December 2023 | Edition 3

XIME
Shaping Future Leaders

X Alumnazine



ALUMNI NEWSLETTER OF
XIME, KOCHI

EDITORS' DESK

Dear Alumni,

It is a pleasure to bring out the third 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 Mr. Malar Chaterjee, Ms Shruthi rajagopal and Ms Priya Das for the work they have undertaken to put together and coordinate this amazing piece of work.

INDEX

A Message from the Alumni 05

A Message from the Alumni 07

A Message from the Alumni 09

A Message from the Alumni 11

Habits to remove frustration with your career or job 13

Throwbacks 14

A Message from the Alumni

MAKING THE MOST OF YOUR B-SCHOOL EXPERIENCE – THINGS I WISH I HAD DONE MORE DURING MY TIME AT XIME



AMALAN SJ
HR BUSINESS PARTNER
SAINT-GOBAIN INDIA PVT LTD
GYPROC BUSINESS
HRUDAY PRESIDENT - BATCH 3

Hello XIMITES,

Hope you are going through the exhilarating experience of XIME. The rush of reaching classes on time (albeit virtually for now), the multitude of assignments that are due, the student clubs, and their plethora of events are lasting memories. Although XIME prepares you for the corporate lifestyle, there are certain reality shocks your organization will still throw at you. Here are 3 things I wish I had done better to improve my readiness for corporate life.

Make mistakes – Go out of Your Comfort Zone

Skills you get: Learnability, Agility and the skills you try out

When you enter an Organization, there is a monumental need for learning and upskilling. Every new role you take will present you with challenges that require you to learn new skills. Making mistakes is the best way to learn and your B-School is the best place to make it. From asking the stupidest doubts to trying out presentation techniques, all these experiences and possible failures will only develop your skills. With the diverse experience, XIME provides, getting out of your comfort zone is quite easy. The best part of making mistakes at XIME is that, what happens at XIME, stays at XIME (at least most of them). Learnability will steepen your learning curve and will pay dividends throughout your life and career. This is a predominant factor in the Hiring Process for most roles.

Make Friends with people you don't have a common ground

Skills you get: Inclusion, Empathy, Stakeholder Management, and People Management

One of the best parts of XIME is its student cohort who come from over 20+ states. Working alongside students who have different culture, political idea, skill sets, etc give you a deeper understanding of people. Working with such friends and going through the XIME experience will be critical in developing

your EQ. You will be able to sense, comprehend, and manage emotions at a much better level.

Get Busy with the Club Activities – Build your Institution

Skills you get: Management, Multi-tasking and Networking

The closest simulation to real-world corporates is the club events and activities. Being a part of these events gives you the real-world experience of entrepreneurship/intrapreneurship.

Being a part of clubs and conducting various events means working with various stakeholders, working with teams, getting funding, and conceptualizing ideas that have value. These are skills that are valuable in your career and will differentiate you as a top-tier candidate. These events have a much more long-term impact on a career than the Classroom experience of B-School.

Wishing you the best at XIME and beyond!



A Message from the Alumni

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



ARYA S NAIR
ASST. VP, ORGANIZATION & PEOPLE DEVELOPMENT AT SWISS RE
(BATCH 1 - HRUDAY PRESIDENT)

2020 has become 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 organizational 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.

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 organizations. 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/halfyearly/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 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.



A Message from the Alumni

Should loyalty be rewarded?

Ironically, lucrative professions like law, banking, technology, and healthcare encourage disloyalty.

Frequently, valuable workers present their bosses their resignation letters and explain that they are leaving because of better working conditions at another company.
Most frequently, this leads to frantic retention attempts, which ultimately benefit the employee.
A candidate's market exists here.
As a manager, you consider the scenario I've described to be typical. Your objective in a market that is competitive is to guide your business to success.

Instilling a sense of patriotism and a love for the corporate vision in our personnel is one of our highest priorities. The business is dedicated to developing a positive culture, but are we doing it properly? Is it sustainable?
Actions speak louder than words.

Should loyalty also be rewarded?

Disloyalty is frequently rewarded. Should loyalty?

Why do reliable employees make exit threats? That may have happened to you at least once as a manager. You may have also received a few resignation letters over the course of your professional career. These letters were ultimately the last-ditch effort to bridge the gap between your goals and compensation. Then, gifted people like you might have been countered with persuasive justifications to convince you.



RISHABH MAHENDRU
HR PARTNER
MPHASIS

BATCH 8
XIME, Kochi

Consider a business that rewards customer loyalty. companies that promptly pay for exceptional value. a situation in which it is very likely that you will have the employees you want to stay with your business for many years.

Keep your keepers in line with their specific market value by being proactive; otherwise, it might be too late and probably less appreciated. It need not be about money, but it must have real worth.

It can take the form of cash, a raise, a grant for more options, benefits, or a combination of these.

You will get a higher yield if you take the initiative to act justly. Uncomfortable situations and retention efforts will be minimised, and productivity losses will also be avoided.

In an equation, **loyalty is stored and disloyalty is released**.

- Rishabh Mahendru



A Message from the Alumni

Putting the 'H' back in HR

What does HR do in an organisation? Do they just sit at the desk processing transactions or entering employee data? Seldom will an employee know what an HR does in the organisation, but sure is the fact that if they need help, HR is their Go-To place. During my PGDM, I was taught that HR is the strategic lynchpin for an organisation. A glue that sticks the various functions of the organisation together and aids harmonious coexistence. 4 years with the HR fraternity, it seems obvious. After all, who does HR serve if not human talents?

Personal Management; Human Resource Management; HR functions and models have evolved. The advancements in technology, like AI-enabled bots, now play a pivotal role in automating the Level 1 functions of the HR vertical, be it query resolution or resume screening. But this phenomenal impact technology has on HR should not overlook its primary benefactors. Below are 5 thoughts that will contribute positively to our efforts in putting the H back in HR.

H – Humanness
Empathy is the cornerstone to being a good HR. To enable a seamless communication channel between employees and you, demonstrating empathy is the key. Making the employee feel that you care, will in-turn make the process of approaching you simpler for the employee.

U – Understand the needs
Being in HR will require you to wear multiple hats. More often, you will be expected to clearly understand the needs not only of the employer but of the employees too. This will help you plan the route map to a mutually beneficial decision and drive the best results with the available resources.

M – Meet and greet
Even though a majority of the service industry is working from home due to the pandemic, hiring has not taken a backseat. Most organizations quickly adapted to the new normal and have said hello to Virtual Onboarding. As we witness the paradigm shift in the industry, it's on us to ensure we connect with the new joiners, employees, put a face to the name – HR, and continue to add the human touch to our processes.



PREM JACOB RENI
ASSISTANT MANAGER , HR
MPHASIS

BATCH 3
Core Committee Member
HRuday

A – Acknowledge aspirations
HRs hold a unique power in the organisation to keep humans on the corporate agenda. They must be the go-to person for an employee to openly talk about their aspirations and concerns. It is upon HR to build trust and make way for open communication while empowering employees by providing them with opportunities to fulfill their aspirations.

N – Nurture
Onboarding employees into the workforce is merely the first step on a long journey of building their careers. HRs need to ensure not just getting the best out of their human talents, but to host platforms that help in upskilling and cross-skilling them, keeping them abreast in their technology. These amplified talents will drive the financial performance of the organisation.

The above thoughts collectively drive home the idea of improving the Belongingness Quotient (BQ). Organisations talk about IQ and EQ. But, to ensure we host a harmonious workplace for every type of personality, we must maintain a high BQ. Valuing resources is the first step towards having a good BQ. HR has been operating as a cost centre and is simply an expense to the general ledger. But it has justified its existence by adding value to the organisation's objectives. HR as a function should strive to make employees feel valued and not treat them like interchangeable, disposable parts in a machine. Sometimes the only topics employees feel comfortable discussing with HR are related to compensation and benefits. Some carry pervasive distrust towards HRs because they believe HR would never take the side of the employees. The distrust will not disappear overnight, but every effort invested to win the trust of the employees will have a positive ripple effect.

Now is the time to elevate the game and contribute directly to the organisation and human success. It is time we put the employees at the heart of what we do. It is time we put the HUMAN back in the Human Resource.



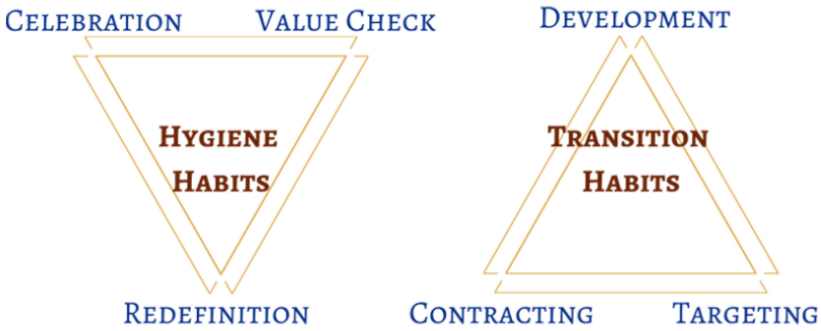
HABITS TO REMOVE FRUSTRATION WITH YOUR CAREER OR JOB

Vineet Mangal
Sai Kumar Chandra

Frustration with the current job or career is something that most people have to deal with at some point in time. It's natural and can be worked through. The reason this happens is fundamental: a loss of motivation and drive.
Two helpful approaches:

Approach 1. Cultivate 3 Hygiene & Housekeeping Habits

- Regularly celebrate small gains, wins and closures. Be happy about the smallest things you are getting done. They all add-up to a bigger cause, if not yours someone else.
- Regularly check if you are adding real value to what your company is doing. If not, find a way to bring simple value adds. Activate the moral compass.
- Reinvent your working style or schedule or setup to bring in some freshness. Even if it is by taking on a project in an unknown area. Bring in some novelty and newness.



Approach 2. Develop 3 Transition habits

- Transition contracting with self to kick-start the change process. Contract with yourself that in 6 to 18 months (or any applicable timeframe) you will be at a desired place. And that you will take actions & do XYZ things to get to that place of change.
- Targeted search and closure to move to a desired job or a career. This could mean cleaning up your resume, developing an elevator pitch, connecting with people and talking to head-hunters.
- Develop your capabilities and remove gaps with respect to the chosen path. The 10-20-70 principle can come in handy for this. 10% will be for the formal education; 20% will be for the informal learning; and 70% will be for the job experience.

Frustrations are normal. Learn a way to respond to them. If you act well, first frustrations will go away; and then, if you continue to practise good habits, they will stop coming back.



Article complied by Manisha
Source: "Habits to remove frustration with your career or job" , Business Manager Sept 2020

Throwbacks

XIME Kochi
Shaping Future Leaders

Xavier Alumni Association – Kochi (XAAK)

We are thrilled to announce the new office bearers of the Xavier Alumni Association – Kochi (XAAK) during the elections conducted in its last Alumni meet at Bangalore.



Mr. Haresh Sriram,
Batch 8
President



Mr. Prakhar Saxena
Batch 5
General Secretary



Mr.Alen Joe Dominic
Batch 8
Treasurer

We are confident that under their leadership, XAAK will reach greater heights and continue to foster a spirit of collaboration and excellence among our alumni and strengthen the institute-alumni bond.

Our best wishes to the new team!






Hilton
Garden Inn
BENGALURU EMBASSY MANYATA BUSINESS PARK


XIME
ORIENTATION PROGRAMME
INSPIRE
PGDM Batch of 2023-25


XIME





To know more about us

https://www.instagram.com/kochixime/

https://www.facebook.com/groups/743343969038162

https://www.linkedin.com/company/xime-kochi/