AUGUST 2021 | ISSUE 1

XIME
Shaping Future Leaders

X Alumnazine



ALUMNI NEWSLETTER OF XIME, KOCHI

AUGUST 2021 | ISSUE 1

EDITORS' DESK

Dear Alumni,

It is a pleasure to bring out the first edition of XIME Kochi Alumni Association e-Newsletter. This Newsletter aims to enhance the interaction between the alumni and the Institution.
The editorial board also acknowledges all those who contributed directly or indirectly towards the successful publication of this Newsletter.
The editorial board will be happy to receive valuable suggestions from the Alumni, for enhancing the quality of the forthcoming Newsletters.

X Alumnazine is not just a name but an emotion!

Happy Reading!!



Leadership Team



Prof. J. Philip
Founder & Chairman - XIME Bangalore



Amb C.P.Ravindranathan IFS(retd.)
Chairman , XIME Kochi



Mr. Anil Philip
President , XIME



Dr.T.V.Francy
Director , XIME Kochi

ACKNOWLEDGEMENT

This magazine would not have come together without the hardwork and guidance of quite a few people and as a team we would like to thank each and every person for their time and effort.

*We consider ourselves fortunate enough to get the opportunity for publishing our magazine **X Alumnazine**, started by the "Alumni Association" of XIME, Kochi.*

*A special gratitude to our faculty coordinator **Dr.Ranjana Varghese**, whose contribution in stimulating suggestions and encouragement helped us to complete our magazine.*

*We would like to thank the contributions of **Ms. Nandini Selvan, Ms. Mahima Shiroor** and **Ms. Suveetha N** for the work they have undertaken to put together and coordinate this amazing piece of work.*

XIME
Shaping Future Leaders

INDEX

Mailshots 04

Throwback 10

XIME - PRIME 13

Synergy 15

M&M 17

Whizz Kidz 19


MAIL SHOTS

REMINISCENCE

Life at XIME Kochi is a bunch of delightful recollections that would resonate within me always. Just like many of us out there, it was the first time I decided to stay away from home to pursue my post-graduation. The journey started with lot of apprehensions and excitement. Little did I know it was going to be the best phase of my life.
From the first week of induction program to our very last class, there are parcel of stunning minutes that we would wish to remember once more. XIME Kochi has been the most integral part in grooming myself by enhancing scholastic and interpersonal skills. Somewhere between burning the mid-night oil on preparing assignments, presentations, planning for the events and partying hard we have made friends for a lifetime.



Faculty at XIME are the best anyone could get, and they remain mentors for life helping and guiding us whenever we need it. Philp Sir's Time Management classes where we all enjoy the session with our utmost concentration being very good students, Alexander Sir's songs – How can any event be complete without hearing his mesmerizing voice, Manoj sir's Organizational classes gave us a lot to contemplate and enhanced our abilities especially on decision making,

Francy sir's business analytics classes where he patiently explains till all of us are crystal clear with the concepts, Endless visits to Alok sir's cabin asking for permissions, am sure our batch was the most obedient bunch of people who never went to him by causing any sort of trouble :P , Ranjanaa Maam's smile that lights ups the entire corridor and her assistance in organizing all the events, Sony Sir's classes which never ended without a burst of laughter in the room, Sijo's whole new approach of Entrepreneurship & the first time most of us had an open book exam, John sir the most favorite professor for all those who majored in Operations and all other faculty members who are "The Best".



All the mess chetta's who serve us food with a smile every day, the chechi's who ensure the campus is always clean for us and the admin staffs who supports us in the best possible ways while organizing all the events have ensured we always get the best.

When I stepped into XIME Kochi, I thought two years is a very short time to make best friends. My thoughts completely changed on meeting people in here. The friendship I have made at XIME Kochi is something that is going go strong and stay with me forever. Staying at a residential campus made us all become one family one family by supporting each other during our difficult situations and feeling cheerful at one another's prosperity. Today when I think back, I can't envision how life would be if I had not met these crazy set of people who are just amazing.

And my Kochi City would always remain my second home. This beautiful city and its loving people made me fall in love with it more and more every day. Strangers from 22 different states came together to this delightful city and called it our beautiful home.
Confronting the difficulties of the corporate World hasn't been simple yet the academic structure, stunning professors, beautiful friendship, and each little part of XIME Kochi has given us the path, strength and endurance to fight hard to be successful in whatever we are doing. It has built us so strong and given us the confidence that we would sparkle and be the most incredible in the lot always. Between the induction program to the farewell, Life at XIME Kochi has carved us into better humans and the best professionals.

Sinduja Kandasamy

BATCH 4, XIME KOCHI
CLOUD CONSULTANT, ORACLE

THREE THINGS YOU CAN START DOING TODAY FOR A MEANINGFUL HR CAREER

2020 became a turning point for how the world does business, thereby redefining work and workplaces. This massive transformation has challenged everything we believed about the workforce, productivity, culture and organisational practices at large. Now more than ever, HR is looked upon as a strategic partner to help maintain business continuity, drive staffing decisions and recalibrate talent management practices to enable this shift. As you prepare to embark on a career in the HR domain, here are three things you can start doing today for a meaningful career in HR:

1.Find your "why"
Introspect often and in depth about why you choose to be an HR professional. I ask this question to every HR student I meet and the typical responses are, "I am a people's person and I love to be around people" or "I'm not keen on Finance/Maths/Sales so this seems the best option" or many other variations of this.



While it takes some time to have 100% clarity on your "why" (it might even happen a few months/years into your first job), it is important to start now. Talk to professionals in the field, especially those you believe are in jobs that you aspire to be in. Understand what their roles entail and how they contribute to their respective organisations. Tap into the alumni network – you'll find a pool with various ranges of experience in a host of HR roles right here in the family!

2.Get your basics right
Being a "people's person" has little to do with becoming a good HR professional. Hard and soft skills are non-negotiable to thrive in this space, as is a resolve to learn continuously.
However, these are not just limited to your HR textbooks. Be it Finance, Marketing, Operations, Strategy or anything else – make sure you get your basics right. To become an HR professional who supports and enables the business, it is of utmost importance that you understand the business. You'll need to understand the strategy, competitors, quarterly/half-yearly/annual results and its impact – this is imperative for you to add value through HR policies and interventions that you will tailor to fit the business context.

3. Read, read and then read some more

A clear understanding of concepts in your HR textbooks should be achieved during your time in college. This forms the rock-solid foundation that you will build on with practical experience, once you start working. For those of you who have worked before, this might even shed new light on why you did things the way you/your organisation did and why it worked or didn't work.

Importantly, don't limit yourself to this alone – read everything you can lay your hands on. Look for thought leaders in this space and read their books and articles, keep abreast with what companies in the market are doing to transform their organisations – this will be invaluable in helping you develop perspectives in the long run, even if you don't see it right away. A simple hack to do this is to follow these leaders and publications on LinkedIn/Facebook/Instagram so that this content starts organically showing up on your feed, which means you don't have to spend time looking and deciding where to start.





Ms.Arya Nair

BATCH 2, XIME KOCHI
AVP -ORGANIZATION & PEOPLE DEVELOPMENT
SWISS RE

CORPORATE WELLNESS IN THE ERA OF COVID-19

The coronavirus pandemic has affected everyone in so many ways. As the lines between work life and home life become increasingly blurred, instances of overworking, loss of productivity, and burnout are inevitable. Unfortunately, this is costing employers: according to Healthpayer Intelligence, employers are losing out on $225.5 billion a year due to lost productivity related to mental wellness alone.

With new stressors compounding on employees each day, it's not enough just to offer emotional support. Employers must proactively invest in equitable wellness programs that consider individuals' unique needs and struggles. Some considerations to keep in mind to help frame health and wellbeing offerings throughout COVID-19 are as follows:

Wellness Rewired & Re-thought

Gone are the days where organizations leveraged the "one-size, fits all" wellness programs.



When thinking about wellness, employers should be thinking about people's overall wellbeing — not a generalized prescriptive category. Face masks and exercise programs only go so far for many people, especially in a pandemic. Maintaining one's well-being is different for everyone and expanding the definition of wellness is the first step towards a more inclusive and equitable workplace.

Shifting gears to virtual wellness offerings

With most employees now working from home and potentially adopting remote work in the post pandemic era, the pandemic has revealed the need for HR leaders to offer virtual wellness programs. Many organizations have embraced online health solutions, leveraged mobile applications and virtual platforms that offer personalized wellness solutions, including on-demand fitness classes, yoga classes, cooking video classes, and other health packages. Some are evaluating telehealth services and telemedicine to be made available to employees in the future. Holistic corporate wellness programs encompass the physical, emotional, mental and social well-being of employees. Effective wellness programs do not come to a grinding halt at close of business, especially in today's climate.

Ms.Kavyashree Rao

BATCH 3, XIME KOCHI
PEOPLE ADVISOR
ACCENTURE


#Throwbacks
High Bias
SA60
70μs EQ
he high children

THROWBACKS











THROWBACKS





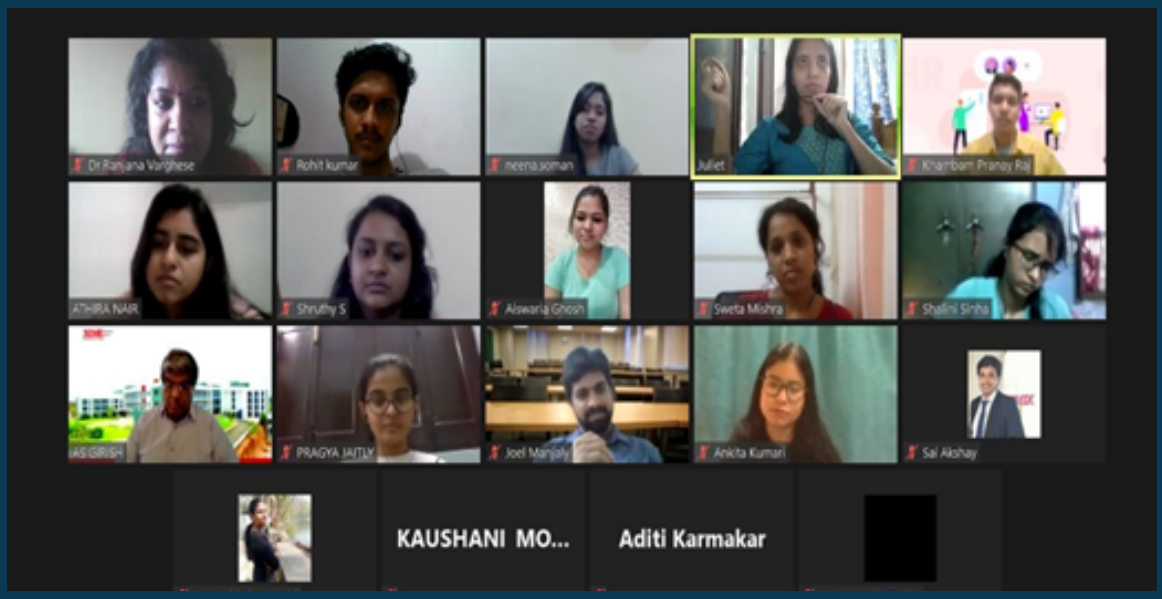






XIME Prime



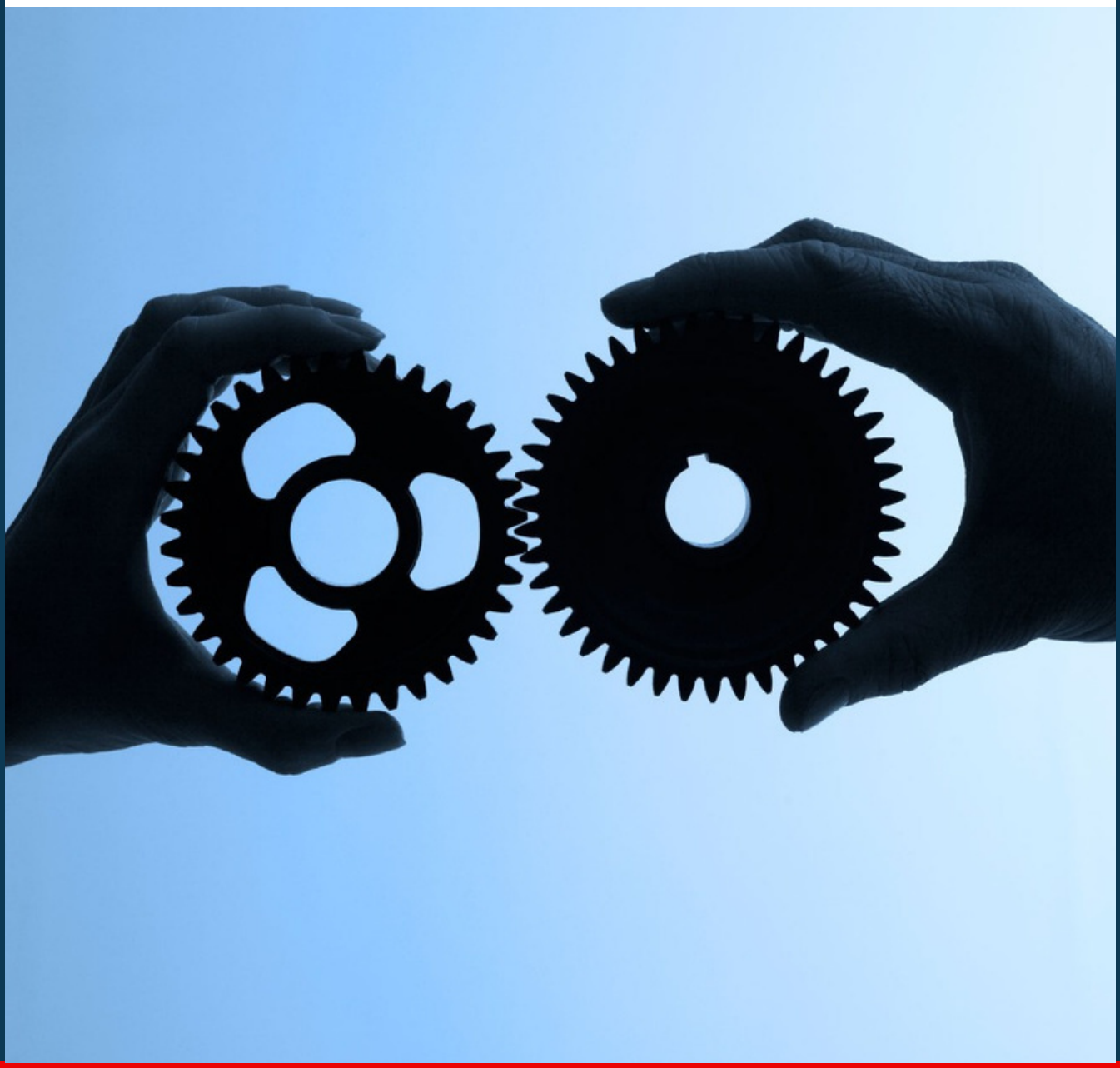


Alums Joel J Manjaly , Neena Soman, Ankita Kumari , Juliet Mathai and Aiswaria Ghosh on board for an interactive session titled - 'Summer Internships - Myths Vs Reality' for the Batch 8 Human Resource interns . The students got a complete picture of the summer internship process - the learnings, the skills in demand, networking opportunities and so on.

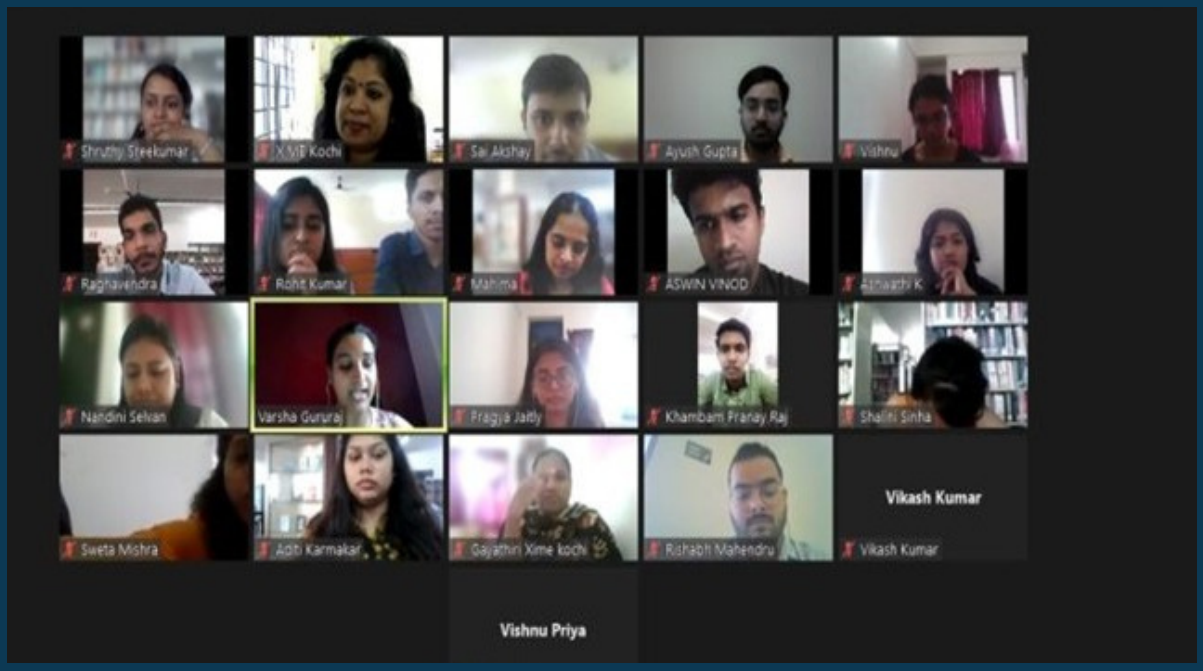


June 2019 – Orientation

Synergy



Ms.Varsha Gururaj, Benefits Analyst at Honeywell, A Batch 4 Alum sharing her insights about the compensation and benefits part in an organization.



Alumni Meet 13 December 2020




Mentor
Mentee

My mentor is quite helpful, and as a result, the programme has been extremely beneficial to me. My mentor, Rahul, supports me in finding internships and provides guidance and advise on internships and my subject.



Lekshmi Vijayan
Batch - 9

Thank you XIME Kochi for the the Buddy Program with the Alumni.Great Alumni connect and great practical knowledge shared by my mentor Nandan Rao. It is helping me in getting better and ready for the future life in corporate. Helping each student beyond the academics is very appreciating work .Thank you so much Nandan



Jaswitha Lotheti
Batch - 9

The mentor mentee program has been very beneficial for me personally .My mentor Utkarsh constantly checks up on us for our progress and also provides us with study materials.He has been always been very approachable while we ask our doubts and also for providing valuable insights.



Ansu Terese Benny
Batch - 9

Whizz Kids





Bikash Kumar of Batch 5
Founder, Biriyani Cuisine

Sidharth Thammadi of Batch 4
Founder , Viben Technologies





Shodhan Shetty, Batch 1
Co-owner, Revivify Interiors LLP

Vimal Raghunath, Batch 6
Partner, Loham Int Ext LLP



X ALUMNAZINE TEAM



Dr. Ranjana Varghese,
Asociate Dean , XIME Kochi



Ms. Nandini Selvan



Ms.Suvethaa N



Ms.Mahima Shiroor

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