Yearly Status Report - 2018-2019

Part A	
Data of the Institution	
1. Name of the Institution	**LEAD COLLEGE OF MANAGEMENT**
Name of the head of the Institution	**DR.Thomas George.K**
Designation	**Director**
Does the Institution function from own campus	**Yes**
Phone no/Alternate Phone no.	**094436533287**
Mobile no.	**9447146479**
Registered Email	**info@lead.ac.in**
Alternate Email	**yasmin@lead.ac.in**
Address	**Lead College of Management Dhoni,Palakkad-678009**
City/Town	**Palakkad**
State/UT	**Kerala**
Pincode	**678009**

2. Institutional Status

Affiliated / Constituent	**Affiliated**
Type of Institution	**Co-education**
Location	**Rural**
Financial Status	**Self financed**
Name of the IQAC co-ordinator/Director	**Dr. Thomas George K**
Phone no/Alternate Phone no.	**04912553693**
Mobile no.	**9447146479**
Registered Email	**thomas@leadf.ac.in**
Alternate Email	**yasmin@lead.ac.in**

3. Website Address

Web-link of the AQAR: (Previous Academic Year)	http://lead.ac.in/wp-content/uploads/2022/06/AQAR-_2017-18.pdf

4. Whether Academic Calendar prepared during the year

4. Whether Academic Calendar prepared during the year	**Yes**
if yes,whether it is uploaded in the institutional website: Weblink :	http://lead.ac.in/wp-content/uploads/2022/07/1.2.2019TO30.6.2019.pdf

5. Accrediation Details

Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
1	**B**	**2.35**	**2016**	**10-Jul-2016**	**11-Jul-2021**

6. Date of Establishment of IQAC

6. Date of Establishment of IQAC	**01-Mar-2016**

7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture		
Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries
Innovative teaching	**05-Oct-2018**	**24**

Methods with IT Integration	2	
Human Resource Management in Digital Age	24-Feb-2019 2	2
View File		

8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Dr. Thomas George & Dr. Chandrasekar R	Training	NIPM	2018 180	97000
View File				

9. Whether composition of IQAC as per latest NAAC guidelines:	**Yes**
Upload latest notification of formation of IQAC	View File
10. Number of IQAC meetings held during the year :	**1**
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	**Yes**
Upload the minutes of meeting and action taken report	View File
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**

12. Significant contributions made by IQAC during the current year(maximum five bullets)

Preparation of AQAR documentation work All faculty members are encouraged to enhance their teaching learning process by holding FDPs for instance Innovative Methods with IT integration IQAC regulates the arrangements for holding seminars, workshops etc. To encourage research FDPs related to Management research was conducted and Facully member were sent for workshop in SPSS Various programmes are conducted for the students to improve their knowledge and skills Overall monitoring of quality initiatives

View File

13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year

Plan of Action	Achivements/Outcomes
To organize FDPs related to Quality Teaching Process	Conducted the programme Use of IT in teaching
Development of research culture	By encouraging faculty to publish
To send Faculty for research,seminars/FDP/Workshops	Faculty members were sent for Workshop FDP on research SPSS.
To apply for NAAC- 2019 cycle 2	AQAR process in progress
To apply for NBA in 2022	Work initiated & under progress
[View File](#)	

14. Whether AQAR was placed before statutory body ?	No
15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	No
16. Whether institutional data submitted to AISHE:	Yes
Year of Submission	2018
Date of Submission	03-Mar-2018
17. Does the Institution have Management Information System ?	Yes
If yes, give a brief descripiton and a list of modules currently operational (maximum 500 words)	LEAD College of Management, strictly monitors the effectiveness of teachinglearning process. All the Course Outcome, Program outcome attainment level calculations are automated and are managed through "ONELEAD". All the student records, academic reports, audit reports etc. are maintained in this campus management which provides data for generating MIS reports for academics. Learning Management system are 1. Course planning, Session planning. 2. Marking the students attendance. 3. Generating question papers for internal exams 4. Entering the students marks and archiving the information batch type 5Maintain digital repository of data, information, digital content, Audit reports for use in the Teaching Learning process and improving its efficiencies. 6. Automation of reports required by the University of Calicut with facility to auto normalize marks

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

The college follows a curriculum prepared by the Calicut University to which the college is affiliated. The faculty members in the institution is encouraged to identify the gaps in the syllabi and these additional components offered in the course beyond what is prescribed in the curriculum goes a long way in enhancing the employability of the graduates. The faculty coordinating the course is responsible for the preparation of Curriculum and course gaps, in consultation with the experts from the industry and the subject matter experts. He also prepared the action plan for bridging the identified gaps in his Course plan. These gaps and the action plans are presented in the curriculum workshop and once approved by the Program advisory committee; the faculty implements it in his course for the semester. Teaching and learning process have enhanced by various Faculty Development Programs on recent updates in technology conducted by eminent experts from academic and industry. Add-on courses and invited talks help the students to meet experts in a specific area.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
NIL	NIL	Nil	0	0	0

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
Nill	NIL	Nill
[View File]()		

1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	Management	01/08/2018

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	0	0

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled

Language skills,	01/08/2018	162
[View File](#)		

1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MBA	Management	162
[View File](#)		

1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained
Evaluation of the teachers by the students is being done using online student feedback system twice in a semester. The students are asked to give unbiased and honest feedback. The process is transparent and does not disclose student identity. The students evaluate the teachers in the following context: Guidelines of IQAC and submission and Engage lectures regularly on time ? Overall appearance and personal Communication Skills ? Explanation ? Use of supplementary methods ? Readiness to address student doubts ? Availability ? Use of black board ? Relationship with students After collecting the online feedback from the students, the evaluation of the teacher is done by Quality Improvement Cell and teachers are evaluated based on the overall performance in the following categories: Evaluation Grade Grade points Excellent A 5 Very Good B 4 Good C 3 Fair D 2 Satisfactory E 1 The complete report of all the Departments reaches Principal and the report of respective department is submitted to their respective Head of Department. The teachers with other grades introspect themselves and improve in the concerned areas. A class committee meeting is conducted twice during each semester including the Head of Department, 6 students representing the class and the concerned faculties on each subject. The students and the faculties can raise their concern on various issues related to academic and general matters. Verbal feedback is collected from the students during lectures and practical hours and the same is discussed with concerned head and necessary corrective action is initiated. Head of Department discusses the feedback with the concerned faculty for improvement

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
MBA	Management	180	480	162
[View File](#)				

2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	0	162	0	24	0

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Numberof smart classrooms	E-resources and techniques used
24	24	2	6	6	2
[View File of ICT Tools and resources](#)					
[View File of E-resources and techniques used](#)					

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

Mentoring as a tool to Improve Productivity" The class of 60 students is divided into 4 mentor groups, each group consisting of 10 – 12 students. Building an aptitude for research and Innovations among the students is strongly correlated with the kind of mentoring and guidance that the student gets in the campus. Quality discussion and guidance from globally talented faculty and talented peers automatically leads to building the right attitude towards research and life-long learning. The focus of the course would be on developing Value based leadership, Self-Initiation and Transferable skills. As part of this Value-added course students would also have a organize a Management Festival for the Graduates in and around the locality and provide mentorship support to the students in the public. The institution has the complete updated database of the Alumni and their contact details including phone number, email-id and other credentials. It is updated from time to time. They are grouped into various mentor groups to which they belonged during the period of their study at LEAD College of Management, and the current mentor in charge is given the responsibility to get their updates, news and current job information from them. They can connect and update their details through the alumni.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
162	24	1:7

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
18	24	0	8	10

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2019	NIL	Nill	Nill
[View File](#)			

2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year- end examination	Date of declaration of results of semester- end/ year- end examination
MBA	MBA	2018	27/07/2019	26/11/2020
View File				

2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

Internal evaluation for the core delivery at Lead is designed in such a way that students learn management by doing various activities in the first appendix process is gap analysis reform to identify the gap curriculum governed by the university and the outcomes envying by Lead. The various components of internal evaluation are Internal test (50), written submission, presentations and class participations. Lot of a host of pedagogical tools such as case study, simulation, aptitude, logical reasoning is been categorised to ensure the participation to ensure the higher level of bloom's taxonomy

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

Academic calendar of the institution is prepared by admin office, inconsideration with dean academics. The institution calendar has 3 components, 1) Academic 2) Training Development 3) Other components of management. The draft of academic calendar is submitted to the committee. On approval of director, entrust the dean-academics and the chief administration. The examinations are categized as 1) Continuous evaluation (Internal) 2) University examination (External). In continuous improvement of the students/ Sufficient provision are made in the calendar to adjust the academic process whenever the university examinations are declared

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

https://lead.ac.in/lead-vision-and-mission/

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
MBA	Nill	Management	124	87	70.1
View File					

2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

https://lead.ac.in/iqac/

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations				
Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Industry sponsored Projects	30	Mathrubumi	23000	23000
View File				

3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
NIL	NIL	

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
NIL	Nill	Nill	Nill	Nill
View File				

3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
NIL	Nill	Nill	Nill	Nill	Nill
View File					

3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
MBA	0

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
International	Management	8	0
View File			

3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
NIL	0
View File	

3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the	Name of	Title of journal	Year of	Citation Index	Institutional	Number of

Paper	Author		publication		affiliation as mentioned in the publication	citations excluding self citation
NIL	Nill	Nill	Nill	Nill	Nill	Nill

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3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
NIL	Nill	Nill	Nill	Nill	Nill	Nill

View File

3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	Nill	2	Nill	Nill

View File

3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Course work	Kochi business school	4	60

View File

3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
NIL	Nill	Nill	Nill

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3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activites	Number of students participated in such activites
Swachh Bharat	LEAD college	Cleaning of Dhone - palakkad road, and railway colony road	12	162

View File

3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
Faculty Exchange	students	Kochi Business school	5
Faculty Exchange	students	People institute of Managment, Kasaragod	3
View File			

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Intership	intrership	ITC	05/06/2019	31/07/2019	162
View File					

3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
NIL	Nill	Nill	Nill
View File			

CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
9466106	7322075

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Campus Area	Newly Added
Class rooms	Newly Added
Laboratories	Newly Added
Seminar Halls	Newly Added
Video Centre	Newly Added
Video Centre	Newly Added
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added
Others	Newly Added
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Existing

Classrooms with Wi-Fi OR LAN	Existing

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4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
moodle	Partially	Moodle 3.5 (LTS)	2018

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	4000	Nill	517	Nill	4517	Nill

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4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
nil	nil	nil	04/07/2018

View File

4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/ GBPS)	Others
Existing	30	1	20	35	30	7	1	60	30
Added	4	0	15	5	35	9	1	60	10
Total	34	1	35	40	65	16	2	120	40

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

60 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
nil	Nill

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurredon maintenance of physical facilites
70119303	59832545	70119303	59832545

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

INFRASTRUCTURE MAINTENANCE PROCEDURE/ POLICIES In terms of Infrastructure, LEAD College of Management provides one of the best facilities in the Country. It is one of the few colleges in Kerala to upgrade its classrooms to facilitate teaching through modern tools, techniques, and technology. Buildings Fully air-conditioned classrooms with Smart-boards, Wi-Fi hotspots, Audio-Visual aids, Tutorial rooms, State of Art Seminar Hall, Auditorium, Computer lab, Library, Hostel, Gymnasium, Playgrounds and swimming pool are available. Unique feature of these facilities is that they are never closed and are accessible 24 x7. LEAD college provides an eco-friendly environment to its students with latest green initiatives like Solar panels, Rainwater harvesting, paper recycling, and bio-waste treatment facilities in the campus. The Upkeep of these infrastructure lies in the hands of the lead Operating Team (LOT) with a faculty mentor with the Director acting as the advisory and operations issues are taken care by the administrator. There is a team of maintenance staff who take care the building upkeep reporting to the administrator. Computer centre The IT In charge is responsible for computer centre with duties like creating new accounts, data back-up, data security, technical support, maintenance of EDP equipment and purchase and AMC renewal. A back up register is maintained for backups taken, location and authorization. The computer centre as well as other computers maintained at faculty room, boardroom, classrooms etc. are taken care by IT in charge. Library LEAD library serves as a Learning Resources Centre catering to the intellectual requirements of the students, faculty, and researchers on a 24/7 basis. The institution has subscribed to the DELNET, NPTEL services also. Digital library section offers the services like online database of journals and internet browsing option. The College has library policy which is disseminated to the students. Scanning facilities are also made available to the faculty and students. Librarian and library assistant mane the library and provide the necessary services to the students and faculty members. Sport Facility LEAD has excellent sports facility which includes indoor and outdoor facility. There is separate staff for maintenance which is direct control of the Sports LOT with a faculty mentor. These facilities are open 24 /7 with sports loving students take the responsibility of upkeep of the sports registers and records Classrooms There is adequate availability of well-equipped classrooms and other e-learning facilities, as detailed above, in the campus. All classrooms are air-conditioned and equipped with all the modern equipment used to facilities teaching. A unique initiative to facilitate and motivate students to learn at their convenience is the "Open door" Policy: The door to all and any facility is always kept open. Access to all the facilities is 24x7x365. Note : Infrastructure policies updted in this wev link : http://lead.ac.in/wp-content/uploads/2022/06/Infrastructure-Policies.pdf Infrastructure details uploaded in the below link :https://lead.ac.in/top-mba-campus-kerala/

http://lead.ac.in/wp-content/uploads/2022/06/Infrastructure-Policies.pdf , https://lead.ac.in/top-mba-campus-kerala/

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	The budget was used for Foreign Students Tuition	10	585000

	Fee, Mess Fees, Uniform Training Charge, VAC Fees			
Financial Support from Other Sources				
a) National	nil	0		0
b)International	nil	0		0
[View File](#)				

5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
Strategic HR Management	10/07/2018	136	(VP - HR, Apollo Tyres) Mr. Thomas Kadavan
[View File](#)			

5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passedin the comp. exam	Number of studentsp placed
2018	nil	0	0	0	0
[View File](#)					

5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
2	2	0

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Nameof organizations visited	Number of students participated	Number of stduents placed	Nameof organizations visited	Number of students participated	Number of stduents placed
Aditya Birla fashion and RetailAsianet BroadbandBlack and white Fin SoltuionsESAF BankExtramarksIndigo paintsAXIS	162	89	Amazon India Broadridge Buzy 2050 Cognizant CONDUENT ENDZ Education iroid tech JustDial Kalyan Silks	162	52

BANKBajaj AllianzBYJUSCeaseFireCSB BankDecathlon ENVESTNETERNST AND YOUNGFederal BankFuture GeneraliGRAND FRESHHDFC ErgoLifeCellRamco Cem	Sociable Tech Ventures Pvt Ltd Sutherland Chemach Cement valluvanad hospital XL Dynamics Navel INC parle biscuits private limted Rajasree Motors(Benz

View File

5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to
2018	0	NIL	NIL	NIL	NIL

View File

5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
Any Other	0

View File

5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Golden Girl	NATIONAL	1

View File

5.3 – Student Participation and Activities

5.3.1 – Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one)

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2018	Golden Girl	National	Nill	1	LCAMBS129	Reshma C.M

View File

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

Students from different backgrounds with diverse world views and domain knowledge, hailing from different social set up (including few foreigners) reinforce the fact that the amount of peer learning that one can experience in

a B-school like LEAD is unmatchable. Each batch is formed in a manner that students get to work with people from different educational, professional and cultural background. The Programme fosters collaborative learning approach, the ability to work in and manage teams is a necessity that is automatically imbibed by the students.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

LEAD College of Management Alumni Association (LCMAA), the Alumni Association of the Institution is a strong vibrant Association of its students, faculty and the staff members. Formed way back in 2013 the association has a strong membership of over 1100 members. The guiding philosophy of the Association is concisely stated in its vision statement as "Connect, Unite, Engage and Support". The Association, its members, the office bearers under the able guidance of its Patron, Dr. Thomas George, are committed facilitate the networking, unity, engagement and rendering of timely support to all its members all over the globe

5.4.2 – No. of enrolled Alumni:

34

5.4.3 – Alumni contribution during the year (in Rupees) :

0

5.4.4 – Meetings/activities organized by Alumni Association :

QATAR

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

o Students are motivated to do things while they learn – learn by doing Ex. Various events are planned and conducted by the students o The students are divided into 12 LEAD Operational Teams (LOT) and 12 functional areas are assigned and under the facilitation of faculty members. These area are -Admission, Placement, Administration IQAC), Training, Outbound Training, Canteen, ISR, Events, Greening, LEADOgraphy, Research, LEAD Development, Cultural, Competition. o Various Fests - club activities are planned and conducted under the Marketing Club – LMAC, HR Club – LHAC and Finance Club - FEDCL o Market studies are promoted under the subject like Marketing -Brand Management, Human Resources Management – HRM HRPD, PM o Branding of charcoal tooth power, paper straws. In addition, other indigenous products. o Soap manufacturing, marketing and sales is done by the students as part of learning the various manufacturing, marketing, financial concepts of management o Students used to conduct training to school students and other UG students o Role plays are also done to learn the concepts

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details

Curriculum Development	The Academic Systems and processes at LEAD College of management are reviewed periodically through two kinds of audits 1. Internal Audit by IQAC Team 2. External Audit by University of Calicut. The objectives of the Academic Audit are 1. Proper planning and implementation of Academic conduct. 2. Identification and Bridging of Curriculum Gap, Course Gap, and Program gap. 3. Formulation, review and improve Systems related to Outcome based education. Academic Audits are conducted as per the standards set by the Program Core Committee to monitor and evaluate all the aspects of Teaching-Learning process at LEAD
Teaching and Learning	A continuous cyclic process is followed for the review and improvement of the quality of Teaching and learning at LEAD COLLEGE OF MANAGEMENT – Palakkad. The process starts with the assessment of the needs of the stakeholders, availability of resources, and assignment of the responsibility to appropriate resources. Once the responsibility to deliver the course content is assigned, the faculty designs the course delivery methodology to meet the course outcomes of the course, and the methodology to evaluate the attainment of course outcomes. Halfway through the course the course delivery and attainments, of Course, outcomes are monitored, and necessary corrective actions are taken by way of revision of the course delivery plan and delivery as per it
Examination and Evaluation	LEAD College of Management follows a unique course design model that integrates the Course Outcomes, Teaching-Learning activities and the Course Assessment/ Feedback The Internal Quality Assurance Committee ensures the quality of the Continuous Assessment and Evaluation
Research and Development	To ensure professional execution of the project, the students are required to submit the following documents during the project • Joining report – Signed by the company project guide • Project synopsis approved by the company project guide. • Project execution plan document with milestones and timeline for achieving the milestones • Weekly report in the prescribed format signed by the company

		project guide. • Mid project review and evaluation by the Internal faculty guide. At the end of the project confidential feedback is taken from the company project guide. Feedback on whether the student was punctual, seriousness with which the student conducted the study, overall conduct and behaviour of the student and the usefulness of the project to the organization is taken and included in the project evaluation
	Library, ICT and Physical Infrastructure / Instrumentation	Apart from the physical infrastructure, LEAD College has installed Language lab and Analytics lab. Institute has subscribed to a host of Online Research Databases, E-books, and Digital platforms. The classroom management is exclusive done on the Learning Management system (LMS), called "LINWAYS", described below. LEAD College of Management follows the philosophy of Outcome Based Education (OBE) and strictly monitors the effectiveness of teaching-learning process. All the Course Outcome, Program outcome attainment level calculations are automated and are managed through "LINWAYS". All the student records, Academic reports, Audit reports etc. are maintained in highly secured Cloud based data storage facilities with 24 hours access across the globe. A detailed description of the learning management system is given in Section 8.4, Learning Management System.
	Human Resource Management	LEAD College of Management is systematically addressing how we approach teaching and learning in the digital age. These efforts put learning first, using technology as a tool to enhance and enrich student engagement and free up valuable class time for richer interaction. They meet the needs and expectations of an increasingly diverse and digital community by anticipating and responding to developments in cutting-edge pedagogy, and the presence of transformative, integrated technologies Timetable is prepared based for each semester according to the academic calendar of University of Calicut. As per University, norms in a semester there should 90 days to complete the entire portions of the semester including the

	evaluation, examination and excluding the holidays. Every teacher shall participate in teaching the workload of a teacher shall consider activities such as preparation of course plan, presentation, teaching, research and extension, evaluation of assignments, presentation and answer books, and supervision of fieldwork as guidance of project work done by the students.
Industry Interaction / Collaboration	The institute has formulated Research Committee and industry institute interface cell to establish interface between institute and industry. Various assignments like marketing survey and product launch for MBA students are undertaken under the guidance of faculty members. The students are asked to gather the data related to the assignments. Institutes undertake the sponsored assignments of industries of various exhibitions and provide opportunity to the students to be part of the exhibitions so that management students would know the ground realities of the business. In few cases, students are allowed to work for the company for short span of a time like 8 days. The faculty members used to visit the industries to understand their requirements for company need analysis. Based upon the company needs the training programs are designed for respective sectors. Institute has a strong liaison with the Industry. An Institute – Industry interaction cell is established. We meet regularly to enhance the industry participation in the academics. Following are the areas of Interaction with Industry: Industry experts are involved in curriculum development they are also invited as resource persons and evaluators for faculty and students programs. Institute plans visits of faculty and students to industry and interact. Institute organizes visits of students to industrial exhibitions.
Admission of Students	The admission process of Lead College of Management is one of the most important things which create an impression on students. The admission process is a critical mission for us. It helps to enhance not only satisfaction level of prospective students but also Confidence among increases and it also helps in branding

of the institute. Appropriate training provided to staff about effective usage of the system. Our Admission system is user friendly and importance of such system should be aptly communicated to all stakeholders. Effective support using multiple channels of student admission process viz., Email Support, Sample Form Submission Video, Phone support, Live chat, Chat-bots, Centralized Effective and other tools of admission process implemented. The best practice technique is accepted as superior to those achieved by other means

6.2.2 – Implementation of e-governance in areas of operations:

E-governace area	Details
Planning and Development	Involvement of industry, research bodies in various activities like curriculum design and development is done at various levels. Institute takes feedback from its stakeholders like students, alumni, parents, industries and considers it in enriching the curriculum. Involvement of experts from industries is promoted during every curriculum revision to receive feedbacks and requirements to bridge the gap between industry and academia. Same comments are incorporated in the curriculum revision. Feedback is also received from industries regarding the performance of alumni placed in various reputed companies and the gaps where they need to improve is discussed and communicated with all the subject teachers. The students who are taking industry-sponsored projects are guided by industry guides as well as institute guides. The students present the action plan, work done during their review presentations in front of industry and institute guides. Their assessment is done on regular basis and corrective actions are taken based on the performance/progress feedback from industry guide. Along with the sponsored projects, industry also provides short-term assignments to the students, which are merely based on the credentials of the students and their interest in the domain
Administration	YES, guidance given by Calicut University
Finance and Accounts	YES ,Proper Account Maintain and Audited Periodically .

Student Admission and Support	YES,Committee Organised systematically and professionally evaluation system accepted
Examination	YES,Under the guidance of university of Calicut

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2018	Mr. Arjun Govind	Kerala Bird Monitoring Workshop June 2018	NIL	7000
2018	Dr.K. Sankar Ganesh	My ME State Level Workshop 2018-19 Conducted - LSGD	NIL	14000
2018	Mr. Bonny John	Irrigation (99-107) - Kerala Gazette - Government of Kerala	NIL	5000
2018	Mr.Jithuram C M	2 day workshop on IoT using Raspberry Pi in Kerala 2018	NIL	7000
2018	Dr.Balamourou gane R	BRIDGE2K17 Workshop | NASA India | 2018 | Vagamon | Kerala ...	NIL	5000
2018	Dr.Geo Paul	Participatory workshop in Kochi in the aftermath of Kerala	NIL	4000
2018	C.A. Ajith S	TiE Kerala Workshop on Design Thinking and its app...	NIL	5000
[View File](#)				

6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development	Title of the administrative training	From date	To Date	Number of participants (Teaching	Number of participants (non-teaching

	programme organised for teaching staff	programme organised for non-teaching staff			staff)	staff)
2018	NIL	NIL00	Nill	Nill	Nill	Nill
View File						

6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
FDP on nuances of impactful research	1	13/03/2019	13/03/2019	1
View File				

6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
24	24	3	7

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
0	0	0

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

The Accounts of the Institution are audited and certified by a team of auditors. The certified audited reports for the last three years are available in the Institutional website Audited Financial Statement 2017-18- https:/lead.ac.in/wp-content/uploads/2021/05/LEADbsinexp1718.pdf

6.4.2 – Funds / Grants received from management, non-government bodies, individuals, philanthropies during the year(not covered in Criterion III)

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
NIL	0	NIL
View File		

6.4.3 – Total corpus fund generated

0

6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No	NIL	Yes	DIRECTOR

Administrative	No	NIL	Yes	PERFORMANCE MANAGER

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

01.Parents Teacher Meeting 02.Progress Report of Students Periodically 03.Placement Support System

6.5.3 – Development programmes for support staff (at least three)

01.Career Enhance Skill In Tally ERP 9

6.5.4 – Post Accreditation initiative(s) (mention at least three)

NIL

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b)Participation in NIRF	Yes
c)ISO certification	Yes
d)NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2018	ACADEMIC AUDIT	29/01/2019	12/06/2018	29/12/2018	24
					[View File](#)

CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Womens Day celebration	08/03/2018	08/03/2018	100	60

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
20

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	1
Provision for lift	Yes	1
Ramp/Rails	Yes	1
Braille Software/facilities	No	0
Rest Rooms	Yes	1

Scribes for examination	Yes	1
Special skill development for differently abled students	No	0
Any other similar facility	No	Nill

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2018	Nill	Nill	Nill	Nill	Nill	Nill	Nill

View File

7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
HR manual	01/04/2019	Made available to all employees through website after induction.
Faculty handbook	01/04/2019	Discussed during the Orientation program, made available on the website.
Student Handbook	24/06/2019	Discussed during their induction -Turning Point

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
UHV / TP	25/06/2018	03/07/2019	162

View File

7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1. Energy Conservation: Provision is made for natural illumination and ventilation across the campus so that power consumption is meagre. The college premises and hostels are using CFL and LED lighting to reduce current consumption. 2. Use of renewable energy: The hostel canteen that caters to nearly 200 students has solar heater facility for providing hot water for cooking and drinking purpose. 3. Water harvesting : There is a provision made in all the College building for water harvesting. There are two tanks with total storage capacity of 10 lakhs litres. Eight months of average usage is expected from them. The total water consumption is almost 30000 litres. In Kerala, there is regular rain fall which helps to replenish the water requirement and thus there is no water shortage here. 4. Efforts for Carbon neutrality: Measures are taken to mitigate the carbon emission in the campus by planting a variety of native trees and maintaining a kitchen garden. Dhoni is close to the reserve forest and efforts are taken to maintain the fora Fauna of this region. 5. Plantation : A small plantation is maintained that grows banana – a staple plantation fruit that forms the diet of the local people. A variety

of vegetables are grown in this plantation maintained by students and produce of fresh vegetables are used in college mess. Thus providing wholesome nutritious food to the student community.

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Describe at least two institutional best practices Upload details of two best practices successfully implemented by the Best Practice 1. Title of the practice - Mentorship It is a process adopted by the institution through which a mentor (faculty member) takes care of mentees (student's) career interest and well being. As our students in the institution are from different educational backgrounds, diversified cultures and practices, facing different issues and problems, accommodated in different parts of the city, mentoring acts as a platform for the students to discuss and interact with faculty members, seek advice, develop judgment skills and strive to achieve their long term goals effectively Goal: To encourage the students for regular interactions with the mentor so as to build a good rapport with the mentor and the institution, thereby all the care, advice and support can be provided by the mentor to the mentee. To provide an opportunity for the management student to express and share the feelings with the mentor, discuss conflicting issues faced by them and seek solutions on a regular basis The Context: Mentoring has been initiated after analysing certain issues of the students such as issues related to communication in English language as many students had less exposure in communication. Moreover, there were students especially for non - commerce background who had difficulty in understanding the management subjects. Some of the students who stayed in private accommodation had certain issues of adjusting to the hostel or paying guest accommodation. Students are in need of a keen listener and so is the mentor. Mentoring will help them in reaching the career objective they have. All this led to the process of adopting mentoring programme for the students so as to instil confidence and enhance quality. The practice: The institution is fully residential and so highly supportive for the mentoring programme. This is a student run institution and mentoring can only help in running this efficiently. The institution has taken an extra effort to schedule Mentoring once a week officially. A group of twelve students are allotted under one mentor who is the faculty of the institute. The students allotted to each mentor will meet and interact with the mentor during the scheduled time on both group and individual basis. Forms like student personal data sheet, mentee goals work sheet, Mentee Schedule form are maintained by the mentor. A mentor book is maintained for the mentor group. During the process both the mentor and mentee fill in the necessary information required into this, discuss issues, generate solutions, information is exchanged and healthy environment is built up. The quarterly evaluation of mentoring is also carried out for building up quality approach. Frequent meetings are difficult to schedule as the number of students are more and constraint of time which was overcome by scheduling the meetings in the time table. Also, during the spare time the mentee has opportunity to meet the mentor for discussions. There will be brain storming sessions done in mentor meeting which will help the student in improving the thinking ability, creativity and decision making skills. Presentations will be happening in mentor meetings for the improvisation of presentation skills and English in students. Evidence of success: Mentoring has helped the students to take up challenges, overcome obstacles and difficulties in their day to day life. Mentoring has helped the mentor to know and relate with the students better, develop judgment skills and build a better rapport with the students. The group cohesiveness was able to build in group. Parents, guardians and all other relevant stakeholders are aware and appreciative of the help the students get through the mentoring programme. Problems encountered and resource required: The scheduling of time for mentoring the students had been

challenging, because of students getting adjusted to the time schedule of mentoring. The entire mentoring approach is built on personal interactions with the students. Many students are inherently reserved and have to be focused upon a great deal more by their respective mentors, so as to be given better guidance and support Best Practice 2 Title of the practice: Student driven clubs Goal: Mould students for the new corporate environment needs by stretching and preparing to handle difficult situations and meet benchmarks. To spread a work culture among students where the students does lot of work which benefits the institution where they work like one family having the same goal. The Context: Student Run Institution is the concept which had been introduced. Club activities had been initiated for the students for the students to increase the level of adaptability and flexibility in the corporate environment. It is designed in such a way that the student can get experienced in two clubs with a time period of one year per club where he can experience, frame and improve his area of interest. The practice: There are 12 active clubs in the institute. All are student driven clubs. The concept believed by the institute is learning by doing and to a greater extent, clubs are helping in this. Students are given an opportunity to select their preference for clubs and according to their preference, the clubs are being allotted to students. There are twelve active clubs and description for them is as follows Student Run Canteen Another peculiarity of the Institution is a student run canteen. The entire canteen related activity like procurement of items, store management, maintaining accounts, collecting money from students, giving salary to the cook etc is done by the students themselves Administration club A major chunk of office administrative works regarding students is also done by students themselves. There is an office administration committee for this. The students are getting a live exposure of office work through this initiative. Out Bound Training Centre Institute has its own outbound training centre which regularly conducts outbound trainings for students as well as corporate employees. Through this the student gets lots of opportunity for meeting and relating with corporate professionals. Also they learn a lot by giving training to other students who come for attending the training. Greening Club The garden and landscaping committee is in charge of landscaping the front area of the Institution along with making a beautiful garden. The entire responsibility is given to the student team where they learn, consults with other people procure required plants and seeds required for the garden and makes the garden ready. Hospitality Club The hospitality club is in charge of hospitality of all guests which also include guest speakers or so in the institution. The food, accommodation and all is taken care by the club students with the effective guide ship of students. Training Club Training club oversees in-house training programs happening. Also, the student trainers are modelled from this club and they are given opportunity to take training sessions. Students coordinate and initiate activities and events by the club. LEADography In this club, students are given a big space of creativity. Institution has brought enough number of still cameras and video camera. Students' video covers and photograph all the events at the institute. Also the students can seed their creativity by other activities. The admission brochure of the institute is designed by this club. Competition Club Competition club is rather focused in students participating in external competition. They look in to two things where one is participation for the event and other one is the recognition for competitions. Event Club The event club is responsible of events happening at the Institution and also participation of students in other external programs as volunteers or organizers. This club is in charge of events hosted at LEAD campus. Arts and Sports club The arts and sports club is a club which is more in to artistically done things. This club motivates and provides opportunity for those who are interested in arts and sports activities. Linguistic Club Linguistic club is responsible for the growth in students in terms of language and communication. Especially English is been focused and developed in students by the club.

Evidence of success: The students after active participation in clubs have developed the skills of adaptability and flexibility. Also they were enjoying doing work in their interested areas within the clubs. The concept of Learning by Doing came out with good values in students and also making students apt for the corporate life. This enables good placements in sunrise organizations too. Problems encountered and resource required: The clubs where guided by each faculty member in the institution. Each faculty will act as a Guide for a club and Mentor for a group. Students had a mild resistance in getting in to track in clubs, but as and when the responsibilities were taken up, all went very smoothly

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

https://lead.ac.in/best-practices/

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

Vision of LEAD College of Management's MBA Program is 'To be recognized as a leading business school in the country, developing global leaders, and ideas that significantly impact the society.' Learning by doing, community service, experiential learning, collaborative learning are innovative approaches in modern management education where management institution provide a simulated environment that facilitate such learning. At LEAD, it is not simulated or virtual it is real and actual. It is part of the students' campus life. Students manage a vegetable farm, poultry farm, fish farm, Canteen, Stationery store, food-court, guest relationship, admissions, placements, alumni as part of the "LOT" or LEAD Operating Team. We have LOT- Admission, Administration, Canteen, Greening, Research, Placement, Competition, Training, OBT, Events, LEAD Development, LEAD O Graphy, ISR, Arts Sports. Valuable lessons in Inventory management, Supply chain management, Human resource management, Finance management are learned not in simulated environments, but in actual live situations no different from what they would have to encounter in the corporate world. The approach to fostering Ethics and Social values in students is unique here in LEAD College of Management. No facility is locked, no out-of-bound zones and restricted area for students or the staff. You will seldom come across an institution where students walk-in to the unmanned library at any time they wish and carry whichever book they desire and return it responsibly after its use. We believe that Faith, Trust and freedom rather than rules, obedience and enforcements cultivate long-lasting values and ethical behavior that is part of the students' character. Outcome based Education is the underlying philosophy that shape our teaching-learning processes. It is not the 'What' and 'When' but 'Why 'and "How" that is of paramount importance when it comes to teaching and learning. Teams of very talented Professors interact and work hand-in-hand with the talented students, moulding them, transforming them to Global leaders with ethical, social values. LEAD College of Management is unique in its approach to Management and Entrepreneurial Education. A rising star in the south, focused and quality oriented. By securing the stamp of approval of NBA accreditation, LEAD College of Management is all set to validate its unique and superior system and realize the lofty vision of its founders "To be one of the World-Leading management Institutions, developing socially committed business leaders." Keeping the Vision and the mission of the MBA program as the base document, input from the faculty, the industry, alumni and the management is taken. This input is analyzed with respect to two aspects 1. The alignment of the PEOs with the MBA program vision and mission statements 2. The achievability of the PEOs considering the internal capabilities or the Strength, Weakness, Opportunities and Threats of the Institution (SWOT). Based

on this analysis the PEO statements are developed that give the best fit with the above two aspects.

Provide the weblink of the institution
https://lead.ac.in/institutional-distinctiveness/

8.Future Plans of Actions for Next Academic Year

Future plans of LEAD mainly focuses on Student overall development 1. Encourage students to actively engage with the industrial organizations during their internship. 2. Provide guidance and training for the examinations such as CAT,KMAT . 3. Provide business training to equip students interested in becoming entrepreneurs. 4. Improve the average CGPA scored by the passed-out students to more than 7. 5. Prepare a learning material repository as a reference material for students. 6. Encourage students to take part in technical programmes and competitions Faculty Development 1.Encourage all faculty members to enrol for Ph. D programmes 2. Conduct Faculty Development Programs for enhancing research interest. 3. Every faculty should have done at least one MOOC course prior to handling a subject/course. 4. Faculty should be encouraged to go on industry sabbaticals 5. Encourage faculty members to enhance publications quantitatively and qualitatively by framing a research policy in coordination with the research cell 6. Encourage faculty to try for funded projects. 7. Establishment of MoUs with other research and academic institutes 8. Awareness initiatives on Patent and their relevance in the present academic world. 9. Encourage faculty to try for industrial projects OBE and accreditation 1. Audit of the course material generated to enhance the quality of delivery and sensitize the faculty to the requirements of OBE. 2. Established a procedure for the conduct of internal evaluation of students in conformity with the principles of OBE. 3. Increase the awareness among the faculty about the need to take part in the curriculum revision process of the university. Research Development 1. Each department should form research groups and have to produce one paper out of their activities. 2. Each department should have ongoing funded RD of value more than 5lakhs. 3. Every department should engage in industrial consultancy work worth 4. Institution is planning to sign MoU with leading industries and other universities for promoting research culture among students and faculty Infrastructure development College is planning to construct additional hostel.