

## 6.1.2 The effective leadership is visible in various institutional practices such as decentralization and participative management

Decentralization of powers for decision making in academic activities is in practice under three levels. Governing level members includes the Chairman, Chief Operating Officer, Governing Council and Principal managing the overall activities of the institution. They are responsible for the development of policies, guidelines, strategies and framework for the improvement of quality of the institution. Operational level members includes the Vice Principal, Heads of the Departments, Physical Education Director, Heads of academic support systems like IQAC, R&D, Placement develop plans and procedures for the implementation of policies made by top-level managers. They are responsible to plan, analyze, monitor, verify and improve the plans implemented under various departments of the institution. Implementation level members includes faculty members, non-teaching staff and supporting staff who execute all the activities of the institution. They are responsible for effective implementation of the plans made by the middle-level managers formulated towards achieving the goals of top-level managers. All the academic activities are decentralized and decisions are taken with the participation of stakeholders at all levels through discussions in the class committee meetings, department meetings, meetings of supporting bodies, HODs meetings with Principal, HoDs and Principal meeting with Management and Governing Council meetings.

  
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