6.1.2 ***The effective leadership is reflected in various institutional practices such as decentralization and participative management***

It is always desirable to have the ability to work efficiently. With the same intention and thinking in the same direction of creating new leadership full of creativity, college and management have adopted the functioning in decentralization style. Each person has the independent decision-making power, which they can utilize for the betterment and progress of the academics on campus.

For decentralization, various committees have been formed at the institute level. Each committee has its role and responsibilities to carry on. Each committee has its objectives and goal to achieve and work efficiently in the same direction. Following operational level committees are working together in an institute:

**High-level committee:**The Governing Body and Statutory committees are responsible for decision-making and overall development of the Institute with future planning and vision setting. **Middle-level committee**: Director, Associate Director, Academic Dean, School Deans, section heads, and student activity dean are responsible for proper planning to achieve the goal and objectives set by higher-level management. Setting the milestones step by step objectives is achieved like decentralization is one of the steps.

**Lower level committee:**various committees have been formed to work at a lower level, this is the actual members who are working at sight to achieve the set goal and objectives for the institution. Decentralization is adopted in every section in the Institute, finance, administrative, student, admission, store and purchase, human recourses, training & placement, and academic sections.

The objectives have been kept in the academic sections on decentralizing course design, the review process, content inclusion, teaching methodology, experiment conduction, and laboratory utilization. This objective of decentralization shows a significant impact on curriculum design also. Each faculty has the freedom to include the content in a course to design a curriculum in-line with industry standards. It is desirable to involve all the stakeholders in developing the course. With the same intention, some standard procedures get followed while designing the course. One of the significant, responsible team of faculties, an expert in the said domain, sit together and discuss content by referring to international universities, national universities, various autonomous institutes, IIT, and NIT courses. After the brainstorming discussion, the draft contents of the course are finalized. In the next step of course development, the draft is getting forward to various stakeholders like industry experts in the said domain, experienced academic experts, alumni of the institution, board of studies members, and intended review committee members. We seek an honest and realistic review and comments on the course contents. Most of the time, they depend upon the feasibility, and as per the industry need, revision/iterations are carried out in course design. Once the course is filtered out after the rigorous review process, it gets finalized and offered to students. **Course Design Record** is the best example to explain the complete decentralization process adopted on campus for academic excellence.

The Institute believes in proper planning and execution regarding the five core and supporting areas identified in the strategic plan.