



ANNOOR DENTAL COLLEGE & HOSPITAL

Recognized by the Dental Council of India, New Delhi,
Affiliated to Kerala University of Health Sciences
& Recognized by Govt. of India

6.1.2. Effective leadership is reflected in various Institutional practices such as decentralization and participative management.

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Dr. Giju George Baby
Principal
Annoor Dental College & Hospital
Muvattupuzha - 686673



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& HOSPITAL**



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CERTIFICATE OF THE HEAD OF THE INSTITUTION




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TO WHOMSOEVER IT MAY CONCERN

This is to Certify that The Institution has an Effective leadership which is reflected in various Institutional practices such as decentralization and participative management.



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RELEVANT INFORMATION/DOCUMENTS




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6.1.2. Effective leadership is reflected in various Institutional practices such as decentralization and participative management.

The organogram of the college management structure reflects a decentralized and participatory system involving every working level in its functioning system. The management involves, interact and intervene when required. There is an efficient communication network between management, Principal, teaching faculty, non-teaching faculty and students. All the people are included in the decision making process for all activities. Through regular feedbacks and meeting regarding the same the progress is assessed.

The academic and administrative goals are met by a non-interfering yet advisory behavior of the Management. The individual teaching faculty is given the leeway to accomplish goals with flexibility within the constraints of the system an encouraged, appreciated for their efforts.

The institution emboldens student performance in all academic activities by having a participatory, interactive and unbiased contact between students and faculty, hastening prompt feedback and leading to reciprocity and cooperation among students. The system identifies and respects diverse talents and mentors' new ways of active time based learning of brainstorming and demonstrative lessons. The organization encourages participation of every stakeholder, values opinions and contributions, with appropriate advisory and corrective methods employed in a kind and humane manner. It also boosts growth among teachers by rewarding achievements on a public platform.

The Director actively monitors the schedules and resources that are required for the institution and provide the necessary support. The Principal assumes the role of a leader and directs and coordinates with the institution activities alongwith the development and maintenance of effective academic practices. The Vice Principal assists in defining and enforcing the guidelines and policies for the students and faculties and monitors the academic activities, the Students Dean coordinates all the student related activities. Heads of the various departments demonstrate



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vision, academic leadership and empower the respective department faculties to deliver quality care and keep the standards of academics. The Professors fosters excellence in research and academic discipline. The Readers are involved in teaching at undergraduate and post graduate level and supervise the various activities. The senior Lecturers and tutors are responsible for delivering effective teaching and learning opportunities to the undergraduate students. The Chief Operating Officer is responsible for the effective administration of major operational areas of the college and coordinates with all the planning and assessment related activities

This enabling, role-building, supportive behavior of the Management and Principal has helped the faculty achieve exemplary heights in academic and clinics; both within and outside the college. Such achievements are rewarded with acknowledgement on a public platform with certificates, medals etc.



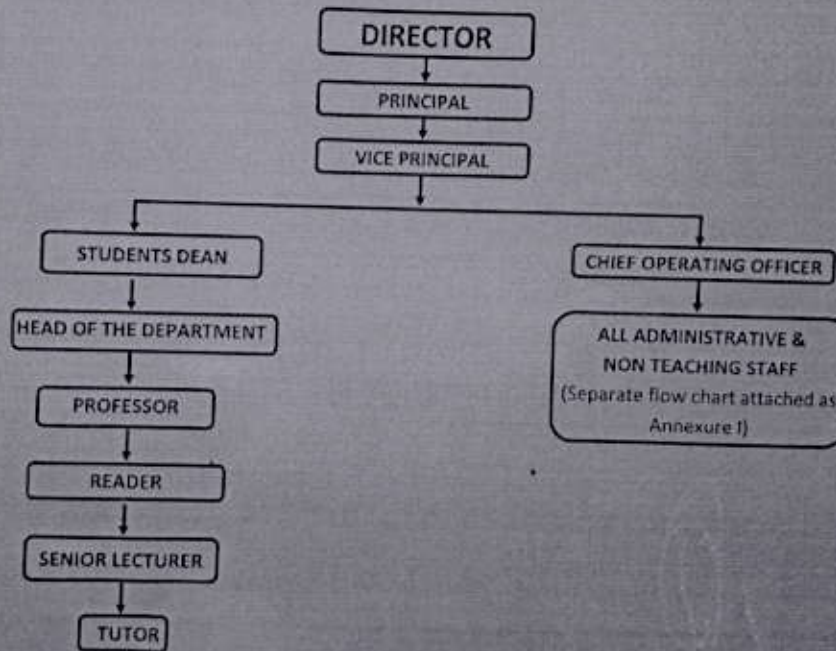

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FLOW CHART ON HIERARCHICAL BASIS




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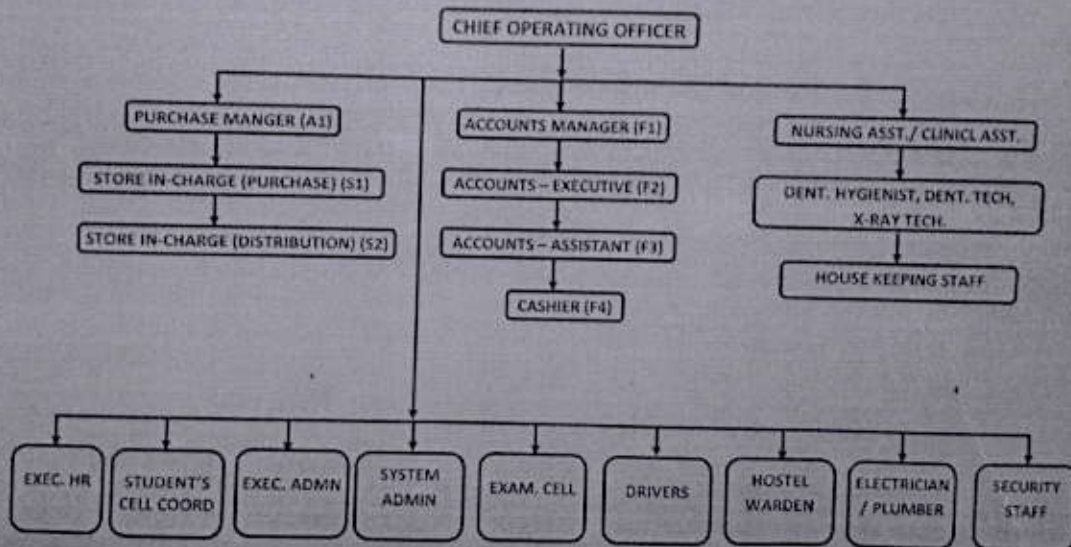
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Annexure I

FLOW CHART : DEPARTMENT OF ADMINISTRATION




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