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XIME
Shaping Future Leaders

X Alumnazine



ALUMNI NEWSLETTER OF
XIME, KOCHI

EDITORS' DESK

Dear Alumni,

It is a pleasure to bring out the second 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



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Founder & Chairman - XIME Bangalore



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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 Soumya S, Mr. Haresh Sriram and Ms Shruti Tyagi for the work they have undertaken to put together and coordinate this amazing piece of work.

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A Message from the Alumni





NEHA SHENOY
HRBP
CALSOFT

Batch 4

The average Indian child born into a middle class family dreams of being extraordinary, of rising out of the average and growing like a snowball. I'm Neha Shenoy, and I'm proud to bring you a truly average word of wisdom today.

I was always THE average student throughout my school and graduate life. Life after graduation, for me, never looked clear than a bathroom mirror after a hot shower. Despite this lack of a clear path, I constantly felt a keen, and nagging sense of ambition within my heart. Not knowing what to do with this burning ambition, and coming from a family of doctors and engineers, I realised early on that I would need to chalk out the path forward myself. I wanted to work, but being an average student I always felt I wouldn't be able to do anything in my life, and this always haunted me. Little did I know that this terrifying monster, would be my most utilized sixth sense in the coming decades.

The decision to join XIME was a turning point in my life, serving as the colosseum where the battle for my future would be fought. While the anxiety of staying away from home, and family (for the first time in my life) was truly immense, the hunger of doing something in life helped me to stay and grow (despite numerous elaborate prison break style ideas). I entered the campus on June 20th 2016, for my first day as a post-graduate student, and never looked back from there.

I have always been a talkative person, whose energy levels are in the form of a self sustaining feedback loop. In a nutshell, I'm bubbly "a.f". While this nature was always inherent to me, it was never explicitly recognised as a skill by anyone, including myself. My professors always believed that every student is unique in some way. They created an atmosphere where I could speak openly, and be myself. This cultivated a strong confidence within me, which I was able to use to dominate competitive debates without aggression, and share my thoughts without fear of backlash.

These experiences further enabled me to harness my skills and form strong interpersonal, and professional connections with people from a wide variety of educational, cultural, lingual, and family backgrounds.
It was a wise rapper from the 90's who dropped the adage, "Mo' money, mo' problems", and I hope you remember my name when you quote me in the future for my version of this; "Mo' happy people, mo' solutions". While people are quick to attempt friendship, or a partnership, they seldom recognise that the most common basis for this is the need to be heard, and to be understood. It was through learning from the wide variety of people at XIME, and the all pervading atmosphere for open minded conversation, that I learned to leverage, and focus my skills in the HR field. People management became my goal, and for the first time in my life I saw a clear path forward.

Life is like a boat caught in a slipstream; You can strengthen your ship, and steer it away from disaster, but eventually life will catch you, stare you down, and remind you that "I'm the captain now." This was my first lesson on stepping out of the college. My campus placement turned immediately sour when I realised that the role which was supposed to be core HR, turned out to be one that did not even require a master's degree. Despite this, the sense of ownership, and commitment enshrined in us through elaborate assignments, late night and last minute submissions, and an insane schedule of classes, shone through my work, allowing me to stay at the role a lot longer than I first imagined.





Sometimes we need to speak up to be heard. After almost a year at the job, I spoke up about the mismatch in the promised role versus what I performed day to day, and finally took the firm step of leaving the role without any other job in hand. While that time was mentally difficult, I took solace in remembering the days when I was similarly anxious about an upcoming exam, or assignment, only to realise a month later that life does not end there. Everyday is a new day, and while you might feel your life is worthless, shattered, or hopeless; You are the one holding the reins, and you are one of your own closest ally till your last breath. So believe in yourself, and no matter the situation, remember with pride, your achievements, and remember with humility, everything you learned from failures. Eleanor Roosevelt rightly said “The future belongs to those who believe in the beauty of their dreams”, so get out there and dream (preferably without sleeping through most of the day). I would also like to proudly inform you that this outlook helped me move from the saddest day of my career, to landing my dream job at my dream company, Amazon, where I continue working today.

Finally I’d like to remind you that hard work never stops. We all like to joke around that parents would coax us into further studies, or work by claiming that it’s “only for a couple more years, then life’s a party”. It always seemed to me that this so called party never happened, and I’ve certainly been eagerly waiting. If you’re in the same boat, I’ve got news for you; The party is NOT a lie. The party is you. The party is every one of your daily choices. So make the most of those choices, work hard, and never give up on your dreams. It might seem difficult but it’s not impossible to achieve your dreams, believe in your self, and results will be positive. Maybe results won’t come quick, but even when the night seems the darkest, you will rise like a sun; Just be patient.

FACE TO FACE



GOKUL SANTHANAM
Senior Vice President and HR Head
Global Delivery and Corporate Support - Mphasis.

1. What do you think is the most important business value creation activity of HR?

The role of HR today is evolving from the transactional to the transformational. The true success of HR is the ability to enable and push the execution of business strategy. Who executes the strategy? Is it the tools? Is it the systems? No. It is the people. HR's biggest contribution is thus, in enhancing organizational capability to drive strategy. People need to be supported, trained and conditioned to carry out the strategy that is envisioned. This is a role that will never become passé.

Talking about conditioning, HR influences the culture of an organization in a big way. The policies and processes HR execute is a reflection of the culture the organization wants to project. HR also ensures the cultural fit at the time of recruitment which goes a long way in conditioning minds to execute strategy.

"The true success of HR is the ability to enable and push the execution of business strategy. Who executes the strategy? Is it the tools? Is it the systems? No. It is the people."

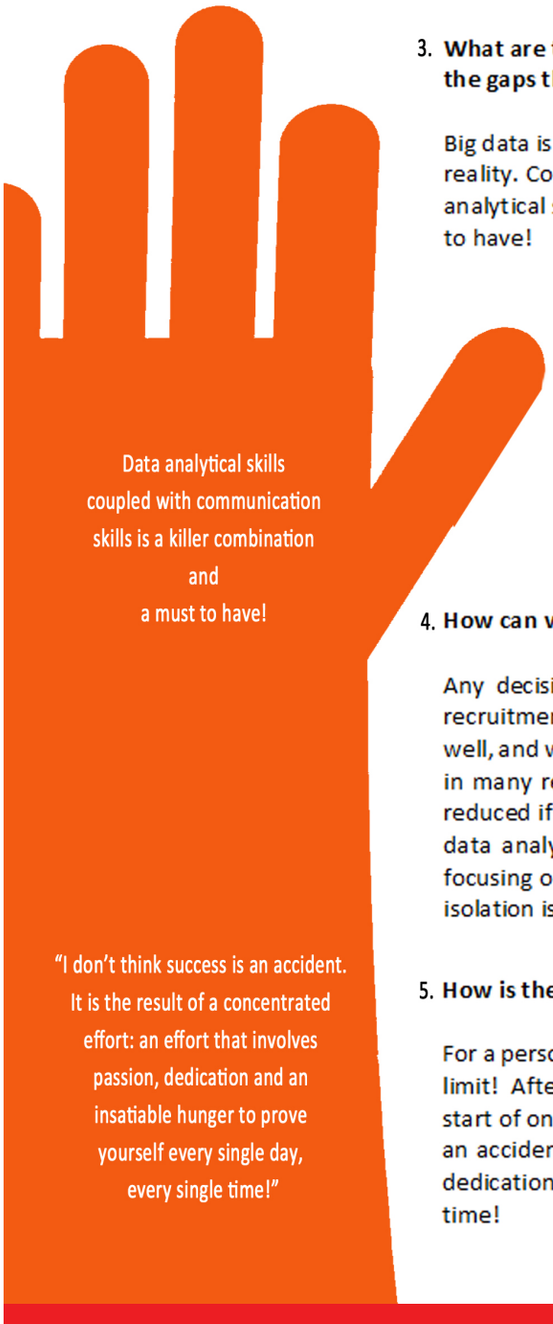
2. The major challenge any HR department must take up is to manage Generation X and Generation Y together, what behavioral characteristics are unique to Gen Y and what are the processes that are taken up by Mphasis to facilitate Gen Y?

Gen Ys' are typically the impatient lot. They tend to be extremely ambitious and instant gratification is the key. Whether a promotion, an appreciation or even feedback, Gen Ys' tend to need it RIGHT NOW! When compared to hard work,Smart work is cool! At Mphasis, we thus focus on a system of continuous evaluation. Performance feedback is not a one-way process. It is a two-way dialogue where the appraiser and appraisee playing equal roles. The appraisee can also provide feedback on the appraisal discussion and rate the appraiser.

We also focus on a very agile methodology for learning. At Mphasis, learning is one of the key drivers and we utilize a web based tool "Skillport" to engage and enable employees to proactively learn. Employees are encouraged to enroll in courses of their choice and there is no restriction on the number of courses he/she can enroll for. Mphasis also runs the Integrated Leadership Development program- a radical approach to identify and groom top talent. Unlike traditional top talent identification where managers nominate key team members, ILD creates an autonomous path to top talent identification and development. Open to all Middle and Senior Level Managers, the ILD framework focuses on the individual taking charge and displaying key behaviors that are indicative of one's 'will' to invest one's time and effort in becoming part of the top talent at Mphasis. This 'will' is measured through participation in a variety of opportunities from action learning projects to mentoring to facilitating learning programs, community social responsibility activities, writing white papers etc.

"Any decision today is data driven. ..even the cycle time of hiring can be reduced if we focus on the right data points. What is critical is to conduct multi-level data analysis which involves taking into account multiple parameters rather than focusing on linear data analysis. Data points are interrelated, and looking at them in isolation is a mistake often made."

Keeping in line with Digital processes, HR processes in Mphasis are also exposed to digital disruption. With job seekers increasingly using the digital channel, using digitial mediums for attracting, engaging and retaining millenials' has become an important game changer. Our Digital Branding team works alongside Employee Engagement, Corporate Social Responsibility, Learning & Development and corporate marketing teams to create and promote initiatives to engage existing employees as well as interact with potential candidates.



Data analytical skills coupled with communication skills is a killer combination and a must to have!

"I don't think success is an accident. It is the result of a concentrated effort: an effort that involves passion, dedication and an insatiable hunger to prove yourself every single day, every single time!"

3. **What are the job readiness skills, expected from a B school graduate and what are the gaps that need to be filled?**

Big data is the new bacon! There is no business that can thrive without accepting this reality. Consequently, data analytical skills have become extremely important. Data analytical skills coupled with communication skills is a killer combination and a must to have!

4. **How can we use data analytics to leverage the performance metrics of HR?**

Any decision today is data driven. For example, in the case of source mix for a recruitment process, it is essential to know which particular college students perform well, and which college has a track record of longevity of hires. Data analytics is helpful in many realms of organization decisions, even the cycle time of the hiring can be reduced if we focus on the right data points. What is critical is to conduct multi-level data analysis which involves taking into account multiple parameters rather than focusing on linear data analysis. Data points are interrelated, and looking at them in isolation is a mistake often made.

5. **How is the growth and career development in HR field at present?**

For a person who is keen to learn, invest in oneself and adapt to change, the sky is the limit! After all, the starting point of all achievement is desire. What is essential at the start of one's career is the willingness to get one's hands dirty. I don't think success is an accident. It is the result of a concentrated effort: an effort that involves passion, dedication and an insatiable hunger to prove yourself every single day, every single time!

WHAT NOT TO DO IN A START-UP



1.Don't Waste Too Much Time on Your Business Plan

When you start a company it's good to have a structure for your ideas and a vision that is tangible and presentable. But a formal, meticulous and micro-detailed business plan at your seed stage is a huge waste of your time and resources, since you will likely toss it out or rework it completely after your first meeting.

Instead, follow simple 10-page slide deck that covers all the important bases, including your:

- *Market*
- *Team*
- *Advisors*
- *Competition*
- *Existing Problem*
- *Solution to the Problem*
- *Product or Brand Development Strategy*
- *Projected Traction*
- *Early Financials*
- *Needs*

"You have to have answers for all those things, so a business plan is good when it gets you to think about all those things and fully vet your idea. "

2.Don’t Be Afraid to Pivot

Don’t let fear of changing your ideas hold you back. Be flexible and embrace pivoting early on.

No matter how much time you spend on your business plan, you're not going to foresee some of the challenges that you'll face. When that happens you start doing corporate catering instead and it becomes a much more lucrative business.

> ***“Don't let obstacles get you down; they’ve happened to every single business. You just need to pivot and try again.”***

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2. Don't Rush to Be First to Market

Especially in the "Speed Wins" era of consumer start-ups, there’s a culture of panic that can take over and make even veteran entrepreneurs anxious about the need to be the first company or product to market. But the first to market is not always the consistent market leader. Instead you can create a bona fide example of market need and traction that you can use to execute your business plan even more successfully—maybe even grease your wheels on the road to recruit investors.

If you're a software company or mobile app, this could mean learning from the design, functionality, marketing, funding or adoption mistakes of your early competition. If you're launching a traditional brick-and-mortar business, this could mean simply creating a bigger market for the type of product you're selling and then offering you the opportunity to innovate.

4.Don’t Ignore Paperwork

Stories about companies whose partnerships ended hostilely and in very costly ways are all too common in the start-up world. It can cause the longevity of the company or the financial success of its founders to suffer as a consequence.

When you're starting a company, you're working with a friend, and you just have an idea. It seems crazy to go to a lawyer and ask them to put that in writing for you, but those documents are so important should anything happen with your partnership.

Even at the earliest hypothetical stages of your business, take the documentation of your ownership stake and your partnerships seriously. Look around for resources near you or online that can help create your legal framework for free.

5.Don't Ask Everyone You Know for Funding

Yes, if you're working on a small project and only need a $50K, asking friends and relatives for money is fine. But involving people you know for larger projects can be tricky.

You also shouldn't reach out to every possible investor out there. Some venture capitalists want to be the first ones in the door, and shopping your opportunity around may make you used goods. The investment community is very small. You could hurt your chances by going to the wrong investors or too many of them.

6.Don't Hurry the Hiring Process

Finding the right people to join your team is always tough. Sometimes you want to rush to get people on board. But taking your time can be a major value-add in the long run. Spend the time and energy up front vetting candidates. Bring in people who can not only do the job, but also think a little deeper. Look for colleagues who offer distinct skills and unique resources and networks.

The people that you choose to hire and bring into your organization are the lifeblood of everything, from selling your product to delivering your service to creating the actual culture. Every person that you hire is important, especially in critical stages for your company.

7.Don't Forget the Big Picture

Modern entrepreneurship culture loves to harp on the statistic that nine out of every 10 businesses fail. But those numbers can be misleading as to the definition of failure.

8.Don't Forego Your Salary

Entrepreneurs have a tendency to put all of their available funding and liquidity back into their businesses, sometimes without thought for their own personal finances. But ***paying yourself a salary—even if it's a small wage, even if you're bootstrapping—will be crucial to your longevity and your future success.***

If you're looking for financing later on, angels and venture capitalists will want to see salaries in your financials. It's not a real business if you can't afford to pay yourself, she shares. It doesn't look good in the eyes of the investors to opt out of paying yourself, even in the beginning.

9.Don't Dismiss College or Grad School

Yes, you want to get going on your amazing idea. So much so that you think going to college or getting a graduate degree is a waste of time. But be open to the opportunities that an education will offer. In business classes, you can learn about how to create a business plan, market your product or structure your company.

And there are benefits outside the classroom as well. You have the chance to both work and socialize with your fellow students, bouncing ideas around and seeing what resonates. ***Who knows? Your next great idea could come up during an all-nighter studying together.***


#Throwbacks
he high children
High Bias
SA60
70μs EQ

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