



Loyola  
Institute of  
Business  
Administration  
(LIBA)  
*A Jesuit Business School*

# LiBiTES

(Monthly e-newsletter of LIBA Alumni)

July 2021

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## AGILITY

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In Your LIBA

LIBA during June 2021 - July 2021

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## Director's Message



### Embracing Agile Operating Model

COVID-19 has been a test to so many organisations.

Their teams are forced to become agile to sustain their people and culture.

It is an iterative approach to project management and software development that helps teams deliver value to their customers faster with less challenges in the process.

Agile teams deliver work in small, but consumable, increments.

Requirements, plans, and results are evaluated continuously so teams have a natural mechanism for responding to change quickly.

Agile team “drives innovation, accelerates product delivery, and engages employees in a digital-first world. Industry Goliaths can no longer prevail through size and market might.

Today, speed and agility are what it takes to adapt to an ever-changing business environment and rapidly evolving customer demands”, says Nidhi Srivastava, TCS

Some have worked hard to recalibrate competitive advantage.

Lockdowns are indeed disruptions in all senses

The coronavirus has challenged the typical approach to managing agile teams.

Traditionally, such teams thrive when team members are co-located, with close-knit groups all working in the same place.

Co-location builds trust, simplifies problem solving, encourages instant communication, and enables fast-paced decision making.

The agile teams now work remotely that reduces cohesion and increase inefficiency

The work culture has changed.

The seamless access to colleagues afforded by frequent, in-person team events, meals, and coffee chats are absent.

The challenge for remote agile teams is that they are tempted to try to replicate exactly whatever has worked for them in a co-located setting. But what worked in the office setting won't always work remotely. The focus should be on outcomes that you gained in the office and modify your scrum ceremonies as appropriate. Asynchronous communication must be in operation. Messaging boards and zoom chat are effective means to coordinate agile teams working remotely. Agile teams replace certain traditional ceremonies with asynchronous communication. Teams have to become cross-functional teams. And they should be self-managed teams. Iterative design and production cycles could result in high quality and services. And collaborative as well as autonomous teams make happier ecosystem. There must a shift from a conventional mindset to an agile one. It means really investing in people and coaching everyone from top to bottom. Establishment of technology capabilities helps enable quick and frequent Introduction new software products will show how they make impact on service. Clear strategy is required. Creation of a product-centric organisational design is important. Ways of working should be agile. Scrum method and Scaled Agile Framework (SAFe) must play A key role in prioritizing projects to deliver a greater value in a short time. All these must include three key elements: *collaboration, constant focus on business value, and appropriate level of quality*. It is all about efficiency and speed.



**Dr. C. Joe Arun, SJ**  
Director - LIBA

## Chairperson Speaks



LIBA wishes you for your safety and health!

I am very happy to release the July 2021 issue of our monthly newsletter - LiBiTES.

This month's issue covers the theme on Agility which is the most trending concept in the business circles.

*Without exception all of my biggest mistakes occurred because I moved too slowly.*

- John Chambers, Cisco, CEO

Today, with high intensity rivalry in a dynamic and uncertain environment, for firms in order to build cumulative and lasting improvements, a new competitive and multidimensional concept called agility need to be embraced.

When the word is used in sports it is speed and direction; and when used in business it is speed and stability - This is what we call **Agile** - The ability to change swiftly and easily, unpredictable external and internal changes. An organisation which has got the culture of innovation, empowerment of its employees and tolerance for ambiguity is progressive and in the right direction towards **Agility**.

**Agility** is no longer a matter of choice - for organisations to survive - it is an essential factor.

I wish to thank all the contributors for this issue on **Agility** in the form your articles and write-ups. It has always been a source of joy and inspiration to read your creative works.

Do continue to write to us, on your achievements, experiences, new jobs, new ventures and reach out to more than 10,000 of our LIBA alumni portal and newsletter platform.

Coming up next month issue is on the topic "**Proximity**".

Also, I am glad to inform and invite you all for the Delhi Chapter Alumni meet on 21st August 2021, Saturday, at 6.30 pm, through virtual mode. Please join us and make this event a memorable evening.

Let us stay connected through LiBiTES!

Best wishes,

A handwritten signature in black ink, appearing to read 'Aiswarya'.

**Dr. B. Aiswarya**  
Chair - Alumni Relations

# Illuminator



**Krithika Roshini**  
EDHRM 15

Agility implies “To be prepared.” Being prepared does not indicate knowing everything, but it does include being ready to adapt to any given situation. The willingness to take risks in tackling fresh settings is regarded as a critical factor. Being agile requires a combination of motivation and a readiness to take on new duties.

Agility also refers to the “consistency with which one learns new things.” The key to agility is to step outside of your comfort zone and learn in and across situations. Staying involved and the ability to swiftly recognize the effects of such acts, as well as selecting what to do next in order to continue the learning process, must be instilled in every individual.

Agile firms are believed to unleash their employees and design for simplicity. Employees are given a wide range of possibilities to collaborate with colleagues from various backgrounds or job functions in order to share viewpoints and transfer expertise.

Employees are involved in the cognitive process, which helps the organization realize its goal. It leads to a beneficial shift in performance over time.

We don't just stop at acquiring and transmitting knowledge; we also need to assess. Critical review of work-related incidents enables the team and the organization to transmit more quickly and with fewer burns. Seeking feedback allows you to recognize how far you've come in your development. It gives you the confidence to take the next step and realize your own impossibilities.

To attain the desired outcome, we must be fit not only physically but also mentally. The best thing about agile is that it allows you to fail, and it is truly okay to fail. Because that is when you will assess yourself, step outside of your comfort zone, and be willing to go the extra mile to attain your goal. Success is never a straight road to travel; you will encounter setbacks and changes along the way. Being agile, on the other hand, will assist you to recover faster and will improve your ability to innovate. Being nimble also allows you to respond to changes in a consistent manner.

Be agile, start adapting, make a mistake, learn, improve, and conquer your vision. The desire to be agile is a sign of a new and better beginning. So, for a potential career, “Be the change.”





**Margaret Sonia Loyola**

F 02

In today's world of work, customers hold the keys and therefore organizational leaders have to reorient themselves with a new mindset to generate ideas. Systems /policies and procedures continuously to satisfy the customers' well-being. This focus calls for ongoing changes from routine, traditional practices in facing VUCA world, through a new set of values, attitudes, systems and exercises. It requires a continuous focus of doing, creating an environment of efficiency and services, ensuring the well-being of the society at large. This changed perspective leads the organizations rapidly into a revolution when the old systems on individual team focus get now expanded into experiments. Implementation in large scale at all levels as an organization development approach, remaking the very foundation of business.

In some ways, the concepts of business agility aren't new. The Age of Heretics, by Art Kleiner, describes the forerunners of Agile management in the 1960s and 1970s. Self-managing teams and more participative decision-making frameworks were among them. Despite enormous increases in productivity and engagement obtained on a small scale, these techniques failed to take over the entire business. They were crushed by entrenched bureaucracy and power structures. However, what is new is that CEOs, such as those at IBM and Microsoft, are supporting the cause of business agility across their organizations. Implementing these concepts in most large businesses entails a significant departure from the ponderous bureaucracies that dominated the economy in the twentieth century. These concepts can only thrive and persist if they have the support of the C-suite. The scientific HR needs agility in a big way to leverage business and customers and there is growing thirst of wanting to know agility and what it means to organizations.

Agility, often known as nimbleness, is the capacity to quickly alter one's bodily position. It is achieved by combining individual movement qualities such as balance, coordination, speed, reflexes, strength, and endurance. Having said the scientific meaning of agility, we need to define it in business context. Agility is defined as the capacity to alter one's body direction quickly and effectively in order to attain a desired goal. Business being looked as a living entity should be cared and healed by the right kind of agility at the right time.



Stress puts our already stressed neurological systems under jeopardy. This affects our intellect and creativity, causing emotional and behavioural upheaval. We can learn to make deliberate shifts by recognising our own and others' emotional states by handling Neuro-Emotional Agility. Learning Agility is the ability to rapidly learn, unlearn and relearn based on new and changing situations. This is not just learning a new skill; it is growing a new brain that increases learning capacity and accelerates our ability to adapt. Leading in disruption requires creating trust in complex teams thereby creating trust agility. Teams where there is strong trust are more agile, according to the of a leading technology company. The team's future will be fluid, globally distributed, multi-generational, often virtual, and often virtual. An ever-growing demand of stakeholder agility is illuminating just how interdependent we are, more so during the pandemic. We need stakeholder agility to align this complex system and move toward solutions that work for the whole. Human capacity and agility must be transformed at scale if we are to urgently and effectively solve the meaningful problems we are faced with. This requires growth agility, that each of us are able to grow ourselves and for the people in our charge.



**Jennifer George**

F 17

Business schools are scrambling to pivot digital transformation, embrace innovation and let curriculum meet the rising demand for agile leaders.

According to research reports from the AACSB (Association to Advance Collegiate Schools of Business) and Association of MBAs (AMBA), 91% of business schools have increased the amount of online learning offered since the start of the pandemic. Furthermore, 98% of these schools exhibit they are successful in venturing into programs online.

### Learning Agility:

The pandemic has proved that an agile culture unlocks successful transformation in organizations and is critical to survival. Organizations are looking for agile leaders, who are identified with the capacity for rapid learning, termed as 'Learning Agility'. To tackle unfamiliar situations and problems and to see straight off the best thing to do, without having to go through a process of deliberation. Learning is coming into view as a leadership skill rather than an academic skill.

*"All human actions have one or more of these seven causes: chance, nature, compulsions, habit, reason, passion and desire."*

- Aristotle

Institutes are revamping themselves as 'learning institutions' with learn to learn mindset, rather than

'teaching institutions'. Appealing to students with reason, igniting their passions, sparking their desires, answering their needs (nature), depending on their habits, and often benefit from the winds of chance. By signifying that learning agility is imparted in their programs, business schools are seeing progress in their outcomes - placements, social impact, and perception.

### Technological Agility:

The year 2020 called for light-speed measures: Business Schools displayed their technological agility, housing their own technological centers to ensure learning continuity.

Implementing innovative teaching and learning environments using Augmented & Virtual Reality, Active Learning Classrooms, Gamification, Massive Open Online Courses, Simulation, Flexible learning, Flipped Classroom, Collaborative distance learning and Active Learning Forum.

As a research article rightfully notes, that by imbibing technology to facilitate teaching and learning within management courses offers an effective and agile learning environment. We can see innovation and learning resonates profoundly in Agile B-Schools to embrace and adapt to this new age of education in a VUCA (volatile, uncertain, complex, and ambiguous) world.







**Sneah Agarwal**  
EDHR 19

Agility remains to be an important aspect of any business's success in a constantly evolving world like ours. Agility at the workplace is not only about the culture of leadership, individuality, physical workspaces that motivates and enables employees to work in an agile manner, in the current scenario. It is also about enabling employees to work from home in a smooth and hassle free manner.

While agility is cherished as a term across different aspects of life, not so much

when it comes to the corporate world. With the pandemic constantly reminding businesses of the importance of mobility and going digital, most businesses expect their employees to work from an office desk even if the nature of work does not necessitate it. One is sure to come across words as, quick thinking / agility when looking at job descriptions but not so much when it comes to working conditions.

I believe that cause for lack of agility in working conditions is deep rooted in employer psychology of physical accountability and in-person communication. While having your employees work from an office has its own perks, the current times dictate otherwise. The fast changing world has no place for risking employee's lives, for wasted travel time or traffic exhaustion.



**Govindarajan**  
EDHR 19  
Business Analyst in Wipro Limited

Agility was born in 1991 when an industry group observed that the increasing rate of change in the business environment was outpacing the adaptability of traditional manufacturing organizations. Dominant organizations were suddenly failing when continuously changing markets and customer interests found new sources of satisfaction. Though some of these organizations were simply late to wake up, many could see a need but were unable to institute internal change quick enough. Agility is the word that describes the missing characteristic in these organizations. They could not adapt at the same pace as their changing environment - neither to counter a threat nor take advantage of a major opportunity.

Organizational adaptability is a core viability requirement - just like profitability. In order to continue as a



viable entity an organization must meet two conditions for existence: it must satisfy some purpose (profitability) and it must continuously adapt as necessary to changing environmental conditions. When either of these conditions is not met the organization is threatened with extinction. In this sense an organization is just like an organism - both lead a transitory life in a hostile environment that requires the consumption of energy and constant vigilance.

Being Agile means being proficient at change -- and allows an organization to do anything it wants to do whenever it wants to. Thus, an Agile organization can employ business process reengineering as a core competency when transformation is called for. It can hasten its conversion to Lean production while that is still useful. And importantly, it can continue to succeed when constant innovation becomes the dominate competitive strategy.

Agility is a core fundamental requirement of all organizations. It was not interesting as a focused concept when environmental change was relatively slow and predictable. Now it has gained considerable attention and a growing number of proponents. The nature and reality of an Agile organization is determined by how it is organized -- it is a systems and structural issue.

# LIBA Talks



**Dr. Pradeep Earnest**

*Assistant Professor – Marketing*

Living our lives, the agile way. So, what is agile? Doing things very quickly and easily. Not only that but to do things in an effective way. Today's world is always in a fast-forward mode – right from dawn to dusk.

Agility, also called as nimbleness, is how quick the person adapts quickly to changing situations. Imagine how a ballerina just brushes off the dance floor with her toe tips with an amazing grace and an astounding speed – that is agility.

Agility can be applied across various areas in our life, be it personal, social or corporate. Agility is a characteristic feature of sportspersons, wherein he/she can effectively change body positions efficiently. This requires a perfect combination of strength, speed, balance and coordination.

MS Dhoni is known for his exemplary agility in wicket-keeping.

## Organizational Agility

This is the ability of an organization to be more dynamic and adaptable to changing business needs. There are a lot of uncertainties and challenges involved in today's business scenario. This helps the organization to thrive in this hyper-competitive era.

Earlier organizations used to be more rigid and centralized in their approach always following a managerial hierarchy (i.e., a top-down approach). Now with globalization in place, an organization has to be flexible in its administration – setting up more smaller hubs of governance helps manage communication effectively and open for experimentation and ideas from all cadres which leads to better governance and better employee satisfaction and retention.

Assessing our own self, organization as well as our businesses, from time-to-time helps promote agility and establishes sustainability in the long run.

The current trend in software development is the agile methodology which involves development in sprints - which are smaller chunks of the entire development process – as opposed to the traditional waterfall



method, where a sequential approach is followed from requirements gathering to implementation. Feedback is obtained immediately after each sprint in the agile method and this offers the flexibility to operate according to the dynamic needs of the clients thus winning their satisfaction. Added advantages of these sprints are many of them are reusable and scalable.

## How to incorporate agility at workplace?

As you set goals for the week or targets for a month, help your team in breaking down these goals to daily smaller tasks which can be accomplished. Cut long meetings, short! Instead of looking back at the end of the month, if the target has been accomplished or not, have small stand-up meetings for 15 minutes, where the team can discuss on their daily tasks and providing feedback on what they had done the previous day. This frequent course correction reduces anxiety and helps our mind to adjust dynamically to frequent changes, ultimately helping to achieve the goal in the stipulated time.

## Emotional Agility

In our day-to-day lives, one sets a lofty goal and feels overwhelmed whether he/she can accomplish it, which spirals negativity and lack of confidence.

We are constantly bombarded with emotional challenges – anxieties about the future, fear of rejection, overwhelming thoughts etc. Human beings undergo such roller-coaster ride of emotions daily and this is not abnormal. It is not these thoughts that lead to an immediate downfall of a person or a leader but the constant accumulation of these negative thoughts erodes positivity and self-confidence that lead to downfall.

To overcome this barrage of emotions, one should not attempt to suppress or bottle up these emotions but to start accepting them and approach in a mindful, value-driven and a productive way. This is called as emotional agility.

Author, psychologist and executive coach Susan David introduces a concept that she terms “emotional agility,” defined as: “being flexible with your thoughts and feelings so that you can respond optimally to everyday situations.”

Few ways to manage these stressors and convert them to opportunities for growth and success are:

- Setting yourself SMART goals – Specific, Measurable, Achievable, Relevant and Time bound goals in order to accomplish great things
- Asking yourself whether these stressors are found everywhere despite changing environment or is it a change which must be initiated within oneself.
- Examining the source of these negative thoughts and finding the root-cause so that we can think of ideas to eliminate them
- Not being reactive to each and every thought but being in a state of acceptance for things beyond our control
- Having some deep-rooted values for yourself helps you understand your worth and makes you not to



**Dr. P.A. Mary Auxilia**

*Assistant Professor – Finance*

Agility has become imperative as the globe is facing unprecedented challenges with downturn growth in the economy. Businesses, especially start-ups are suffocated and struggling hard to sustain. Although agility is in practice for the last few years, there is a need for augmentation and requires continuous improvement. Disruptive technology has driven the markets to transform and engrave agility in all functional areas.

The VUCA world that we are living in challenges one for a paradigm shift to ‘change agility’. That is the readiness to tackle issues or challenges that crop up with rapid speed and flexibility. Change agility is an expertise that can never be evolved overnight. It is developed gradually and incised in an individual’s mind to give up resistance to change and foster the desire to adapt. This process is assiduous as it involves high tolerance for ambiguity and creates space for agile leadership.

In these volatile times, such as crumbling down of the strong and efficient markets and collapse of the world economy, agile leadership and team agility are the keys to success for any business. Agile teams have to be eclectically skilled with cross-functional collaboration

fret for simple things. Some values to be nurtured by one self are commitment, integrity, honesty, respect and many more. These values help us to tame our inner war of words and give us more clarity in our purpose, change our course of actions based on evolving needs and help us to achieve more.

How to incorporate agility at home?

One can devote a particular time of the day, to spend meaningfully with the family. Start your day by spending some time with your spouse or parents by having a small chat over coffee in the garden or verandah. Share your thoughts and be ready to accept others’ thoughts. This enriches life and helps you to have some perspective. Connect daily with children, at least for 15 minutes. Appreciate their tiny accomplishments and cheer them up before going to school.

Morgan Philips and team define individual agility as “the ability to work with insight, flexibility and confidence in response to challenging and changing circumstances.” Therefore, on a concluding note, incorporating agility can definitely reduce stress, boost confidence and improve the quality of our lives.

and exhibit dynamic capabilities. At this juncture, one needs to remember that the future is all about agility blended with the collaboration of cross-functional teams who can effectively work in a remote work environment. Remote work is the new norm and the future might compromise on a hybrid model of both on-site work and remote work. Such a flexible model invites one to be ready to unlearn and to relearn the skills. It impels each person in the team to re-think, re-invent and embrace transformation to develop resilient personalities.

Jeff Bezos, founder of Amazon articulates that “In today’s era of volatility, there is no other way but to re-invent. The only sustainable advantage you can have over others is agility, that’s it. Because nothing else is sustainable, everything else you create, somebody else will replicate.”

When ‘agility’ takes root within a person it can become the second nature of a person. Such persons are open-minded, react quickly, respond swiftly and re-think to undergird and sustain any turbulent business environment.



### Dr. Issac K. Varghese

Assistant Professor – Strategy

The trendy managerial acronym – VUCA (Volatility, Uncertainty, Complexity & Ambiguity) have been in use since some years. COVID-19 pandemic and the disruptions it caused resulted in everyone experiencing a 'VUCA' world. COVID-19 pandemic has redefined the ways in which businesses operate. The business world has moved into a hybrid model with more work happening virtually. Rapid advancement in technology and its usage have brought access to world class education to the comfort of one's home.

The pandemic has highlighted the need for businesses to be prepared for disruptions. Organizations that has been able to seize these disruptions as an opportunity and adapt have been more resilient. Agility is key in creating this resilience. Agile organizations have been able to understand the demand and come out with products and services that cater to changing times. Leading Educational institutions have started looking at pandemic times as an opportunity to connect with larger audience. More programs are being launched online to help in upskilling.

McKinsey & Company in a recent article based on their observations of companies in United Kingdom, highlighted the key characteristics of agile organizations. Agile organizations have a common purpose and clear communications. The organizational structure in an agile model facilitates rapid decision making. They are able to create a network of teams with clear accountability. The employees are more

empowered and have the access to best technology

The organizations that are looking forward have started adopting this agile operating model. Cross functional teams help in faster responses to changes.

*"Ambiguity is not, today, a lack of data, but a deluge of data."*  
- Paul Gibbons

Organizations should be also able to efficiently analyze the large amounts of data that is available for decision making.

'At the heart of Ignatian spirituality is the practice of discernment'. Discernment helps organizations to respond to changing needs. It helps them in decision making based on the data that's available to them. Reflection and consultation with cross functional teams helps understanding diverse angles to any opportunity that comes up. LIBA with its investment in new technology and state of the art building is becoming more agile. This is helping us to offer courses to a wider audience. Students should be able to regularly discern the environment and upskill themselves accordingly. Being part of business networks and being updated helps them in understanding the changes. Organizations and employees need to remain agile to make the best use of opportunities that arise and remain successful.

*"Success today requires the agility and drive to constantly rethink, reinvigorate, react, and reinvent."*  
- Bill Gates





### Dr. S Shyni Carmel Mary

*Senior Research Associate in Business Analytics*

The modern business process has adopted rapid technological change to achieve the desired results and improve the company. Technological change integrated with the organizational capacity to embrace the Industrial Revolution, the flexibility to serve customers with low cost product and services without compromising quality. The business agility process ensures that a business realizes and sustains the full potential of both its profits and its people, regardless of the internal or external environment, in line with local and global opportunities. Creative and flexible when dealing with complexity, uncertainty and change lead to improved well-being and better outcomes. . It helps companies find and deliver more effectively by turning market turmoil into a competitive advantage, while thriving in complex environments.

Business agility demonstrates quick services, innovative productivity, vibrant corporate culture and energetic

leadership. It helps companies find and deliver more effectively by turning market turmoil into a competitive advantage, while thriving in complex environments. This allows companies to be more responsive to change, speeds up time for the market and reduces costs without sacrificing quality. Active businesses quickly realize their shortcomings and mistakes before correcting the situation and creating a better user experience. Companies that adopt business acumen can easily focus on customer-centric opportunities and threats in the market. This can take advantage of short-term opportunities, giving them the ability to be the first step. It can make them learn from their mistakes and setbacks, fix paths quickly and not be sure of their plans. And they can act confidently with the pace (or overtake) of the competition. It breaks down organizational pits, fosters creativity, thanks to the cross-pollination of innovative problem-solving ideas and support environment.



### Dr. Deepika R

*Research Associate*

Equip Employees with the skills to deal with uncertainty - Agility. Today, employees will become incompetent in their current jobs if they don't grow, adapt, and evolve to changing technologies and processes. Skills like learning agility are fast becoming the secret to success in the 21st-century workplace.

To be truly learning agile, employees need to be comfortable with unfamiliar situations. They need to be calm, confident and logical in their approach to solving problems. This requires a mental shift, where experimentation and uncertainty become an exciting, not a fearful, part of work.

Being agile in the situations of uncertainty by connecting information from past and present experiences in a way that helps them make sense of the world, even when it's changing. The best way by enrolling employees on practical training programs that include job shadowing, job rotation, and to take a systematic, rational, and logical approach to problem-solving. This way, they'll learn the skills they need to deal with uncertainty, and they'll be able to practice them in real situations.

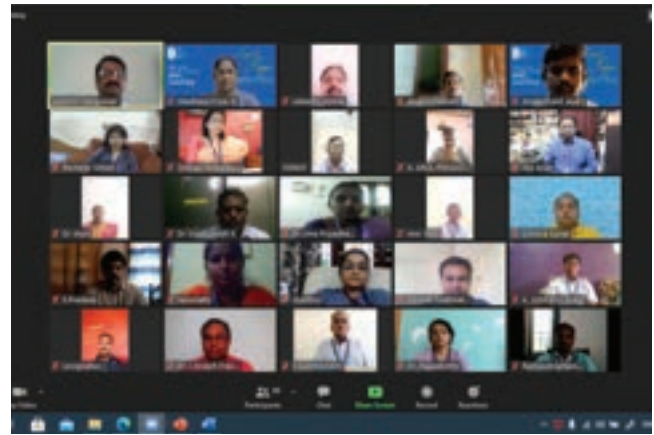


## Inaugural Prayer Service 2021



The inaugural Prayer Service to resume our life and work in LIBA for the new academic year (2021-2022) was held on 3rd June, 2021 at 9.00 am virtually through Zoom platform. All the members of LIBA attended the inaugural prayer service to begin their work by invoking God's blessings.

In the Inaugural Prayer service, Rev. Fr. C. Joe Arun, SJ, Director welcomed all the members back to LIBA after the summer vacation and mentioned that we all are resuming to our work by following the virtual office hours. He said that LIBA has quickly transformed itself to the new normal and adapted to different virtual platforms in delivering the lectures, meetings, FDPs, MDPs, etc., He also explained the restructuring and the implementation of the new curriculum and the new Teaching Learning Assessment (TLA). He expressed his happiness and shared the progress and inauguration of the new building. He stressed that LIBA should be

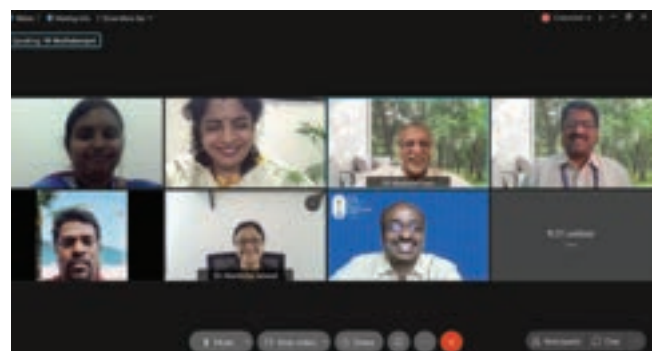


unique and different, and that we need to focus on outcomes especially in the areas of learning, teaching, and administration. He also mentioned that this year 2021-2022 is a great opportunity to uncover our potentials and make good use of our skills to accompany our students in shaping their future. That would make a difference in the post-Covid Era and we all should work hard to make LIBA top in the league. He concluded his speech by saying that God would guide us in our journey and protect us from all dangers and adversities.

Fr. Louie Albert, Dean Administration welcomed all the faculty members and staff and wished them all success in their endeavours. Dr. P.C. Lakshmi Narayanan, Dean Academics shared all the important activities and the dates for submission of documents and resuming of full-time PGDM classes. The Inaugural prayer service concluded with the final blessing by Fr. Director followed by the LIBA anthem.

## 1<sup>st</sup> Advisory Council Meeting for Centre for Business Ethics and Corporate Governance

The first advisory council meeting for the Centre for Business Ethics and Corporate Governance was held on 15-July, 2021 virtually. Prof.P.C.Lakshmi Narayanan, Dean-Academics and the member of the council, welcomed the members. Dr.S.Uma Priyadharshini, Assistant Professor-Finance & Chair-Centre for Business Ethics and Corporate Governance, introduced the distinguished members of the council including the external members, Rev.Dr.G.Victor Roch, Assistant Professor, Dept. of Plant Biology and Biotechnology, Director- PULCS & LSSS, Loyola College. Mr. Mahadevan, Chairman, Oriental Cuisines and the other internal members. The review and action plan for the centre was presented by Dr.S.Uma Priyadharshini. The members of the council offered their valuable suggestions and gave ideas to organize impactful events which would facilitate the students and corporates



to realize the importance of being ethical and socially responsible citizens. Dr. Chitraa Venkataachalam, Counsellor of Well Being-LIBA, thanked the members for their ennobling presence and constructive suggestions.

## Faculty Retreat 2021

LIBA Faculty Retreat 2021-22 held at Esthell Resort from 25th June to 27th June 2021.

Day 1, the retreat began with Dispositions for the faculty retreat by Fr. Director, he insisted on “Waiting” and told that quality is the essence of receptivity. He explained that the dynamics of the retreat should be Review and Reorient. Review should be Plan, Implementation, Monitor and Evaluation whereas Reorient should focus more on the purpose, sense of direction and clarity of goals. After that Dean, Associate Deans, Centre Heads presented the review and action taken report for last academic year 2020-21. Fr. Director Examen the review and the day ended with games, cultural and entertainment.



Day 2, the retreat began with Fr. Director explaining the dynamics of planning and operationalizing a value-driven agile blueprint. He explained the iterative process to derive an agile operating model and he told LIBA’s model should be Agile Operating Model. After that Dean, Associate Deans, Centre Heads presented the Plan for this academic year 2021-22. Fr. Director examen the plans and the day ended with games and entertainment.



Day 3, the retreat started with prayer by Fr. Director and the academic calendar was finalized. The retreat ended with the overall examen by Fr. Director.



## Staff Retreat 2021

The Staff Retreat happened on July 9 and 10, 2021 for the Staff at LIBA. The Retreat started with Rev. Fr. Joe Arun, SJ, Director-LIBA addressing the staff and urging everyone to become agile. He also expressed his gratitude to each staff member. Fr. Jacob, SJ, the guest speaker, led the gathering on how to empower ourselves and others resulting in mission excellence. Fr. Louie Albert, SJ, Dean-Administration, briefed on cross-functional teams and asked everyone to adapt to this working style. The session continued with presentations from each department. All the staff were taken on a tour to the new building by Administrator, Mr. Janardhanan. Games and wellness activities were also included that promoted team spirit and recreation among staff.



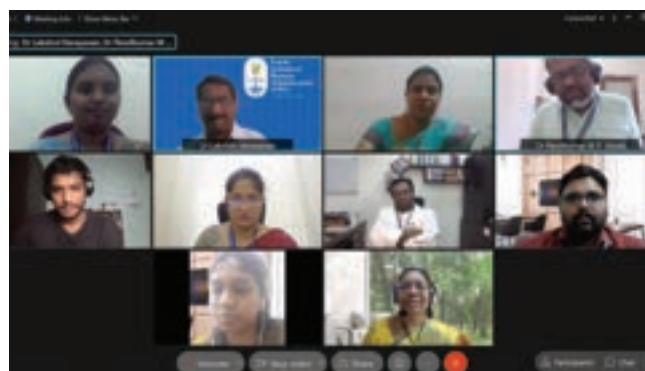
## Memorial Service for Prof. I. Thiagarajan



The memorial service of late Prof. I. Thiagarajan, Adjunct Professor of Economics and Chair Person, Part-Time Programmes, LIBA, was held on 29th June, 2021 at 10 am at the LIBA auditorium. The Faculty, Research Associates, Teaching Assistants and staff of LIBA were present at the service. Students of LIBA virtually joined the live streaming on YouTube. The memorial service commenced with a traditional Tamil prayer song. After this, Rev. Fr. Joe Arun, SJ, Director, LIBA lead the memorial service and spoke about his journey with late Prof. I. Thiagarajan. In a moving speech, he spoke about Prof. Thiagarajan's devotion to the profession of teaching and his loyalty to the Jesuit institution. He explained how this quality made him stand out from others as a unique personality. Fr. Director also spoke about how his profound sense of gratitude, selfless nature and humility made him an inspiration to many; students, colleagues and staff alike. His attention to every detail, sense of focus and his altruistic personality was of a rare kind. Fr. Director also eulogised his greatness and contribution to the growth of the institution. He concluded by saying that the memory of Prof. Thiagarajan would be dearly treasured, his presence would be sorely missed and his legacy would be continued by those aspiring to imbibe his traits. The service ended by all the members paying their homage and offering floral tributes. Fr. Director concluded the service by requesting everyone to spend the day in reflective silence and in ruminating over the virtues of late Prof. Thiagarajan.

## Finance Faculty Advisory Council meeting for the year 2021-22

The Finance Faculty Advisory Council meeting for the year 2021-22, was held on 16-July-2021, virtually. The Area-chair welcomed Rev.Fr.Director and other members of the council. Rev.Fr.Joe Arun.S.J, Director of LIBA, set the tone for the meeting by emphasizing the need for educating the students on the emerging areas of finance like Fintech disruption, crypto currency, data analytics.. The Dean Academics Prof.P.C.Lakshmi Narayanan briefed on the expectations and outcomes from the restructured Curriculum. The eminent team of external experts were, Prof. Dr. M. Thenmozhi, from Indian Institute of Management, Madras, Dr.V. Shunmugam, Expert in Financial markets and Commodity trading and Mr. Naga Subrahmanyam, F15 batch alumnus, currently working as Rating Analyst at CRISIL for Asian - Pacific Banks. The external council members appreciated the Area-Chair and the faculty team for designing a comprehensive and balanced curriculum which would increase the



employability of the students in finance domain. They also offered their valuable suggestions. The new curriculum was ratified by the council. Dr. D. Madhava Priya, Assistant Professor Finance & Assistant Dean-Student attendance and discipline, proposed the vote of thanks, thanking all the members for their valuable presence and suggestions.



## Industrial Visit to MGM Healthcare

The students of Executive Diploma in Healthcare Management (EDHCM) 2020 Batch were taken for a hospital visit to MGM HEALTHCARE Pvt. Ltd , a 400 bedded Multi Speciality Hospital in Chennai, on 11th July 2021, as a part of their curriculum. They were accompanied by faculty of LIBA- Dr.Rajalakshmi Ramprakash, Dr. Theophilus Dhyankumar and Ms. Ranjeni.

Mr. Mohan, from Hospital Operations Department, took the students on a detailed tour of the hospital, explaining the functions of different departments and hospital administration process.

The students observed the technological advancements in healthcare service and practical applications of Hospital Information Systems, IoMT, CRM, Porter Management. MGM has the distinction of having the LEED(Leadership in Energy and Environment Design) Platinum certificate from US Green Building Council. Ms.Geethanjali, elaborated on the Exemplary Woman care centre- VARAM, which is dedicated exclusively for obstetric and gynaecological care of women at the aesthetically designed Atrium.

Post the facility visit, Mr. U.K.Ananthapadmanabhan, Advisory Board Member- MGM and Director-Tenxhealth Technologies, delivered a brief overview of MGM's ten distinct qualities that set it apart from other competing hospitals. Following that, Mr. Rajarajan – Chief Operations Officer, presented on MGM's growth and achievements since its inception. He also gave an



insight into the ideology of the institution, its USP and future goals for the hospital's growth. MGM Healthcare provided a delicious lunch to the visitors to cap off the tour.

It was a great learning experience for the students who thanked LIBA for a well spent Sunday.



# LiBiTES

## *Call for Articles*

**LiBiTES** is a monthly e-newsletter of LIBA Alumni Association. We are happy to announce that this e-newsletter will reach your desktop on the 15<sup>th</sup> of every month.

**LiBiTES** was formulated to connect you with your Almamater and tell her how future ready you are, what you have achieved and your business insights. You are the powerful ambassador of LIBA in the social and business community. We are proud that you are shining in your respective fields. We love to know what and how you run your business and your career.

The newsletter is a platform to share such feelings with the alumni community. The letter will have the following heads:

- **SHINE:** Your professional achievements / success stories
- **RADIANCE:** Placement info (any placement offers your company announces or you wish to partner with LIBA)
- **ILLUMINATE:** your thoughts to the readers about your career, life vision, profession, values, feelings and experiences and about the theme of the month

Every month the letter will be based on a theme. The theme for the August issue is **Proximity**.

Please contribute your thoughts and insights by 31<sup>st</sup> August 2021 to [alumni.newsletter@liba.edu](mailto:alumni.newsletter@liba.edu). When you send your articles, experiences, job vacancy information, do not forget to mention your name, contact details, the batch of LIBA / the year of graduation, current designation and company.

Your suggestion/ideas/partnerships apart from the articles to the newsletter may be sent to [alumni@liba.edu](mailto:alumni@liba.edu)

Feel free to update your contact/job details on the Alumni portal below:

<https://alumni.liba.edu/>

## MEET OUR ALUMNI OF THE MONTH!



Reecha Agarwal is an alumni from '08 batch. After graduating from LIBA, she worked as a wealth manager with Religare Macquire. Reecha often finds her solace and comfort in the world of fiction and poetry. Her passion for writing and purposed around themes of women empowerment fuelled her to write her debut book, 'Such is her life' highlighting the journey of a woman from the cradle to the grave. Reecha has been actively working towards women empowerment by using her voice against female foeticide on various occasions. She was invited to speak on various platforms including the prestigious TEDX team.

All the best for your future endeavors!

## LiBiTES Editorial Team

Dr. C. Joe Arun, SJ - Director, LIBA  
*Editor-in-Chief*

Dr. B. Aiswarya - Chair, Alumni Relations  
*Associate Editor*

Ms. K. Udaya - Executive, MDC  
*Layout Designer*

Ms. Tamanna Shah - Executive Secretary, AR  
*Content Collator*

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Sachin T Jacob | F20  
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Tamanna Pratiksha | F20  
Tanish Gupta | F20

## About Loyola Institute of Business Administration

Loyola Institute of Business Administration (LIBA) is a premier B-school, established in 1979 within the premises of Loyola College, to form competent and committed leaders who are ethical, principle-centred and socially responsible with a global perspective and entrepreneurial spirit. LIBA is managed by Jesuits of the Loyola College Society well-known for their outstanding contribution to higher education. LIBA stands for 'Excellence with Ethics' which are the hallmarks of Jesuit business education and all its programmes and activities embody these two elements. LIBA earnestly strives to inculcate in the students the values of excellence, justice, honesty, inclusiveness and service to the society.

LIBA primarily offers a two-year Full-time PGDM course, approved by AICTE and recognized by AIU. It also offers other programmes: Part-time PGDM (AICTE approved), Ph.D. (affiliated to the University of Madras) and one-year executive diploma programmes. The Management Development Centre offers various customised programmes (short-term and long-term) with a focus on skill development. LIBA concentrates on the holistic formation of students in all aspects viz., intellectual, social, emotional and spiritual. The Institution works with an undeterred zeal to offer its students the best education, blending classroom and experiential learning.