



XLRI

Press Releases

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PRESS RELEASE

Creating tomorrow's leaders: The 3+5 – A talk by Mr. Rajeev Dubey HR Group President, Mahindra & Mahindra Ltd. at XLRI

XLRI Jamshedpur, 25th August, 2017: As a part of the “Leadership Talk Series” organized by XLRI, Jamshedpur, **Mr. Rajeev Dubey, Group President (HR & Corporate Services), CEO (After-Market Sector), Member of the Executive Board – Mahindra & Mahindra Ltd.** spoke about “Creating Tomorrow’s Leaders: The 3+5”. The talk threw light on the 3+5 philosophy followed by Mahindra & Mahindra and why they are driving to successfully apply it to the multiple businesses they are in.

As per Mr. Dubey, the key to creating sustained outperformance at an organisational level is the outcome of showing extreme care for stakeholders and focusing on the core values. After having answered the three perennial questions of why, what and how, it is imperative to look at the question of “Who are we?” at every stage was the key idea that Mahindra & Mahindra used. The talk went on to describe the importance of strategy, metrics, structures and processes but emphasized that human beings form the core.

The “3” of the 3+5 were described as the three attitudes of accepting no limits, alternative thinking and driving positive change. Alignment of HR processes to these three pillars aims to unleash potential through empowerment and shared values. The concepts of whole new world, multipliers, managing fear and failure, mindfulness and trust form the five behaviours that ensure that the 3 pillars rise. The “RISE” manifesto that Mahindra & Mahindra believes in is based on the 3+5 model. The best part of the 3+5 system is its non-prescriptive nature and the freedom it offers to push the changes depending on the environment. The talk also went on to talk about the business advantages of CSR, the importance of the values of truth, compassion and service with stress on the joy of giving back. The presentation was followed by an enthusiastic question and answer session with participation from the faculty and students.

About XLRI: XLRI-Xavier School of Management, Jamshedpur is a premier, private management institute in India founded in 1949 by Fr Quinn Enright, S.J. in the ‘steel city’ of Jamshedpur (www.xlri.ac.in). Over the last six decades, the institute has grown into a top-ranking business management school of international repute with a wide portfolio of management programs and research publications. Its alumni are spread around the globe and have demonstrated responsible business leadership in their organizations. XLRI continually strives to contribute its mite to the professional growth and management of numerous organizations and institutions across industry sectors. XLRI has been awarded two prestigious International Accreditations, viz., **AACSB** - The Association to Advance Collegiate Schools of Business and **AMBA** - Association of MBAs. XLRI has also earned the National Board of Accreditation (NBA) accreditation.

About ExLink: External Linkages known as Exlink, was founded in 1999 to mark XLRI’s golden Jubilee celebrations and as a step ahead in the journey of branding XLRI. Exlink is a student run committee with a team of diverse individuals who work constantly year-round with other committees on campus and adeptly handle the various branding channels and platforms for promoting XLRI. Exlink is the committee entrusted with building the brand and handling media management of XLRI Jamshedpur. ExLink is also responsible for handling XLRI’s admission and onboarding process every year, and to maintain the official student blog, XLMeriJaan.

4, August 2017

Jamshedpur Bids Tearful Goodbye to Fr Edward Hugh McGrath, SJ

Fr Edward Hugh McGrath, SJ, one of the founding fathers of XLRI, left for his heavenly abode on 4th August, 2017. He spent his last days of life in Fr Guidera Residence, XLRI. Fr McGrath was director of XLRI from 1959 to 62, and 1981-82.

Fr McGrath was born on 7 January, 1923, to Dr John F McGrath and Lillian McGrath in New York. He came to India in 1949, a time when the country had just gained freedom and was painstakingly building the foundation for a democratic state. It was Fr McGrath's resolute faith in the three vows that a Jesuit undertakes: poverty, chastity and obedience that led him to India. His entire life revolved around these three vows.

On arriving to Jamshedpur he was asked to teach fourth standard students in Loyola School along with taking public speaking classes for XLRI students and helping Fr. Enright run XLRI.

After spending a year in Jamshedpur Fr McGrath left to continue his Theology studies and prepare for his ordination. From 1951-53 he was at Kurseong and on 21st November, 1953, he was ordained as a priest.

In 1957 he was back at XLRI, Jamshedpur to work with Fr Quinn Enright. When Fr. Enright went back to the US, Fr McGrath took over as Director and along with a team of dynamic Fathers and lay colleagues managed to put XLRI on the map of the country's finest business schools from where it has not budged in over six decades.

Fr McGrath at the young age of 36 became the second director of XLRI-a school of labor relations that was born out of a dream to strengthen industrial India, through the strengthening of her trade unions and her personnel managers whilst practicing ethical management.

He conducted several courses for management and trade union groups at XLRI. During the 60s, under his guidance XLRI started offering courses for unions in collaboration with the steel union at the Steel Worker College.

In 1987 Fr McGrath moved to the Human Life Centre in Bhubaneswar, Odisha, and took over as director there. He developed vocational training courses, viz., written and spoken English, computer operating, tailoring, and carpentry among others.

“My close interaction with Fr McGrath was from 1976-78, when I was a student at XLRI. He taught our batch three courses. His basic pedagogy was learn by doing. I have known Fr McGrath for the last 45 years and lived with him for several years. What I admired most about him was his love for students, love for poor, his hard work and his fantastic sense of humour. He was truly a great human being and a wonderful priest” commented **Fr E Abraham, SJ, Director of XLRI**

Ratan N Tata, Former Chairman, Tata Sons said, “Fr McGrath was amongst the first few people I met when I was assigned to Jamshedpur. I can never forget his ability to put you at ease and the warmth of friendship. I feel privileged to have known Fr McGrath and to have had the pleasure of interacting with him in Jamshedpur over the years.”

“I am privileged to have known him for nearly 50 years — beginning with the day I joined XLRI as a student in 1968. Though he never taught me formally in class, he was a *Guru* to me in a much broader sense ever since then. He was a true friend, an enthusiastic faculty colleague, and briefly my boss as Director” commented **Dr. Jittu Singh, former faculty.**

Funeral Service

Fr McGrath’s funeral service will be on 7th August at 10 am at the St Joseph’s Cathedral, Golmuri, and the burial ceremony will be immediately thereafter at Jesu Bhavan, Mango.

For Immediate Release

Talentedge launches AI and Machine Learning-driven Executive Education platform at XLRI ***Introducing SLIQ 2.0, unified executive learning environment for learner and mentor***

Jamshedpur, 26th August 2017: SLIQ 2.0, a revolutionary Artificial Intelligence (AI) and Machine Learning (ML) enabled platform for learning for XLRI Virtual Learning Students was launched by **Father E. Abraham, S.J.**, Director, Xavier School of Management (**XLRI**), Jamshedpur.

SLIQ 2.0 has been developed by Talentedge, India's leading Ed-Tech firm, offering 'live and interactive', anywhere learning in digital format. The launch of **SLIQ 2.0** also makes **Talentedge** the first in the education-technology space to have Artificial Intelligence & Machine Learning powered Executive Education platform in India.

While speaking at the launch **Father E. Abraham, S.J.** said "XLRI is committed towards delivering the curriculum effectively. Innovations like SLIQ will help us refine our courses further to meet the needs of learners and industry, alike. It will enhance students' learning through futuristic technology. Integrating AI in the learning platform is a path breaking step from our partner, Talentedge".

Available on Android and iOS platforms, Talentedge SLIQ 2.0 creates a unified learning environment for learners and teachers, as it streamlines processes and simulates classroom learning. This advancement focuses on conferring enhanced customised user experience and is able to keep a check on learners, i.e. if they are attentive during sessions or have merely switched on the device or even stepped away. It also sends learners notifications to remind them of live classes, assignments and more.

The AI engine as a part of SLIQ has the following parts –

- A virtual classroom powered by technology
- First AI & ML powered learning app for Executive Education in the country
- Adaptive logic driven system guided learning supported by proprietary AI engine
- Self-evolving Machine Learning powered personalised learning for the learners
- Learning Mentor or "Avatar" supported by Semantic data models with real time feedback to AI engine
- Learning curve guided course creator to guide instructors

Mr. Aditya Malik, CEO & MD, Talentedge added "Machine learning is the definitive future of education in India. It is with this forethought that we launched SLIQ 2.0 for the benefit of our learners and mentors alike. We hope SLIQ 2.0 will enable truly customized-education & real-time problem solving capabilities. It will not only help learn faster but also foster user's overall learning satisfaction. We are excited about the launch of this path-breaking platform and hope to garner a positive response from our users".

Since its inception, Talentedge has on-boarded more than half a million learners generating data, accounting to over 5 million data base entries. SLIQ 2.0 leverages this data to operate an AI engine which uses these acquired data points, by implementing big data as readymade repertoire of experience for the system. The platform has also reinforced communication modules through chat bots that enable query resolution of the learners and address mundane but frequent queries, with nominal human intervention.

This advanced learning environment will provide further leverage to the valuable partnership between Talentedge & XLRI Jamshedpur so that learners can gain maximum benefit from our co-partnered courses, in the process furthering the common endeavour of taking quality executive education to professionals around the country.

About Talentedge

Talentedge (ISO 9001:2008), an Ed-Tech firm is the first to bring 'Live & Interactive' anywhere learning in digital format. It offers courses jointly with world's leading institutes and corporates enabling working professionals to plan their future course of action and fast track their careers. Talentedge partners with top Indian & International institutes including, IIMs, XLRI, Jack Welch Management Institute (JWMI), MICA and also with top corporate names like OLX, Viacom 18, Wizcraft, Society of Human Resource Management (SHRM) and others. Talentedge's ability to re-create classroom type interactions in the virtual world has struck a chord with over 3,00,000 individuals and corporate learners. The company initiates industry relevant learning by bringing eminent subject experts into online education. Talentedge is one of the first Ed-Tech organizations to be credited with a certification. For additional information please visit: www.talentedge.in or contact info@talentedge.in.

About XLRI Jamshedpur

XLRI (Xavier School of Management) aims to nurture & train managers and leaders with a social conscience with the ability to deliver performance and attain excellence across cultures, functions and geographies.

XLRI was founded in 1949 by a few visionary Jesuit Fathers to bring a change in the society. The institute always strives to be a management school with a difference. Pursuit of academic excellence and fostering whole-person integral growth of students has been the hallmark of XLRI for over six decades.

The institute is located in one of the industrialized regions in the country, Jamshedpur. XLRI Jamshedpur offers a two-year full time programme in Business Management, a fifteen-month full-time residential management program PGDM (General Management), a three-year part-time weekend program in Business Management for working executives and business owners, a two-year full time programme in Human Resource Management, which also includes fellowship and research programmes.

XLRI Holds Interactive Session with Dr. Muhammad Yunus

29th August, 2017: **XLRI- Xavier School of Management, Jamshedpur** organized an Interactive Session with the *Eminent Economist and Nobel Laureate, Dr. Muhammad Yunus*.

The session was conducted by Prof. Madhukar Shukla and was attended by Fr. E. Abraham S.J., Director, Dr. Ashis K Pani, Dean (Academics) besides other Professors and the students of XLRI.

At the session, **Dr. Yunus** talked about businesses as a medium for solving problems and reducing the disparity between the various economic sections of the society. He went on to talk about the problems encountered in his crusade against loan-sharks and his commitment to serve the destitute who lacked access to basic financial services. He also highlighted the difference between helping through charity and helping through businesses which make money and ensure sustainable progress of the downtrodden sections of the society and advocated the latter. He held the current financial institutions responsible for the poverty prevalent in the world.

The banks are for rich people as it remained for the privileged class, he said adding that more than half of the world population has nothing to do with the banking. The seed of poverty prevailed in the system and we have to break it by reversing the system, he said while asking the future managers to build a road to reach the destination.

Speaking at the session, **Dr. Yunus** said, *"I always did the just the opposite of what banks do. What banks did was for the rich. I reversed the system to make it work for the poor. The best thing that happened to me is that I never studied banking. I did things as it came and had no guarantees for the credit we gave. Luckily it worked"*.

He further said, addressing the students, *"Create businesses to solve problems, not to generate money. The problem is not in the paper, but in the thinking. One does not have to change the world, just one person to begin with"*. He illustrated the progress that societies can make through entrepreneurship by citing various examples from different parts of the world.

Dr. Muhammad Yunus, often called "Banker to the Poor" is a world renowned social entrepreneur, banker, economist, and civil society leader. He was awarded the Nobel Peace Prize in 2006 for founding the **Grameen Bank** and pioneering the concepts of microcredit and microfinance. The Grameen Bank model of microfinance now operates in more than 100 countries worldwide. As of today, about 9 million people benefit from the financial services accorded by Grameen Bank and remarkably, 97% of the beneficiaries are women.



In 2012, he was described as one of 12 greatest entrepreneurs of the current era, and has also been named among the world's top 100 most influential thinkers by the Foreign Policy magazine. Besides the Nobel Prize, Prof Yunus has been felicitated by numerous awards and honors including the **US Presidential Medal of Freedom**, **Ramon Magsaysay Award** (1984), the **World Food Prize**, the **International Simon Bolivar** Prize (1996), the **Sydney Peace Prize** (1998), the **Seoul Peace Prize** (2006), etc.

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XLRI Inaugurates 8th batch of Post Graduate Programme for Certificate in Entrepreneurship Management (PGP-CEM)

31st August, 2017: **XLRI – Xavier School of Management**, one of India's premier B-Schools, today inaugurated the **8th batch of its Post Graduate Programme for Certificate in Entrepreneurship Management (PGP-CEM: 2017-18)** at XLRI's Entrepreneurship Development Centre (EDC) in XITE campus, Gamharia. The new batch consists of **40** students shortlisted on the basis of a rigorous selection process. While half of the students are from Jharkhand, the rest is drawn from the rest of the country.

The inaugural ceremony was graced by **Fr. E. Abraham, S.J** (Director, XLRI), **Dr. A. K. Pani** (Dean [Academics], XLRI), **Fr. Jerry Cutinha, S.J.** (Dean [Administration & Finance], XLRI) and **Dr. Vishwa Ballabh** (Chairperson, Entrepreneurship Development Centre (EDC) at XLRI).

Addressing the students, Fr. E. Abraham S.J, Director, XLRI said, *"We have to carry out our responsibilities as a social entity. A strong connection with the society will provide the edifice for value-oriented learning. XLRI, besides being a higher learning institution is also a social institution and we try to inspire future business leaders like you to search for solutions to the socio-economic problems in the environment in which we are living. However, our resurgent economy is slowly but steadily putting in place a favourable eco-system for budding entrepreneurs like you all."*

On the occasion, Fr. Abraham also congratulated XLRI student Harshit Sonkar, who under the mentorship of XLRI's Entrepreneurship Development Centre and its Chairperson Prof. Vishwa Ballabh, created the NGO 'The Mango Foundation' with the aim to provide basic education to children of economically deprived sections of society. Beginning journey in 2016 with only 10 students, 3 volunteers and a noble intention, 'The Mango Foundation' currently has 100 students and has also received great support from Harley Davidson Group, Lucknow Gazelles, PVR, Coca-Cola, Red FM, OYO Rooms and many others by April 2017. *"It is heartening to learn that 'The Mango Foundation' is doing all the right things to bring about a positive impact in the society and has the kept flag of XLRI flying high,"* Fr. Abraham commented.

"Our new students have diverse educational backgrounds in professional disciplines like engineering, business management, computer application, fashion industry, tourism & logistic, Mass communication, Digital Cinematography, PG Diploma in Emergency Medical Services etc. More than 40 per cent of the students have work experience of varying duration. We hope the diversity among the students will help the process of peer learning," Fr. Abraham added.

Fr. Abraham further added, *"We are happy to note that a majority of the graduates passing out of the previous seven batches of this programme are into their own entrepreneurial ventures. We expect our students to make the best of their stint in XLRI during the next six months. We would like them not only to imbibe the nuances of entrepreneurship, but also to develop within themselves the values of honesty, integrity and fellow feeling, so that they turn out not only as competent entrepreneurs, but also as good human beings."*

The Post Graduate Programme for Certificate in Entrepreneurship Management (PGP-CEM) is a full time 6-month program in the domain of entrepreneurship management designed and developed by Entrepreneurship Development Centre (EDC) of XLRI to provide competency-based education to the candidates with a view to promoting entrepreneurship having equipped them with the essential conceptual and operational skills required for running an entrepreneurial venture successfully.

Dr. Vishwa Ballabh, Chairperson, Entrepreneurship Development Centre (EDC), XLRI commented, *“Our objective in launching this programme is to generate a breed of entrepreneurs who are equipped with conceptual and operational skills required for running an entrepreneurial venture successfully. The programme has been designed carefully in order to ensure that it helps meet the gaps identified in similar programmes currently being run elsewhere. We would like the graduates of PGP-CEM not only to be informed of the different functions of an entrepreneur, but also to be equipped adequately to get over the challenges as and when they encounter the same. We are happy to see that over the years, many of our graduates have come forward with unique ideas and launched their own ventures.”*

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Press Release

August 21, 2017
XLRI, Jamshedpur

The Entrepreneurship Development Centre at XLRI with Singhbhum Chamber of Commerce and Industry, organised the Jamshedpur Roadshow to share the details of the NEAS initiative.

XLRI is pleased to partner with the Ministry of Skill Development and Entrepreneurship, Government of India, for the National Entrepreneurship Awards, 2017. As a key institutional partner, XLRI will play a crucial role to mobilize, support and encourage participation in the Awards across Jharkhand, Orissa, Assam and other North East Indian states. Professor Vishwa Ballabh and Professor Madhukar Shukla will anchor the initiative at XLRI, with able support from the Entrepreneurship Cell of XLRI.

The National Entrepreneurship Awards, now in its 2nd year, aims to both award Successful Entrepreneurs in various categories as well as recognise Ecosystem Builders in Individuals and Organisations working in the field of Entrepreneurship Development. The various award categories include: outstanding youth entrepreneurs, women entrepreneurs, social entrepreneurs, entrepreneurs from the SC/ST category, entrepreneurs who are People with Disabilities (PWDs) and grassroots-level enterprises. A total of **17** Awards for individuals and **6** Recognitions for institutes, incubators and mentors will be given across the aforementioned categories. Winners will be selected by a national jury of eminent persons drawn from academia, finance, industry and the social sector.

To be eligible to participate in the Awards, entrepreneurs must be below the age of 30 years as of **January 1, 2017** and should have registered their enterprise as a company or an LLP under the Companies Act, 1956 or the Limited Liability Partnership Act, 2008, respectively, within the preceding **three** years from the date of **July 28, 2017**. In addition, the candidate must be a 'First Generation Entrepreneur' i.e. an entrepreneur who is not in the same line of business as his/her parents and who has started an enterprise on the basis of their own initiative, idea or innovation. Furthermore, the paid-up capital of the business may not exceed INR 1 Crore and the enterprise must have all relevant or necessary industry certifications (eg. FDA, FSSAI, CE, MSME etc.). A relaxation of five years is provided in the Age Limit to persons from the SC, ST categories and Persons with Disabilities (PWDs) i.e. entrepreneurs from these categories must be below the age of 35 years as on **July 28, 2017**.

To be eligible for Recognitions, institutes or organizations wishing to participate must either have provided incubation or mentorship services or offered courses on development of entrepreneurship for at least three years prior to **July 28, 2017**. Educationists, Advisors and Consultants offering services towards the development of entrepreneurship for three years or more from the date of **July 28, 2017** may also apply for Recognitions.

Details of the Awards may be found online at www.neas.gov.in. All applications for the Awards must be submitted online at the above web address no later than **September 15th, 2017**.

Any queries about the Awards may be sent via email to neas@xlri.ac.in.

XLRI to Hold ‘Open House Meet’ on 20th August at St. Xavier's College, Mumbai for their Upcoming PGCGM Programme for Working Executives in Partnership with XIMR

The ‘Open House Meet’ to be held with XLRI Programme Coordinator from 10.00 am to 1.00pm on 20th August for participants to interact and learn more details about the XLRI-PGCGM Programme at St. Xavier's College, Mumbai.

- ***Registrations for the PGCGM open till August 31, 2017***

11th August, 2017: XLRI- Xavier School of Management, Jamshedpur has joined hands with Xavier Institute of Management and Research [XIMR], Mumbai to offer Postgraduate Certificate in General Management (PGCGM) for Working Executives.

An ‘Open House Meet’ is being organized at St. Xavier's College, Mumbai on 20th August from 10.00 am to 1.00pm with the XLRI Programme Coordinator for participants to interact and learn more details about the XLRI-PGCGM Programme and as well as spot registration.

The programme will commence in October 2017 with an induction at XLRI, Jamshedpur while the rest of the classes will be held during the weekends at XIMR, St. Xavier's College Campus in Mumbai.

Students would be awarded a *Postgraduate Certificate in General Management* on the successful completion of the course. The certificate will be awarded by XLRI at the Annual Graduation Ceremony held at XLRI Campus in Jamshedpur.

The programme aims to provide an opportunity to the participants to earn a professional qualification in General Management while working and in developing a General Manager's perspective of Business, to equip participants with appropriate tools and techniques to take effective and considered business decisions and help develop scientific thinking through extensive use of cases and other pedagogy. The programme will include core courses in key functional areas (Marketing, Finance, Human Resources, and Operations), besides General Management courses.

Commenting on the new program, **Prof. Prantik Ray, the Program Coordinator at XLRI Jamshedpur** said, *“The programme is to be overseen by efficient and experienced faculty of both XLRI and XIMR. This proposed programme has been designed keeping in mind the working executives in Mumbai, Pune and other cities in Maharashtra. The course will allow executives to pursue a rigorous schedule that helps them leverage classroom learning to their professional roles. Participants will develop a holistic General Management and Business Leadership perspective.”*



Registration for the PGCGM Programme 2017-18 is open from July 1 till August 31, 2017.

The programme is of 11 months duration with four terms. The programme comprises of 15 compulsory courses and a dissertation spread over the four terms.

The fee for the programme will be **Rs. 4 lakhs + Tax** per candidate. This will include tuition fees and other infrastructure necessities as required for an effective academic programme.

Working Executives with minimum 2 years of experience as well as Entrepreneurs owning their own business for past 2 years having completed graduation from a recognized University in any discipline are eligible to apply to the course. Participants will be selected based on interviews. Interviews will be jointly conducted by faculty of XLRI and XIMR.

The registration details are available at:

<http://acad.xlri.ac.in/pgcgm/>.

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