

## **EFFECTIVE LEADERSHIP IN INSTITUTIONAL PRACTICES**

The institution practices decentralization and participatory management with collective leadership and democratic traditions. This includes giving a lot of authority to the various departments, with the head of the department overseeing the teaching plans of their department members. He/she is empowered to make adjustments in the routine, allot teaching assignments and evaluation duties, convene departmental meetings, and take the lead in planning seminars, workshops, career counseling sessions, remedial measures, interdepartmental or/and inter-college exercises, departmental excursions and study tours. He/she is also at liberty to introduce creative and innovative measures for the benefit of his/her students. The parent-teacher meetings are an important part of this management style, as is communicating the academic progress of the students to their guardians. The institution practices decentralization and participatory management with collective leadership and democratic traditions. A particular reflection of this practice is found in the extensive delegation of authority to the various Departments in the college.

Heads function as nodal agents of the academic and administrative processes in the college strengthen management mechanisms in the college.

The above features point conclusively to the ethics of decentralization integral to the institution and informs its functioning at every level.