6.1.2 *Effective leadership is reflected in various institutional practices such as decentralization and participative management:*
Upload a case study highlighting decentralisation and participative management in the institution in not more than 200 words.

The college embraces a significant degree of decentralization in its administration. It forms various committees responsible for planning and overseeing departmental operations. The Principal, in collaboration with Deans, Department Heads, and committees, actively engages in decision-making, fostering a participatory democratic organizational climate. Administrative authority is delegated to teachers based on their competence, commitment, and alignment with institutional goals. This approach aims to balance workloads, cultivate a positive and motivating environment, foster teamwork, encourage initiative, and enhance the overall work experience. Regular departmental meetings facilitate collaboration across sections and departments to improve educational quality.

The college stands as one of the most effectively governed higher education institutions in Punjab, distinguished by its participative management approach. This management actively engages in overseeing all aspects of the institution, including administration, academics, and co-academic activities. Communication channels between the management and the college community are facilitated through the Principal, who assembles various committees involving faculty members to ensure the efficient execution of management decisions.

The institutional plan takes shape through comprehensive consultations among the Principal, Deans and HoDs, often involving the active participation of teachers. Financial planning and decision-making responsibilities are shared between the management and the Principal.

Case Study Upload:
A case study highlighting decentralisation and participative management is the institution's **curriculum development** process. The curriculum is developed as per local and global development needs. On the basis of feedback from different stake holders and inputs from faculty HoDs outline the curriculums of various programmes holding departmental meetings. Then proposed curriculum is discussed by conducting BOS meetings in different subjects. Each BOS consists of top academicians from parent university, one member from external top university, one expert from industry or research institution and alumni. Detailed syllabi are discussed in BOS meetings along with COs, PSOs and Pos. Valuable inputs from all the BOS members are incorporated in the syllabi. These syllabi are then put forward to Academic Council of the College for approval. Then the approved syllabus is uploaded on Institution's website for students and faculty.

Regular meetings involving the Principal, faculty, and administrative staff facilitate open discussions on policies, resource allocation, and institutional strategies. The Principal acts as a link between the administration and faculty, ensuring that decisions are well-communicated and implemented.