

### **6.1.2 Institution practices decentralisation and participative management**

Our institution operates on a foundation of synergism, where collaboration and inclusivity are paramount across all aspects of its functioning. This ethos is deeply ingrained in our organizational structure, facilitating effective decision-making and fostering a sense of collective ownership among stakeholders.

#### **DECENTRALISATION**

Central to our approach is the practice of decentralization, which redistributes authority from the top-down, ensuring that power is shared among various levels of leadership. From the Secretary to the Principal, Vice Principal, faculty, and students, each stakeholder plays a crucial role in the decision-making process. At the helm of this structure are the Management Committee and the Internal Quality Assurance Cell, which are vested with the authority to make significant institutional decisions. These bodies are complemented by four Supportive Administrative Bodies—the Admission Committee, Curriculum Planning Committee, Academic Calendar Committee, and Grievance Redressal Committee—each featuring student representation where necessary. This decentralized framework empowers individuals and teams, fostering a culture of accountability and collaboration.

In tandem with decentralization, our institution embraces participative management as a cornerstone of its operational philosophy. Transparency in information sharing is prioritized, ensuring that faculty, students, and staff are kept informed of developments within the institution. Communication channels with the management are open and accessible, allowing for the free exchange of ideas and feedback. Regular engagement sessions, spearheaded by the Secretary, provide opportunities for stakeholders to contribute suggestions and insights, further enriching the decision-making process. This participatory approach not only empowers

individuals but also instils a sense of responsibility and commitment to institutional development.

The successful implementation of institutional plans is a testament to the efficacy of our decentralized and participative management practices. By entrusting responsibilities to various administrative and academic units, each led by faculty members and student representatives, we ensure alignment with the institution's overarching goals. This collaborative effort underscores our collective dedication to fostering an environment conducive to growth and excellence.

Moreover, our commitment to inclusivity extends beyond internal stakeholders to encompass the broader community. Through outreach initiatives and community engagement programmes, we seek to forge meaningful partnerships and address societal needs. By embracing diversity and inclusivity, we enrich the learning experience and broaden our impact on society.

Our institution's commitment to synergistic institutional practices—grounded in decentralization and participative management—sets the stage for collective growth and excellence. By fostering collaboration, inclusivity, and accountability, we continue to uphold our mission of nurturing future leaders and contributing to positive societal change.