. Abdur Rehman 2nd Prize for Business Quiz and 3rd Prize for Paper Presentation, Velalar College of Engg and Technology Erode on 24th October 2019.



INDUSTRY VISITS



Batch 7 students visited Kitex Garments Ltd, Kizhakkambalam, Aluva on 9th November 2019. The company specializes in knitted garments for infants, toddlers, boys and girls. They are also engaged in making school and college bags. The students of XIME, Kochi got an opportunity to visit their bag manufacturing unit. They were able to interact with guide and learned more about the functional areas of Business Management.

Another visit was made to Indway Furniture Manufacturing Pvt. Ltd., Kalamassery, Kochi on 28th and 29th November 2019. The company is a leading manufacturer of office systems and related furniture products in South India.



XIME CELEBRATIONS

XIME BANGALORE

Christmas Celebrations



St. Xavier's Day



XIME KOCHI

St. Xavier's Day



XIME CHENNAI

Diwali Celebrations



A SPECIAL MDP ON MINDFULNESS ON MARCH 3-4, 2020

XIME is conducting a 2-day workshop at Bangalore on March 3-4, 2020, to help organizations experience the power of Mindfulness and compassion in building a winning team. Google, Aetna, LinkedIn, and Ford to name a few, have employed Mindfulness Program in hopes of boosting productivity and employee satisfaction. By creating a culture of mindfulness and compassion in organizations, research has found that employees are less stressed and fearful, more satisfied, loyal, engaged, and resilient. With mindfulness, employees learn to stay present with their challenging situations, to be less reactive, more patient and be able to focus and concentrate with greater ease.

The Mindfulness program will be conducted by Dr. Steven Hickman, Psy.D. who is a Licensed Clinical Psychologist and an Associate Clinical Professor in the UC San Diego

Departments of Psychiatry and Family Medicine & Public Health. Dr. Hickman is the Founder and Executive Director of the UC San Diego Center for Mind-

fulness, a program of community building, clinical care, professional training and research. Since founding the Center in 2000, he has taught over 50 Mindfulness-Based Stress Reduction (MBSR) courses and is also a trainer of Mindfulness-Based Cognitive Therapy (MBCT) and Mindful Self-Compassion (MSC) teachers and offers workshops and talks on a variety of related topics. For more information, please call Ms. Reetha - 9845280734



XIME ALUMNI MEET

XIME BANGALORE



The Annual Alumni Meet of 2019 was held on 23rd Nov 2019 with great fanfare. Several Alumni members participated in the event. This was also Homecoming for Batch 4. Alumni Members from Batch 4 were felicitated. The new Alumni Committee was formed with Ms. Christina M. Ghose as President (First Batch) Mr. Reynolds Alex as Vice President, Mr. Mahesh Raman as Secretary and Ms. Tina Roshini Mathew as Treasurer. Chairman, Prof. J Philip presided over the function. He also appreciated the tremendous work done by the outgoing President, Ms. Padma Srinivas and Vice President, Mr. Reynolds Alex and thanked them for their contribution.



MS. PADMA SRINIVAS (1998 BATCH), THE OUTGOING ALUMNI PRESIDENT

The Institute would like to thank the outgoing team led by Padma Srinivas & Reynolds Alex for the very impressive work that they have done for the past 6 years. The Institute is particularly thankful for the very active and catalytic role that Ms. Padma played all these years in several capacities, as Secretary, Vice President and President of the Alumni Association. We recall with great appreciation the ten year (Decathlon) and Silver Jubilee Celebrations of the Institution where she played the leadership role. Her leadership was visible even during her student days when she won the prestigious 'Best Speaker Award' beating her seniors too. Although she has stepped down from the Presidentship of XAAB, we are sure the new Group and others to follow will receive her help and guidance. And for her alma mater, she continues to be one of the most popular teachers.



XIME KOCHI ALUMNI MEET '19

The Chairman, Prof. J. Philip had invited the Alumni of Kerala Region for a get-together at XIME Kochi on Friday, 3rd January, 2020. 22 Alumni were present. The Chairman briefed the Alumni on the recent developments and progress of XIME. After a very gung-ho

meeting, the Group decided to form a Kochi Chapter with Ms. Teresa Verghese (1st Batch) as the Chairperson and Mr. Jomy Lawrence (4th Batch), Faculty Member of XIME as the Secretary. The group decided to meet at least twice every year.



MDP/OBP/FDP

XIME BANGALORE

HR ANALYTICS



A workshop on HR Analytics - Measuring the success of investment made in People, was conducted by Xavier Institute of Management & Entrepreneurship (XIME), Management Development Centre,

Bangalore, on 7-8th November at XIME Campus in Electronic City, Bangalore. The workshop provided an overview of HR analytics as well as several hands-on exercises. Participants learnt how to critically examine and present insights that can be used to drive organizational advantage through PEOPLE.

In all about 38 Participants from across the country participated from Organisation's like Karnataka Bank, Schneider Electric, Fidelity India, Natural Remedies, Educate Girls, Tata Power, Voltas, Quest, Astra Zeneca, Recipharm Pharmservices Pvt Ltd, Trigent Software Pvt Ltd, Manipal Group, Catholic & Syrian Bank (CSB), IFIM Business School, Signify, Varna Global Trust. The facilitators were Mr. Ramesh Ranjan, Adjunct Professor, XIME Bangalore, Mr. Naga Siddharth - CHRO and Head Teacher Excellence, IT, Admin at Vedantu, and Prof. Rajendra Desai, Dean (External Programmes), XIME Bangalore.

PERFORMANCE MANAGEMENT FOR FIRST TIME MANAGERS

A Management Development Programme, 'Performance Management for First Time Managers' was conducted at MDP hall, XIME Bangalore campus on 17th and 18th October 2019. Dr. R. Sridhar, XIME Bangalore Director and Mr. K Nandha Kumar were the resource persons for the programme. In the programme, 22 people attended and the sessions created a positive impact on the participants.

CONSULTING AND PERFORMANCE MANAGEMENT- C-DOT



A workshop on Performance Management was conducted at C DOT, Electronic City, Bangalore on 18th and 19th December 2019. XIME Director, Dr. R. Sridhar and Sr. Assistant Professor, Ms. Tina Roshini Mathew conducted the 2 day programme. Total 32 participants were there for the

programme and it was insightful for the participants in terms of understanding and implementing the performance management processes in C-DOT.

EFFECTIVE NEGOTIATION SKILLS

XIME had organised two days' workshop on "Effective Negotiation Skills" at XIME, Bangalore on 14th and 15th November 2019. The programme was coordinated by Prof. Joy Varghese. Total of 11 delegates attended the programme.

BASIC LEADERSHIP SKILLS

On 6th and 7th of December 2019, a workshop on "Basic Leadership Skills" was conducted at XIME, Bangalore. The programme was coordinated by Dr. A. Anantharaman and Dr. NMK Bhatta. Total of 19 delegates attended the leadership programme.

XIME KOCHI

BUILDING EXCELLENCE – A SENIOR FACULTY WORKSHOP

Building Excellence, A Senior Faculty Workshop for the Senior teachers of St Thomas college, Trichur was held on 13 and 14 Dec at XIME Kochi. 30 senior teachers attended the program. It was inaugurated by Mr. P.C. Cyriac IAS (Retd.), President XIME. Shri J



Alexander IAS (Retd.), Chairman XIME Kochi, Rev. Dr. George Madathiparampil, Distinguished Professor XIME Kochi and Mr. V O Sebastian did the felicitations and Dr. Nandagopal Director XIME Kochi proposed the vote of thanks.

TWO DAY WORKSHOP JOINTLY WITH UN GLOBAL COMPACT NETWORK INDIA.

A two-day workshop titled - 'Developing Women Leadership: A Roadmap to Success' was conducted on the 17th & 18th October 2019 jointly with UN Global Compact Network India. The highly interactive workshop provided a dynamic learning environment balancing leadership theory, practical exercises, case studies, video recordings, self-assessment, group discussions and facilitated dialogues. The program was coordinated by Capt. K.C. Cyriac and Dr. Mercia Justin.



MDP ON HR ANALYTICS

A one day MDP on 'HR Analytics' was held on the 19th of November by Dr. Manoj Varghese, Former HR Head of Google & Facebook . Dr. Manoj handled a data-driven approach to managing people at work. He showed them how business leaders can make decisions about their people based on deep analysis of data rather than based on personal relationships, experience, and risk avoidance. The faculty coordinator was Ms. Ranjana Varghese.

FDP ON OUTCOME BASED CURRICULUM PLANNING

An FDP on 'Outcome Based Curriculum Planning' was conducted at XIME Kochi campus on the 2nd & 3rd December 2019 jointly sponsored by Association of Indian Management Schools (AIMS). The resource persons were Dr. R. Nandagopal and Dr. V. Kovaichelvan. The program was well received by the participants.



XIME CHENNAI

CROSS CULTURE AND BUSINESS ETIQUETTES:

An induction Program for Shop Floor Supervisory Associates of TPI Composites was conducted at XIME Chennai covering 113 participants over 3 batches. Mr. Durgaprasad Rao, XIME faculty conducted the program over 3 batches over 4 ½ days. This is part of the 2-month long induction program planned for new joiners who are identified for on the job training at TPI Composites, Turkey. Mr. Steven C Lockard, Global CEO and Mr. William E Siwek, President of TPI Composites Inc., US visited XIME as part of their visit to India during the induction period.



MIND SET CHANGE PROGRAM



An interactive program was conducted for the employees NSK Bearings India Limited as part of our consulting engagement on implementation of "Mind Set Change Program for Quality Improvement". Dr. Suresh Nanda Kumar and Mr. Chandrasekar, Faculties from XIME Chennai led this engagement.



XIME ALUMNI ENTREPRENEURSHIP MEET ON 15TH FEBRUARY, 2020

XIME cordially invites all its alumni entrepreneurs for a special meet on Saturday, 15th February, 2020. We would like each of the alumni entrepreneurs of XIME to come to Bangalore campus. The program will start with registration at 12:00 pm, followed by lunch. The plenary session starts post lunch, with 5 successful entrepreneurs to make presentations about their business.

And the most successful entrepreneurs will be recognized for their contribution towards entrepreneurship and creating a positive impact through their business.



XIME BANGALORE NEWS



SCHOOL RENOVATION PROGRAMME

Village adoption is a long term dream of our beloved Chairman, Prof.J.Phillip. To bring this dream to reality, on November 21st, 2019 , under the guidance of Dr. Nellaippan and Dr. Francis Kuriakose, XIME students team visited Bovipalya School in Shantipura Grama Panchayat. It lacked basic facilities such as water filter, required number of toilets and infrastructure.

Though there are many long term requirements, students team have identified immediate needs which XIME can provide through financial support. Also as part of the programme, they have arranged campus visit to a few children and conducted various activities. Chairman interacted with the students and presented mementos to them. Also student volunteers from XIME will be helping them to improve their communication skills, leadership skills and teach them subjects like Mathematics and English on weekends.



BUILDING EXCELLENCE IN INSTITUTIONS- A LEADERSHIP PROGRAM FOR THE INSTITUTIONS UNDER THE ARCHEPARCHY OF CHANGANACHERRY



In view of strengthening the managerial/ leadership capabilities of the Catholic Institution Heads, an Institutional Building Program was held on 18th and 19th October 2019 for the Heads of institutions under the Archeparchy of Changanacherry. It was held at auditorium of the Archbishop's Residence in Changanacherry. It included College Principals, Headmasters, Polytechnic Heads, NGO Leaders and Vicar Generals at the Archdiocese. The program was inaugurated by His Excellency Mar Thomas Tharayil Auxillary Bishop Archeparchy of Changanacherry. The key sessions that covered were on Goal Setting for Organizational Effectiveness, Good is the enemy of Great, Innovation-the Oxygen for a growing institution, Organizational Self Renewal, Directors as Leaders, Decision Making and case studies in Decision making & Institution Building and Leadership and

Team Building. There were also syndicate presentations on Developing an Action Plan for major Institutions. XIME's faculty team was led by Prof. J. Philip, it's principle founder. Other faculty included Dr. J. Alexander, IAS(Retd.), Chairman XIME Kochi, Mr. V.O. Sebastian, Former Vice-President of XIME and Chairman, Areca LLC., Dubai, Dr. Manoj Varghese, Former Director, XIME Kochi & Former Director (HR) Google and Dr. V.A. Joseph, Former MD & CEO of SIB. The Auxilliary Bishop keenly attended some of the sessions in the programme. The commitment of the XIME leadership for excellence and formation has been well appreciated by all the participants. The program has led to further deliberations as well. Ms. Ranjana Varghese, Associate Dean was the coordinator of the program.



INAUGURATION OF ALEXANDER HALL AT XIME KOCHI

On 17th September the 120 seater Hall at XIME Kochi was renamed and inaugurated by President Mr.P.C.Cyriac IAS(Retd.)in the presence of Prof.J.Philip, Principal Founder XIME and Dr.J.Alexander, Chairman XIME Kochi, as the Alexander Hall in the name of the eminent multitaled Chairman of XIME Kochi, Dr.J.Alexander. This Hall is where the new batch starts their orientation in XIME Kochi , and the students pass through various activities like trainings, speaker sessions, club activities ending with the rehearsal for the Convocation. This Hall holds a very special place in the heart of every student and faculty of XIME Kochi. Prof.Philip also honoured Dr.Alexcander with a shawl appreciating and recognizing his constant efforts in building XIME Kochi. This was followed by a cultural show by students..



Mr.P.C. Cyriac IAS(Retd.), President XIME unveiling Alexander Hall Plaque at XIME Kochi

QUEST 2K19 @XIME, KOCHI



The 7th edition of flagship intercollegiate fest -'QUEST' was held on October 11-12, 2019 at Xavier Institute of Management and Entrepreneurship, Kochi. This year the fest positioned the events to students from all Undergraduate programs (Engineering/ Arts/ Science/ Commerce/ Management) and Business schools across South India. The event marked the presence of over 210 students from over 20 colleges across South India. The fest featured domain specific events for the Post graduate students that included Best Manager, Best Management Team and CSR event, and events such as Photography, Face painting, Choreo Night, Futsal, Table Tennis, and PUBG for the undergraduate students.

The sponsor partners of the fest were South Indian Bank, Bharat Petroleum, Habitat for Humanity, Hotel Sea Park, Oriental Timbers, IEDC, Kochi (Kerala Start up mission). Red FM 93.5 was our official Radio partner.

The Inaugural ceremony of the fest was chaired by chief guest Mr. R J Sambhu from Red FM, Prof. George Paul, Capt. K C Cyriac, Mr. Rahul R Lexman, Faculty coordinator, QUEST 2K19 and the student core committee members of the event, Ms. Neena Soman, Mr. Rohit CV, Mr. Akshay Varma, Ms. Garvita,

Mr. Akshay Dikshit, Mr. Muhammed gave remarks. The energy and the spirit brought in by Mr. R J Shambhu gave a pulse to kick start the event with high enthusiasm.

The management events lasted for two days, leaving the participants tested and evaluated through out their stay in the campus through various challenging rounds. The fest's valedictory ceremony was conducted on the eve of the second day, October 12th in the presence of Chief Guest Vice Admiral M.P Muralidharan, Former Director General of Indian Cost Guard. The ceremony was also chaired by the Prof. George Paul, Capt. K.C. Cyriac, Mr. Rahul Lexman. The ceremony progressed with the Chief guest's address to the gathering, followed by the prize distributions for the winners of various events. The overall championship for PG Events was bagged by Xavier Institute of Management and Entrepreneurship, Bangalore and the title of the overall Championship for UG Even was bagged by NUALS, Kochi. The curtain to the fest was drawn for the year with energy and passion to meet and participate for QUEST 2020!

XIME CHENNAI NEWS



CHENNAI NEWS

ADVANCED EXCEL FOR BUSINESS ANALYSIS

The 5-week course on Advance Excel was completed in November 2019 and Certificates were handed over to successful participants. In the programme, 18 Participants from Industry and 12 XIME students attended. The sessions were handled by Dr. Dinesh Babu, Visiting Faculty, XIME-Chennai.



XIMERA: XIME'S TWO-DAY INTER-COLLEGIATE BUSINESS AND CULTURAL FEST

XIMERA, scheduled to take place on the 7th and 8th of February, 2020, is a two-day inter-collegiate business and cultural fest and an annual extravaganza and is the flagship event of XIME, Bangalore, attracting a host of participants from various MBA colleges across the city, state and country. Participants battle it out in intense competitions across multiple events with the goal of being crowned champions and taking home the prized trophies. The theme for XIMERA 2020 is 'NOVUS' which is the Latin word for Innovation, making this year's event a bigger and better one.



FORTHCOMING EVENTS

Management Development Programmes (MDP)

Entrepreneurship Development	: 27th January to 8th February 2020
Understanding Fintech	: 7th February to 8th February 2020
Creating a Successful Social Business	: 21st February to 22nd February 2020
Mindfulness and Compassion in the New Millennium	: 3rd March to 4th March 2020

Organization Based Programmes (OBP)

Training programme for Indane Gas Distributors at Belgaum - 'Nav Disha'	: 21st and 22nd January 2020
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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 Fax : (080) 28520809

E- mail : xime@xime.org

Website : www.xime.org