



6.1.2 EFFECTIVE LEADERSHIP IS REFLECTED IN VARIOUS

INSTITUTIONAL PRACTICES SUCH AS DECENTRALIZATION

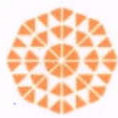
AND PARTICIPATIVE MANAGEMENT

The organogram of the KMCT Dental College depicts the decentralized and participative management process. The organizational structure of the institute clearly indicates the hierarchical order. The governing body of the institute consists of the Board of Directors headed by the Chairman. The existence of for at multiple levels –departments, Institution – for seeking inputs from stakeholders provides a framework for participative management.

Consultative meetings of departmental staff, College Councils, Boards of Studies, Quality Assurance Cells, Academic Council and Board of Management provide avenues for employees and other stakeholders to participate directly or indirectly in governance. The organizational structure allows for delegation of responsibilities and tasks. The existence of for at multiple levels –departments, Institutions – for seeking inputs from stakeholders provides a framework for participative management. Planning of the annual budget and the purchase process provide examples of delegation and participative management. The departmental budget proposals are drawn up by Heads of Departments in

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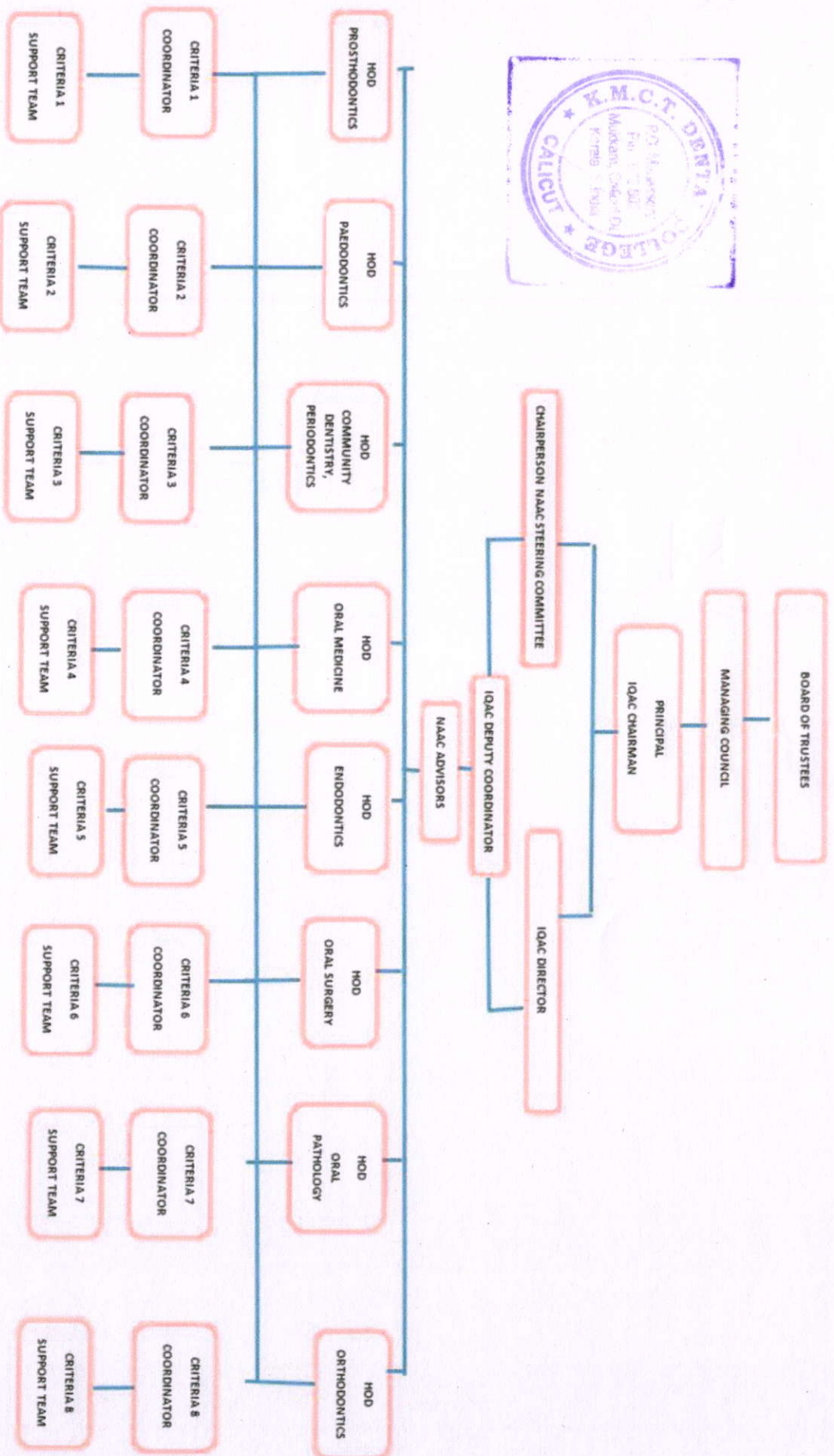
consultation with the members of the department. The consolidated proposals are then forwarded to the management. Individual Department heads / representatives are invited for these discussions if required to understand special requests which may need to be accommodated. The budgetary plan, compiled after balancing the needs of all the constituent units is then discussed in the Finance Committee for approval.




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