

6.1.2: The effective leadership is visible in various institutional practices such as decentralization and participative management.

The College promotes participative management. Ideas pertaining to academic goals, organizational progression and better campus life are collected from all stakeholders to promote efficient functioning of the College. The staff and other stakeholders help in infusing a positive attitude that leads to increased efficiency, improved communication, heightened morale, motivation and job satisfaction. Believing in decentralization, the Management takes policy decisions, finance, infrastructure etc. with the help of members of the College Development Committee. CDC discusses matters related to teaching and administrative staff and decisions taken at these levels are implemented e.g. the planning of Multidisciplinary International Conference and its implementation.

Believing in democratic values, the institution has decentralized and participative management. The fruition of this was channelized in a multi-disciplinary international conference.

The conference was held on April 8, 2017. The Principal expressed his desire to organize such a conference since there was no such collaborative endeavour in the past.

Objectives:

- To bring together contributions from all traditional and non-traditional fields of humanities, social science, commerce, science and technology.
- To advance human self-understanding and communication.
- To Foster multicultural and international conversation concerning the human issues.

Strategy:

Since it was a gigantic activity including disciplinary, multidisciplinary and post disciplinary fraternity, following strategy was unanimously decided.

Approval from Parent Body:

Normally all the major decisions are taken by the parent body i.e. Dnyanvardhini Sanstha. The Principal formally put this proposal in the monthly meeting of the executive council which was readily sanctioned.

Collaboration with external agency:

Organizing such conference in a remote area was a herculean task and was impossible without seeking assistance from an external agency.

Accordingly, the chairperson of M.G.E.W. Society's Centre For Humanities & Cultural Studies, Kalyan, Dr. Kalyan Gangarde was formally contacted and an MOU was duly signed and was executed.

Budgetary Provision:

A budgetary provision was submitted to the parent body for approval.

Action Plan:

Action Plan was prepared by the departments and distribution of work is done on :

- Reception of international guests
- Registration for Inaugural ceremony
- Tier-wise paper presentation
- Food arrangements
- Valedictory function
- Distribution of Conference proceedings

Call for Papers:

Scholarly written original articles/research papers were invited across the discipline within stipulated time. Simultaneously, the editorial and post editorial works were carried out.

Execution:

The conference was held on April 8, 2017 at 9:00am with registration. It was followed by inaugural ceremony and ended with key note address. The participants were directed to various venues to make subject wise paper presentation. The session continued and valedictory function was organized in the hall of the college. At the end, the participants were provided certificates and copies of conference proceedings.

Outcome:

- It included top to toe position including parent body to Class IV employees.
- Creating a fraternity zeal, it facilitated a collaborative atmosphere.
- It proved conducive to decentralization and participative management resulting in the participation of 650+ teachers and students across the disciplines.
- It served as an inspiration to other tribal institutions.