

**Communication of Engagement (COE)**

**Xavier Institute of management & Entrepreneurship(XIME)**

Period covered by this Communication on Engagement

From: 1<sup>st</sup> August 2017

To: 31<sup>st</sup> July 2019

**Part I. Statement of Continued Support by the Chief Executive or Equivalent**

To our stakeholders:


15/10/2019

I am pleased to confirm that **Xavier Institute of Management & Entrepreneurship (XIME)** reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact.

As a Business School of repute we are continuously engaged in inculcating values in the minds of future leaders, which is in conformity with the 10 principles of Global Compact Network.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely Yours,

  
Dr. R. Sridhar

**Director**

**Xavier Institute of Management & Entrepreneurship (XIME)**

## **About Our Institute**

Xavier Institute of Management & Entrepreneurship (XIME) was established in June 1991 and is the result of the vision of Prof. J. Philip, Former Director of Indian Institute of Management, Bangalore and a group of leading academicians, who have made noteworthy contributions in the field of Management Education and other professional areas in India. With their expertise and commitment to institution building, they founded XIME on the principles of value-based education and holistic development of its students. XIME Bangalore is located in the heart of Electronics City, Bangalore, the Silicon Valley of India.

XIME is today a global brand and hosts regular international events in collaboration with fourteen partner institutions around the globe in addition to having strong student and faculty exchange programmes and organizing international study tours for its students. The Post Graduate Diploma in Management (PGDM) at XIME Bangalore has the regulatory approval for an intake of 180 students per year. XIME Bangalore has celebrated its silver jubilee in 2016, commemorating 25 years of pursuing its mission of imparting high quality management education. Meanwhile, in 2013, the XIME Society established its second Management Institute in Kochi. PGDM at XIME Kochi has AICTE approval for an intake of 120 students. XIME started its third Business School in Chennai during 2017.

### **Incorporation of Global Compact Principles into Internal Operations:**

The most important and preliminary process for a Business School is its admissions. It is one of the very few institutes in India where merit alone matters for admissions and recruitments and has no quotas and reservations of any kind. Along with equal

opportunity with admissions, XIME community was enriching itself with the diverse group of stakeholders it has, especially the students. Every year students from an average of twenty-five different states of India stay here and learn from each other.

Every year we have International Exchange Programmes and International Study Tour where our students are exposed to different cultures across the globe. XIME is an institution built on industry-academia partnership. The campus vibrates with myriad activities such as conventions, conferences, student competitions, short - term industry relevant programmes as well as co-curricular and cultural activities.

### **Promotion of Global Compact (GC) Principles:**

XIME has the GC Principles embedded in all its activities and programmes. The following are examples of our activities:

#### **SUPA - Socially Useful and Productive Activity**

SUPA is a mandatory Internship to help students understand management Issues of NGOs. It provides the students with excellent exposure for appreciation of social issues. As a part of the curriculum each student at XIME is to do an Internship for 3 weeks in the recess between Term 2 and Term 3. This internship is usually in the beginning of January each year.

This 3-week project is carried out by students with an NGO. The idea is to expose the future managers to the management of the voluntary sector and sensitize them to the special needs of this sector. The students apply their managerial skills and improve the efficiency / effectiveness of the organizations they are attached to.

The students undergo 21 days of winter internship with an NGO which covers several social aspects.

The following is a testimony of the SUPA Experience of one of our student of Batch 24 (2017-2019).

### Socially Useful Productive activity

A unique feature of XIME's PGDM curriculum is the Socially Useful and Productive Activity (SUPA) which carries two credits, where the student works as an intern with an NGO for three weeks 28 News January during the winter-break. This year, a total of 116 students from Batch 24 of XIME Bangalore have been placed in 86 different NGOs throughout the country and one with an NGO in Dubai. A total of 87 students from XIME Kochi have carried out SUPA project in 70 NGOs across India, while 45 students from XIME Chennai were placed across 38 NGOs in the country. Few students passionately share their SUPA experience as shown below. Mr. Anurag Mandanna, Batch 24, Term III, PGDM, XIME Mahatma Gandhi famously said, "The best way to find yourself is to lose yourself in the service of others." I had the privilege to work for Sarojini Damodaran Foundation, which served students who had financial constraints restricting them to pursue their educational aspirations and achieve their goals. The organization was founded on the pillars of the sense of responsibility to give back to the society. I was given the opportunity to involve myself in the communication and planning aspect for the organization to improve its visibility and plan ahead for future commitments. I truly found myself while working at S D Foundation. Mr. Aditya Kannan, Batch 24, Term III, PGDM, XIME It was a privilege and honour to be associated with the Tata Steel CSR. I was working in Tata Steel Rural Development Society, where I got the opportunity to work under the Cataract Surgery Programme which aided free of charge operation for rural people. My responsibility was to assess the effectiveness of the overall programme by surveying the patients who were served under it. The learning was wholesome and experience was an eye opener which made me realize the importance of being socially responsible. Mr. Swarup Sundar Saha, Batch 24, Term III, PGDM, XIME I interned at the HOPE Foundation in Kolkata for my SUPA and gained valuable insights and experiences that helped prepare me for my future. The SUPA programme allowed me an opportunity to implement my classroom learnings into practice, gauge their limitations and broaden my knowledge of the management challenges that an NGO faces in their operations. It was an enriching experience and the contacts and learning I gained shall stay with me forever. I feel privileged to have gotten such an opportunity and would like to thank XIME for providing me with the same.

## **SOCIALLY USEFUL PRODUCTIVE ACTIVITY**

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**Mr. Aditya Kannan, Batch 24, Term-III, PGDM, XIME**

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**Mr. Swarup Sundar Saha, Batch 24, Term III, PGDM, XIME**

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### XSEED Club

Sujith Valsalan Memorial Children's Day XSEED Club of XIME Bangalore celebrated Children's Day on 14th November 2018 in the memory of Sujith Valsalan , a batch 15 PGDM student of XIME who passed away on 14th November 2011. A total of 131 students from Shanti Bhavan, Hosur, Government Model Public School, Royal Public School, S K Public School and Vinayak Public School, all from around Electronic city participated in the celebration. Dr. Rony George Kurien, Director and Dr. Selvam Jesiah, Dean (Academics) were the chief guests for the event. They highlighted the importance of children in our society and how it is necessary that the right education reaching the children. Ms. Vruddhi of batch 24 hosted Quiz competition; Ms. Priyakshi Sharma hosted Pictionary round, while painting and puzzle competitions were conducted by Ms. Vijaylakshmi of Batch 24. After having delicious snacks and lunch, the children played musical chairs game with elevated energy and enthusiasm. The talent shows by PGDM students of XIME motivated the young children to unleash their talent in dancing, singing and acting. Ms. Shruthi Nair of Batch 23, also the secretary of the XSEED Club hosted the post lunch events of the day.

Winners of the various competitions were:

- Royal Public School: Quiz and Painting Competition
- Shanti Bhavan: Pictionary and Puzzle
- S K Public School:

Comic acting performance Prof. Anantharaman, Provost delivered valedictory addresses and gave away the prizes to the winners. The students of Shanti Bhavan as a gesture of appreciation presented a Card to Dr. Mary Metilda, the faculty coordinator of XSEED, and the team for their efforts in organizing the Children's Day celebration. Spirited Children celebrating Children's Day



*Spirited Children celebrating Children's Day*



## BLOOD DONATION CAMP 2018

BLOOD DONATION CAMP 2018 XSEED, which is one of the most active clubs of XIME organised blood donation camp on August 14, 2018, in collaboration with Narayana Hrudayalaya. It is one of the flagship events of XIME. The camp started at 10:30 a.m. with enthusiastic participants from inside and outside the college. Among 131 people from XIME as well as nearby IT companies who volunteered, 101 eligible persons donated blood. The camp was a great success and was closed at 5:30 p.m. A few were first time donors, and were immensely satisfied since blood donation saves lives. REDS XSEED Club works with REDS-Ragpickers' Education and Development Scheme to improving the lives of disadvantaged children. XIME students teach the inmates of REDS, 40 boys staying 12 NEWS OCTOBER presently, subjects like English, personality development and engage them through physical and skill development activities like sports, dance etc. Few students from Batch 23 and 24 from XIME Bangalore visit REDS every alternate Saturday to teach and engage the inmates. XSEED volunteers organized events with REDS inmates on 4th & 25th August, 1st September 2018 to elevate the spirits of the children.



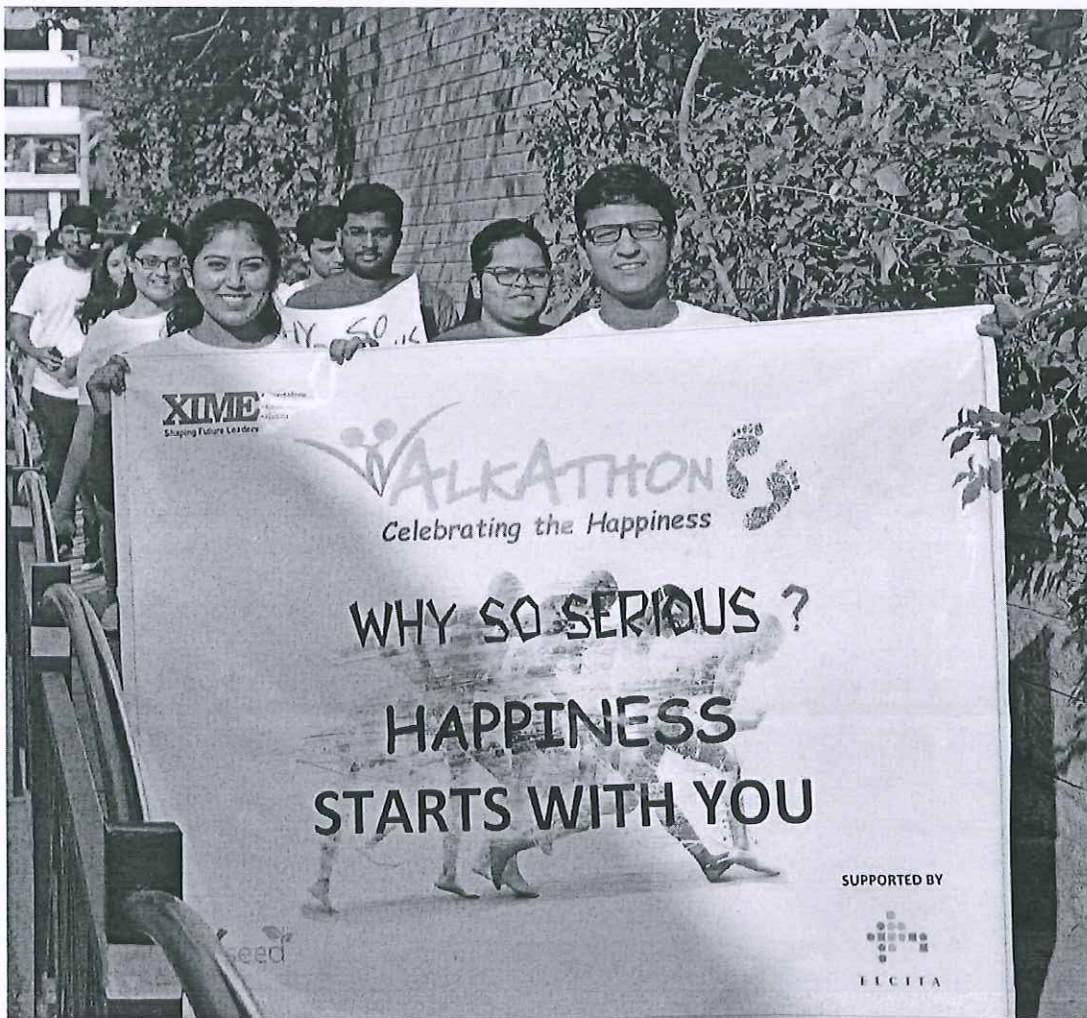
## Swachh Bharat- Cleanliness Drive on 2nd October 2018

To commemorate the 149th Birth Anniversary of Mahatma Gandhi on the 2nd October 2018, XSEED organised Cleanliness Drive aimed at cleaning up Electronic City around the college campus. The day started with the distribution of T Shirts, gloves and masks to over 100 enthusiastic participants. Dr. Rony George Kurien, Director; Dr. Selvam Jesiah, Dean (Academics); Dr. Mary Metilda, faculty coordinator of the club; Dr. Meenarani, Prof Ragesh, Prof Amalan and Dr. Jaffer were present on the occasion. Chief Guest of the day, Lt. Col. T. Siva Kumar, Chief Security Officer of ELCITA, Bangalore spoke a few words of encouragement after which all the students geared with their equipment started cleaning the area with the Director and the Dean leading the way. A tractor was arranged to collect the garbage. It took around 3 hours to clean the streets. The volunteers were given refreshments. The XSEED team along with Dr. Mary Metilda showed immense zeal in bringing this event to a successful completion.



## Walkathon 2018

XSEED, the social service club of XIME, conducted the WALKATHON 2018 on 24th March 2018 to support the cause of “Fight against Lifestyle related Diseases”. The tagline for the event was “Step out today, your body deserves it”. The chief guest of the event was Milind Naik, the founder director of Chikitsak Life sciences. Around 400 people participated in the 5 km walk around Electronics city. The participants were provided with Walkathon T-shirts and refreshments. The Hindu and The Business Line were the media partner for the event. Hunger Box and Natural Remedies Pvt. Ltd were official sponsors of the event.



## REDS

REDS is another of XSEED's way of providing long term benefits to rag picker children. Every Saturday, a team of volunteers goes to teach the REDS kids English, Computers, Dance, Personality Development and Basic Mathematics. The upcoming event for XSEED is its flagship event – Walkathon which will see all XIMEites and many from the neighboring companies running for the cause of women and children. The money raised will go to an NGO to help support the cause.



## **ANNUAL MARIA PHILIP MEMORIAL DEBATE COMPETITION AT**

### **XIME, BANGALORE**

XIME Bangalore hosted the 32nd Annual Maria Philip Memorial Inter B-School Debate Competition on 1st October 2018. This year's topic was "In terms of competitiveness in IT, India has already lost out to China". Twelve Teams from top B-Schools of Karnataka including IIMB, TAPMI, SIBM, SJIM, Christ University participated and the first prize was secured by Ms. Varsha Raghu and Mr. Sriram from Symbiosis Institute of Business Management, Bangalore. A cash prize of Fifty thousand rupees along with a rolling trophy has been awarded to the winning team. The runners-up in the event were Ms. Reshal and Mr. Rizwan from St. Aloysius College, Mangalore, and they received cash prize of Twenty thousand rupees. The best speaker award of Twenty thousand rupees was presented to Ms. Varsha Raghu of SIBM, Bangalore. Ms. Priya Chetty Rajagopal, Former Vice President and Client Partner Stanton Chase International Inc. was the Chairperson of the Jury and the panel comprised of Ms. Liza. K. Mathew, HR Consultant and Alumna, XIME, Batch 1, Ms. Padma Srinivas, President, Alumni Association, XIME and Mr. Kaushik Gopalan, Global HR Business Partner, Aspect Software. Ms. Maria Teresa Philip, late daughter of Prof. J Philip, Principal Founder and Chairman of XIME, was remembered by the gathering during the event. Ms. Maria Philip was an excellent debater, a popular student, and an extraordinary speaker, organiser and leader who had a huge fatal accident on 30th September 1986. Ms. Priya Chetty remarked that the speakers gave vital insights about the topic and it was an enriching experience. She also stated that Ms. Maria had left a great legacy to carry forward, which keeps her alive. Prof. Philip

emphasized that the best quality of a manager is to communicate well, since managers spend about 80 percent of the time speaking to various stakeholders of the organization. Awards to the winners and runners up were presented by Prof. J. Philip, Chairman, Prof. Anantharaman, Provost and Dr. Rony George Kurien, Director, XIME, Bangalore.



*Runners up of debate competition*



*Winners of Debate Competition*

## EMPRESARIO

### ENTREPRENEURSHIP WORKSHOP

The Empresario club was privileged to organize a workshop on the Entrepreneurship career path in association with 'Biz Catalyst', an accelerator that is passionate about Entrepreneurship and providing mentorship for students in driving their Entrepreneurial ideas. The workshop was driven by Mr. Gopi Nambiar, an HR professional from XLRI Jamshedpur, Col. Prasanna Kumar, an Indian Army Veteran and alumnus of IIM Bangalore and Mr. N. Dhanushkodi, a Finance professional with 22 years of experience in HAL and Wipro. Currently they are guiding three startup entrepreneurs and had mentored three other success startups.

They spoke about how the startups had potential impact on the current business environments and the growth that the current Indian 'Unicorns' had brought in the economy and the society with the help of technology. They spoke about the future potential of startups in India and the scope and domain with large startup opportunities, particularly the impact IOT has been creating on the businesses and the opportunities lie in it. They interacted with students in assisting their ideas on entrepreneurship and also opened up certain avenues for the students on their view on Entrepreneurship. The Biz Catalyst team also gave insights on their individual entrepreneurial journeys and enlightened the students with the kind of problems they faced in their startup and accelerator.

### Orientation of Entrepreneurship Development Program (EDP)

Empressario club, organized the orientation session on **Entrepreneurship Development Program (EDP)**, by Mr. Dhanush Kodi on **15<sup>th</sup> October**. The orientation session is to provide the base for the upcoming Entrepreneurship.

### Event – th'INK'

Empressario, The Entrepreneurship club of XIME, had organized the thINK event on August 29, 2018. The concept of the event is to identify the creative talent in the participants, by penning down their creative thoughts in the domain of their choice in a mobile application named 'Socife', which is owned by a student of XIME.

Participants from Batch 24 were given a time frame of 20 minutes and in the platform provided, they had shown their creativity, talent in the form of pictures and words, which reached across different communities in the mobile application through hash tags.

## FINITIATIVE (FINANCE CLUB XIME)

Inauguration session

Chief guest -Mr. Anand Kanakagiri, Senior Vice President of Swiss Re

Guest speaker session on Future carrier in the field of finance -By Parth Parikh  
Associate management trainee and head Finsiksha

Guest lecture with Dr. Prasanna Chandra, an M.B.A. with a Ph.D. in Finance, and Finance book writer

Guest lecture with Manoj Shenoy Chief Executive of Wealth Management & Group Head of Corporate Social Responsibility at L&T Financial Consultants Ltd.

Interim Budget Session

Speakers and their Topic for Panel Discussion on Union Govt. Interim Budget-2019.

1. Sri Srinivasan B.S., Vice President Lagu Udyog Bharathi (A Pan India MSME Organization) will deliberate on "Impact of Interim Budget on Industrial Sector"
2. Mr. Dhanushkodi N., CEO of Manage Mentor- Inspiring Leadership, will deliberate on "Impact of Interim Budget on Agricultural and Allied sector"
3. Sri CMA Ravindranath Kaushik N., Consultant and Chairman of the Institute of Cost Accountants of India, Bangalore Chapter, Resource Person -SEBI will deliberate on "Interim Budget and Fiscal Policy including Taxation."
4. Mr. Vijay Krishnamurthy, CEO & Founder of Xenon Capital Advisors LLP, will deliberate on "Overall Impact of Interim Budget on the Indian Economy"

Activities -

Finance Buddy

A program to have an ice breaking session between the 1st year and 2nd year student and give 1st year student an opportunity to solve their doubt in the field of finance by the help of Seniors.

XIMERA 2019

Monopoly

A humanoid monopoly with a real touch of corporate and real life situation

And few Games related to finance



**Business Ethics incorporated in the PGDM Curriculum:**

With the rapid commercialization of business and industrial activities and fierce competition, fraudulent practices have corrupted the value systems of society.

Businesses as legal entities are accountable to the key stakeholders both internal and external. Global phenomena like climate change, environmental degradation, resource depletions are redefining the way business has to be carried out. With increasing awareness of this scheme of things, there is a stronger demand side pull from consumers / customers for ethical and sustainable products / services.

In the wake of several recent corporate scams, Governments and regulators are raising the level of disclosures and enforcing new regulations to ensure that businesses behave ethically. Civil society for its part is closely monitoring the actions of business and calling for a greater degree of transparency and accountability.

It is important that management students, practitioners and other stakeholders are aware of these national and global developments and trends. Equally it is necessary for them to realize the fact that doing business ethically is the only way forward for any company to sustain its operations in the long run. For corporate governance, sustainability and practice of ethical principles are becoming part of business strategy and are increasingly embedded in strategic planning. It is to address this need that a course on “Business Ethics” is included in our PGDM curriculum.

### **Learning Objectives of the Business Ethics course – PGDM curriculum**

- To expose students to ethical issues with special emphasis on ethical dilemmas in corporate world.
- To sensitize students to evaluating and applying societal values and culture.
- To expose students to international frameworks, initiatives and principles that guide and support businesses in behaving responsibly.
- To promote among students a holistic view of business and its impact on society, environment and economy (triple bottom line).
- To develop the capacity of decision making with due emphasis on ethics in the organizational context

### **The Course covers the following:**

- Types of Ethical Dilemma and How We avoid Ethical Dilemmas
- Theories in ethics (Normative & Descriptive) & Frameworks to resolve ethical dilemmas
- Ethical Decision Making in Business – Individual, Situational and Organization Factors
- Contextualizing Business Ethics – Employees, Customers, Suppliers and Competitors. Civil society and Government and Regulations
- Developing, Managing and Controlling Effective Ethics Programme
- Class Presentation / Workshops/ Group Exercises

### **After the completion of the course, students will be able to**

- Define, explain and illustrate the theoretical foundations of business ethics;

- Re-examine their knowledge of business and economic concepts from an ethical perspective;
- Explain and illustrate the importance, for business and the community, of ethical conduct;
- Recognize and resolve ethical issues in business;
- Reflect on and critically examine their own values and the importance of the ethical dimension in business and workplace decision making; and,
- Confidently apply systematic ethical reasoning to business dilemmas and communicate effectively in oral and written forms these, using the concepts, logic and rhetorical conventions of business ethics.

From the above narration of various activities undertaken it is evident that XIME is committed to the ten principles of Global Compact network. As an Institution of Higher learning it has been constantly endeavoring to follow up these principles in all its activities and to spread the principles through various activities mentioned above. XIME's efforts through academic and other extracurricular activities are aimed at influencing the hearts and minds of the budding professionals for being socially aware and responsible individuals and implement these principles in their personal/ professional life.