



6.1.2 - Effective leadership is reflected in various institutional practices such as decentralization and participative management

Institutional Practices such as decentralization and Participative Management

The objectives of the Institutional practices are as follows:

- To Decentralize and Delegate Powers.
- To facilitate faster decision making related to academic and administrative activities at all levels.
- To involve the members of the faculty and administration at different levels to bring in participation responsibilities with accountability and ownership.
- To ensure transparency
- To take prompt follow up actions

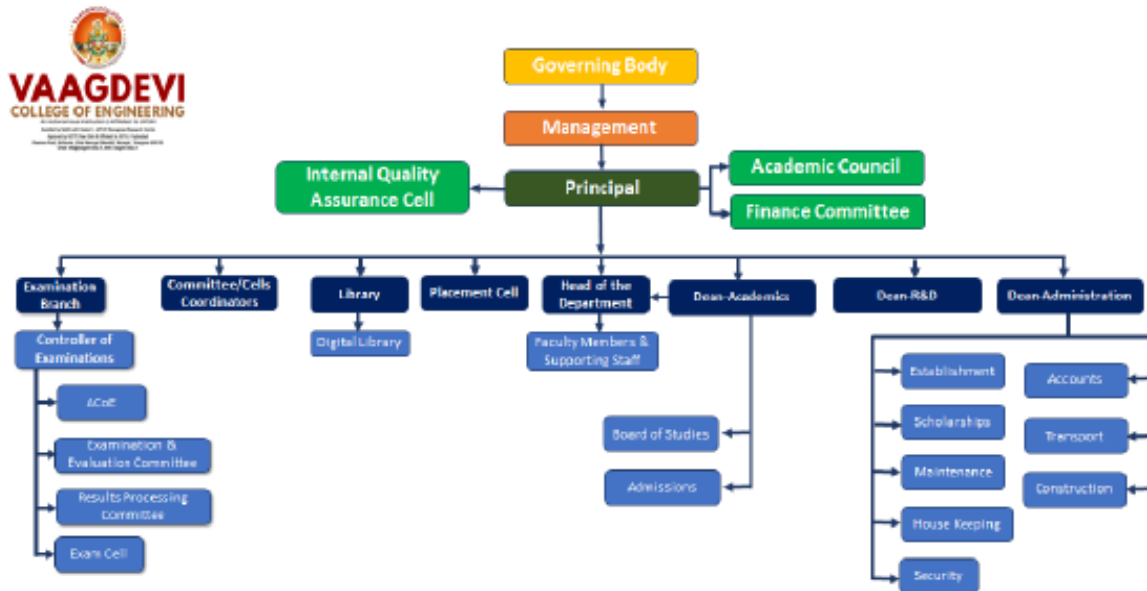
The college offers B.Tech. and M.Tech programmes in various engineering disciplines and MBA programme. In order to facilitate the decision-making related to academic and administrative activities faster and to ensure complete transparency, various decentralization strategies have been practiced as noted below.

1. Academic activities, students and faculty development are delegated to the Heads of the departments.
2. Examination work is delegated to Examination Section with a senior faculty as Controller of Examinations.
3. Training & Placement is delegated to a senior faculty member as a placement officer.
4. Co-Curricular and Extra-Curricular activities are looked after by the heads of the departments with the assistance of other colleagues.

The planning and evaluation committee consisting of the Managing Trustee, Principal, Dean (Academics) and senior faculty member of the college has been constituted to decide on certain policy matters. This committee meets and reviews the progress in academic, research & placement etc. Apart from this planning and evaluation committee, the institution has got various other committees like- Grievance Redressal Committee, Anti-Ragging Committee, Internal Compliance committee etc., to take the decisions at the right time



ORGANOGRAM



Evidence of Success:

- Delegation of financial powers to the Head of the Institution and the Heads of the Departments.
- Preparation and approval of the budgets for various activities
- Enhancement in the number of funded projects from Government agencies

However, certain problems have also been encountered and Resources Required are identified as follows:

- Orientation of delegation and appropriate exercising of delegation to the Heads of the Departments.

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