**INSTITUTE OF TECHNOLOGY
& MANAGEMENT**
GWALIOR • MP • INDIA
"THINK BIG... THINK BEYOND"

PERSPECTIVE
AND
STRATEGIC PLAN

INTRODUCTION

The Institute has created the following perspective plan and strategic plan to ensure the Institute's vision, mission and values at both the academic and administrative levels. The Institute's Board of Governors has approved the plans and will continue to monitor them for successful execution and advancement of plan-specific activities to ensure quality education.

- Vision, Mission and Values of ITM
- Institute Profile
- Perspective Plan-Objectives & Targets (Interventions)
- Strategic Plan
- SWOC Analysis
- Monitoring & Review Mechanism

INSTITUTE'S VISION AND MISSION & VALUES

The Vision
- To develop the institute into a center of excellence in education, research, training, and consultancy to the extent that it becomes a significant player in the technical and overall development of the country.

The Mission
- To meet the global need for competent and dedicated professionals.
- To undertake R&D, consultancy & extension activities that are of relevance to the needs of mankind.
- To serve the community by interacting on technical, scientific, and other development issues.

The Values
- Humanity and ethics blended with sincerity, integrity, and accountability.
- Productive delivery supported by healthy competition.
- Efficiency and dynamism coupled with sensitivity.
- To nurture innovation and the ability to think differently with rational creativity.
- Appreciation of sustainable socio-cultural values and to feel proud to be a good professional contributing to the betterment of mankind and Mother Earth.

INSTITUTE PROFILE (ABOUT ITM)

Established in 1997 by the Samata Lok Sansthan Trust in Gwalior, ITM is approved by AICTE, Government of India, recognized by the Government of M.P., and affiliated with Rajiv Gandhi Proudyogiki Vishwavidyalaya (State Technological University of M.P.) in Bhopal, and Jiwaji University in Gwalior. The institute was founded to provide quality education in engineering engineering/technology and management, aspiring to become a world-class institution through contributions to research and education, and producing top-tier engineers and technologists. The institute's management is dedicated to developing ITM into a premier center for quality teaching, development, innovation, and extension services in engineering/technology and management.

The institute understands the importance of such a scheme for advancing ideas and models in technology. The teaching and learning methodologies follow a rigorous regime, involving extended hours of work and challenging assignments.

In today's fast-paced world, time compression has become essential for an organization's success. Organizations need to transform large, traditional structures to well-organized, flexible units. The institute's approach to this transformation is knowledge-driven, focusing on strategy, technology, and competitive success. This is achieved by fostering a culture of inquiry and research among students through a highly competitive academic environment, close student-faculty interaction, and partnerships with industry and other academic institutions. Senior managers and technical professionals monitor students, and summer internship projects and keep them updated with the latest developments and requirements of the professional, technological, and corporate worlds.

The institute provides an academic environment that emphasizes self-learning. Students are actively involved in both academic and co-curricular activities. ITM is recognized as a center of engineering, technology, and management research.

BRANDING STATEMENT OF ITM
"Think Big Think Beyond"

PERSPECTIVE PLAN OF ITM (2018-2033)
1. Perspective Plan of ITM, Gwalior, is designed to achieve the vision and mission of the institution in years to come. This plan was created with the IQAC and approved by BoG. The plan incorporates the institute's Strengths, Weaknesses, Opportunities, and Challenges (SWOC) analysis based on the departments' performance and the stakeholders' feedback. The specific objectives and targets of this Plan are as follows:

1.   DEVELOP THE INSTITUTE'S BRAND IMAGE
Proposed Action Plan:
- Establish Memorandums of Understanding (MOUs) with reputed global organizations for resource sharing, placement opportunities, and program/course exchanges.
- Facilitate other institutions' academic and infrastructural needs through collaborative partnerships.
- Establish a dedicated research and innovation facilities to enhance the Institute's academic contributions.
- Improve public relations by creating an appropriate body to manage these activities.
- Provide research and consultancy services to industries and academic bodies.
- Organize trade fairs and exhibitions to showcase the Institute's capabilities and foster industry ties.
- Establish Alumni Chapters at national and international levels to engage with former students and enhance the Institute's global presence.

Time Period: 2018-2027

2.   RETAIN & EXPAND MARKET
Proposed Action Plan:
- Increase student intake by exploring alternative arrangements, such as NBA/NAAC and other accreditations various courses/institution.

Time Period: 2020-2030

3.   DEVELOP INDIGENOUS PROGRAMS TO COMPLEMENT UNIVERSITY PROGRAMS
Proposed Action Plan:
- Utilize the Institute's 28 year legacy to introduce indigenous programs and add-on courses that cater to the specific needs of the student community in the region.
- Initiate a trial phase for these programs, gathering feedback from stakeholders, and prioritize those that align with the Institute's goals and the upcoming autonomy status.
- Introduce job-oriented, skill-based programs that enhance employability and industry relevance.

Time Period: 2018-2030

4.   ESTABLISH A SERIES OF VALUE-BASED ACTIVITIES FOR STUDENTS & FACULTY
Proposed Action Plan:
- Identify and implement activities that promote social responsibility and patriotism among students and faculty.
- Collaborate with like-minded organizations to launch these activities initially within the city of Gwalior, ensuring they become a regular part of the Institute's culture.
- Make these value-based programs a recurring element of the students' and faculty's routine, fostering a sense of community engagement and responsibility.

Time Period: 2021-2025

5.   SUCCESSION PLANNING
Proposed Action Plan:
- Continue to develop the next generation of leaders within the Institute, aligning with its Vision and Mission.
- Cultivate leadership qualities among faculty members and administrative staff at appropriate levels.
- Involve top industrialists and philanthropists in the Institute's BoG, and Internal Quality Assurance Cell (IQAC) to identify and nurture talent capable of leading the Institute in the long term.

6.   FULL-FLEDGED FUNCTIONING OF THE RESEARCH CENTRE
Proposed Action Plan:
- Leverage the Institute's status as an approved Research Centres under the affiliated Universities.
- Build the necessary infrastructure and recruit appropriate faculty to establish the Research Centre as a fully operational entity in the coming years.

- Invite senior corporate employees with academic interests to enroll, providing a platform for industry-academia interaction and enhancing research output.

Time Period: 2019-2033

7. ACHIEVE AUTONOMY
Proposed Action Plan:
- The institute is focusing on achieving accreditation to attain autonomous status. Upon achieving autonomy the institute will be able to implement its entire academic and administrative philosophy for the betterment of all its stakeholders.
- Progressively develop ITM Gwalior offering a broad spectrum of programs and courses tailored to regional needs and the student community.
- Establish merit-based scholarships for admission of high-performing students.

Time Period: 2022-2028

8. EXPOSE SENIOR TEACHING FACULTY TO INTERNATIONAL ACADEMIC ENVIRONMENTS
Proposed Action Plan:
- Encourage senior faculty members with extensive industry and teaching experience to participate in international seminars, conferences, and workshops.
- Provide opportunities for faculty to attend academic events abroad, facilitating the exchange of ideas and perspectives, and enabling them to bring global insights into the classroom.
- Assist students in pursuing study abroad opportunities for add-on courses, enhancing their global competitiveness.

Time Period: 2025-2033

9. ESTABLISH FULL-FLEDGED CONSULTANCY SERVICES TO INDUSTRY
Proposed Action Plan:
- Capitalize on the faculty's industry experience and research expertise to offer consultancy services to local industries and entrepreneurs.
- Focus on expanding the clientele to include organizations from across India.
- Conduct survey projects for products and services, providing actionable insights to industries.
- Develop an Industrial Advisory Board comprising senior and retired faculty members with industry experience to guide the consultancy services.

Time Period: 2025-2033

10. INFRASTRUCTURE UPGRADATION
Proposed Action Plan:
- To set up a state of the art auditorium with a seating capacity of 1000 persons.
- Establish a multi-cuisine food court to serve students, faculty, and research scholars, enhancing the campus experience.

Time Period: Continuous Process
This perspective plan outlines ITM Gwalior's vision for long-term growth and development, focusing on strengthening its brand, expanding its market presence, enhancing academic offerings, and upgrading its infrastructure to meet the needs of a dynamic educational environment.

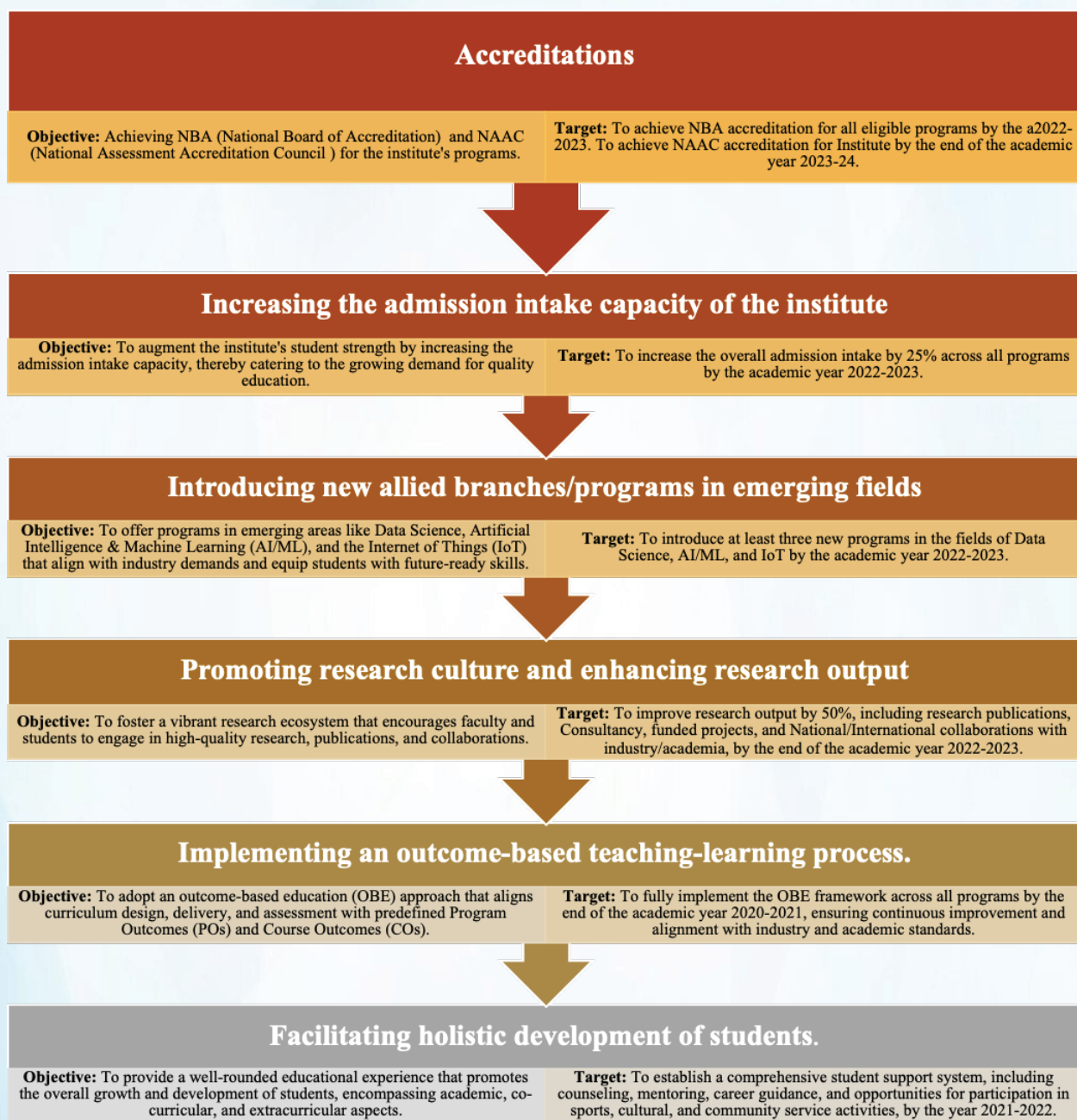**Time Period: Continuous Process**

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Strategic Plan for 2021-26:

Accreditations

Objective: Achieving NBA (National Board of Accreditation) and NAAC (National Assessment Accreditation Council) for the institute's programs.

Target: To achieve NBA accreditation for all eligible programs by the a2022-2023. To achieve NAAC accreditation for Institute by the end of the academic year 2023-24.

Increasing the admission intake capacity of the institute

Objective: To augment the institute's student strength by increasing the admission intake capacity, thereby catering to the growing demand for quality education.

Target: To increase the overall admission intake by 25% across all programs by the academic year 2022-2023.

Introducing new allied branches/programs in emerging fields

Objective: To offer programs in emerging areas like Data Science, Artificial Intelligence & Machine Learning (AI/ML), and the Internet of Things (IoT) that align with industry demands and equip students with future-ready skills.

Target: To introduce at least three new programs in the fields of Data Science, AI/ML, and IoT by the academic year 2022-2023.

Promoting research culture and enhancing research output

Objective: To foster a vibrant research ecosystem that encourages faculty and students to engage in high-quality research, publications, and collaborations.

Target: To improve research output by 50%, including research publications, Consultancy, funded projects, and National/International collaborations with industry/academia, by the end of the academic year 2022-2023.

Implementing an outcome-based teaching-learning process.

Objective: To adopt an outcome-based education (OBE) approach that aligns curriculum design, delivery, and assessment with predefined Program Outcomes (POs) and Course Outcomes (COs).

Target: To fully implement the OBE framework across all programs by the end of the academic year 2020-2021, ensuring continuous improvement and alignment with industry and academic standards.

Facilitating holistic development of students.

Objective: To provide a well-rounded educational experience that promotes the overall growth and development of students, encompassing academic, co-curricular, and extracurricular aspects.

Target: To establish a comprehensive student support system, including counseling, mentoring, career guidance, and opportunities for participation in sports, cultural, and community service activities, by the year 2021-2022.

SWOC Analysis

FOLLOWING ARE THE STRENGTHS, WEAKNESSES, OPPORTUNITIES, AND CHALLENGES AS IDENTIFIED BY THE INSTITUTE AFTER DUE DELIBERATIONS WITH THE STAKEHOLDERS:

STRENGTH:

- A strong and supportive Board of Governors dedicated to the exceptional development of the Institute.

- NBA accreditation of the eligible programs and the other recognitions from AICTE and Ministry of Education

- Efforts made to train the trainers (teachers) in turn increased the skill development of the students

- Focus on holistic development of students through various extension activities in the campus and the adopted villages under UBA

- The institute's distinctiveness in all-round grooming of the students through the strong Indian Knowledge system activities like the sculpture symposiums, collection of fine paintings and various programs focusing on the traditions and culture of India

- The dedicated Training Augmentation and Placement Cell (TAP Cell)

- The involvement of the Alumni in the Institute activities and the dedicated Alumni mentorship program for the students

- Strong incubation Centre "IDEAPAD"

- In-house developed Learning Management System (LMS) and the Management Information System (MIS)

- The beautiful green campus of the Institute

WEAKNESS:

- The institute does not receive any financial aid from the government and is entirely dependent on tuition fees for its financial resources. As a result, the organization is facing certain challenges in its efforts to continue growth and progress.

- Being an affiliated institute, ITM has limitations in flexibility to offer additional programs in response to demand from the industry. The integration of industry-relevant courses into the credit system is restricted by the institution's dependency on the curriculum.

- Minimal government funding is available for research and innovation

- Inclination of students towards higher studies and government jobs is very lean

- Students writing skills especially after COVID need more focus

OPPORTUNITIES

- The institute is focusing on achieving autonomy

- Collaboration with foreign Universities /Institutions for faculty and student exchange and joint research

- Students diversity in terms of admission from different states of India and abroad

- Launching distance learning to attract diverse students

- Increasing the number of research publications in peer-reviewed journals.

- Offering admission to deserving students in a range of disciplines via entrance exams such as JEE, CMAT, and so forth.

CHALLENGES

- To align the industrial needs only through the add-on and value-added course
- To motivate students to pursue careers in core branches of engineering
- Accessibility to government grants
- Incline students towards becoming employers rather than employees
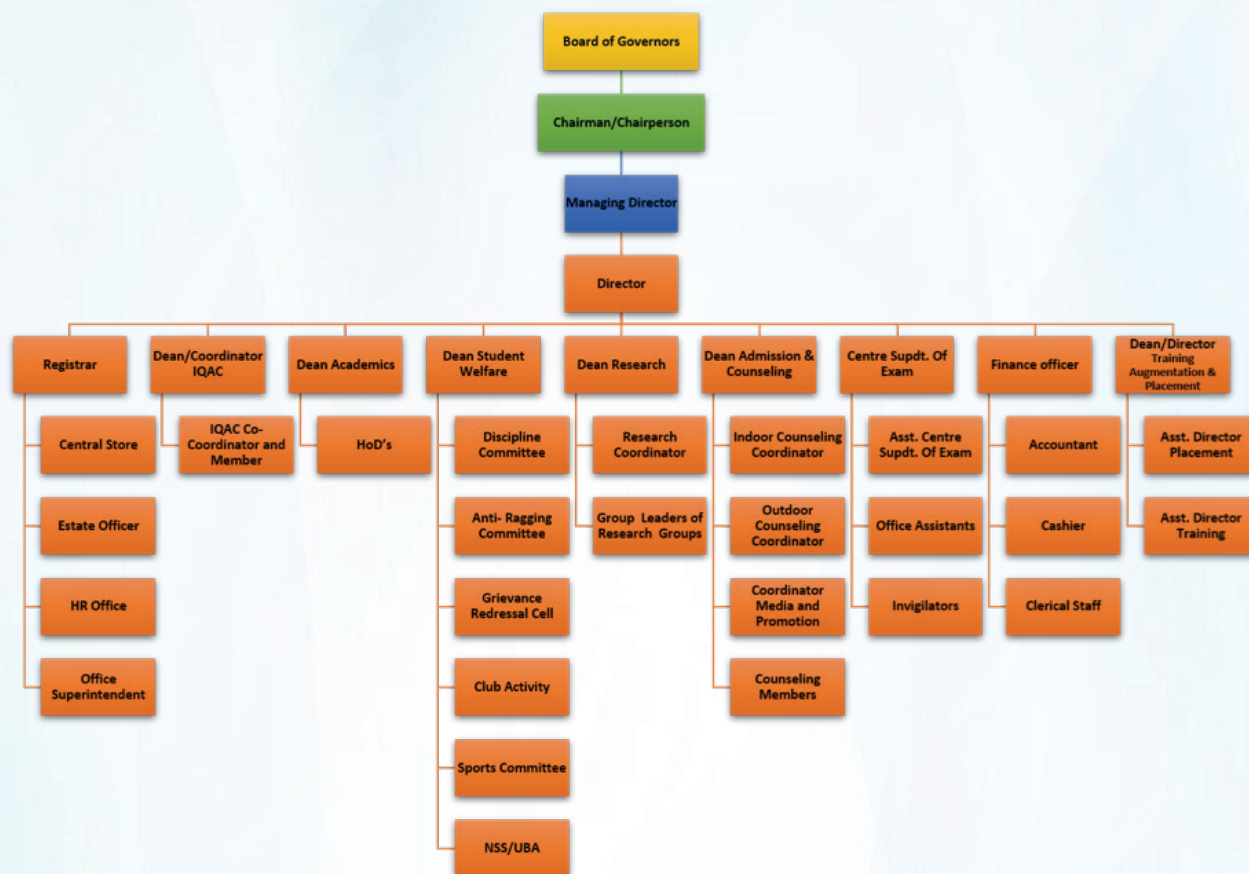- Attracting qualified faculty members to Gwalior

STRATEGY IMPLEMENTATION AND MONITORING

Following the adoption of the Strategic Development Plan, the next stage is to implement it. The strategy's progress will be measured regularly during execution. As a result, the implementation document clearly defines quantitative success indicators. The Director, along with the Academic Council/IQAC and other team members, will be responsible for the implementation of strategic plan.

MONITORING OF PLANS

BOG, IQAC, Student Council, DAC (Departmental Advisory Committee) and other committees will conduct periodic reviews to monitor the execution of the perspective and strategic plan. The section heads will develop and present the complete status report during review sessions. IQAC independently benchmark quality standards, monitor them, and evaluate their achievement. IQAC reports its conclusions to the BOG. Based on a thorough examination of the outcomes and feedback of IQAC, the above will identify remedial measures, the need for further processes, and the deployment of resources. These reports put up to the Board of Governors (BOG) for further approval to execute

Monitoring & Review Mechanism

Board of Governors

Chairman/Chairperson

Managing Director

Director

| Registrar | Dean/Coordinator IQAC | Dean Academics | Dean Student Welfare | Dean Research | Dean Admission & Counseling | Centre Supdt. Of Exam | Finance officer | Dean/Director Training Augmentation & Placement |

- **Registrar**
  - Central Store
  - Estate Officer
  - HR Office
  - Office Superintendent

- **Dean/Coordinator IQAC**
  - IQAC Co-Coordinator and Member

- **Dean Academics**
  - HoD's

- **Dean Student Welfare**
  - Discipline Committee
  - Anti- Ragging Committee
  - Grievance Redressal Cell
  - Club Activity
  - Sports Committee
  - NSS/UBA

- **Dean Research**
  - Research Coordinator
  - Group Leaders of Research Groups

- **Dean Admission & Counseling**
  - Indoor Counseling Coordinator
  - Outdoor Counseling Coordinator
  - Coordinator Media and Promotion
  - Counseling Members

- **Centre Supdt. Of Exam**
  - Asst. Centre Supdt. Of Exam
  - Office Assistants
  - Invigilators

- **Finance officer**
  - Accountant
  - Cashier
  - Clerical Staff

- **Dean/Director Training Augmentation & Placement**
  - Asst. Director Placement
  - Asst. Director Training

Governance:
BOARD OF GOVERNORS (BoG)

The BoG of the Institute formulates policy decisions after identifying the needs of the institute such as infrastructure development, recruitment, revisions in policy, and other related academic and administrative issues. It also delegates responsibilities and powers to the Director, Deans, and HODs for the smooth and effective functioning of the institute. The Board of Governors is composed of members from the industry, affiliated universities, and experts from academic fields as per the directives of AICTE. The meetings of the BoG are conducted twice a year in the presence of all available members. The composition of the BoG is given below in Table 1.1.

Table 1.1 Composition of the Board of Governors (BoG)

S.No	Board of Governors	Capacity
1	Ms. Ruchi Singh Chauhan Vice-Chairperson, SLS Trust	Chairman
2	Dr. Meenakshi Mazumdar Director, ITM	Member Secretary
3	Dr. Daulat Singh Chauhan Managing Director, ITM	Member
4	Prof. Yogesh Upadhyay Vice-Chancellor, ITM University	Member
5	Professor (Dr.) Roopam Gupta Vice-Chancellor, RGPV, Bhopal	Nominee Affiliating University RGPV, Bhopal
6	Professor D. N. Goswami, Rector, Jiwaji University, Gwalior. (M.P) – 474011	Nominee Affiliating University Jiwaji University, Gwalior
7	Col. B Venkat Registrar, TERI SAS, New Delhi	Member
8	Representative from DTE, Bhopal	Member
9	Dr. Shekhar Verma Professor, Department of IT, IIITM, Allahabad UP	Member
10	Mr. Sanjay Singh Rathore Sr. Group Leader-Analytical Jubilant Ingrevia Limeted, Bharat Gram, Gajraula, Amroha, UP	Member
11	Mr. Asish Vaish MD, Precision System, Bhopal	Member
12	CA Vijay Singh Rajawat Chief Manager (F&A) JK Tyre, Banmore Industrial Area, Morena - 476001. Madhya	Member

13	Mr. Sunil Yadavalli Head of Business Strategy and Partnership with IDS Inc., Hydrabad	Member
14	Mr. Sachin Kurchiya Manager at Country Delight, Gurugram.	Member
15	Mr. Sajal Agrawal Director, Invert Sugar Pvt. Ltd., Malanpur Industrial Area, Ghirongi, Distt.Bhind (M.P)	Member
16	Dr. S S Chauhan, Professor & Head Department of Basic Sciences and Humanities, ITM	Member
17	Dr. Alka Sanyal Assistant Professor, Department of Management, ITM	Member

Functions of the Governing Bodies:

All policy decisions are taken by the BoG to ensure the smooth functioning of the institute. A few of them are as follows:

1. To set and monitor the mission of the institute, purpose, priorities, and strategies within the boundaries of the organization's constitution.

2. Framing various policies and regulations, followed by approving the time-to-time amendments made in the interest of the stakeholders of the institution.

3. Providing the facilities or equipment for the development of the institution.

4. Approve the development of the infrastructure, allocation of the budget, and recommendation of the recruitment committee.

5. Approving the quality strategy of the institution to enhance the outcome of the purpose of education. The quality strategies are themselves an outcome of the audits, student council meetings, and departmental advisory board meetings.

6. Approving annual estimates of income and expenditure.

7. Establishing a framework for the pay and conditions of service for faculty and other staff.

8. To approve the continuation and suspension of any courses of the institute

9. Ratification of the decisions taken between the half-yearly meetings of the governing body. A few such decisions are appointment/resignation, admission of students, faculty development programs, seminars, and technical festivals.

10. Any other relevant matters.

VARIOUS KEY POSITIONS IN THE ADMINISTRATIVE SET-UP AND THEIR FUNCTIONS ARE GIVEN BELOW IN TABLE 1.2:

Table 1.2: Administrative set-up and their functions

S.No	Position	Functions
1	Director, ITM Gwalior	• Regulation / Monitoring, Development, Leadership, Planning, Execution, and Reporting of the Institute. • Monitoring all the procedures to be followed by the office which include admission, fee collection, attendance, recruitment, salary payments, purchases and procurements, accounts and audits, and any other matter relating to the administration of the institute. • Monitoring the liaison of activities with departments within the institute and most importantly with the top management. • Monitoring the conduct of meetings on behalf of the institution which include the meetings of staff, HoDs, Coordinators, Institute Academic Council/IQAC, and the Governing Council.
2	Registrar/Dean Adminstration, ITM Gwalior	• Monitoring all hiring, promotion, tenure, and evaluation processes • Reshuffling of ministerial and contingency personnel regularly • As the custodian of the institute's property, he/she records and manages the filing, storage, and security of documents. • Transport facilities, Campus safety and security, Campus maintenance and construction • Monitoring of all HR-related matters • Any other tasks delegated by the Director from time to time

3	Dean Academics, ITM Gwalior	• Monitoring effective teaching as prescribed in the curriculum and as per the pedagogy of the institution
		• Leading the institute's efforts toward achieving its academic goals and strategic planning
		• Supervising, evaluating, and supporting Departments in a manner that promotes excellence in instruction, scholarly and creative productivity, and service
		• Leading the processes of institute administrator selection and overseeing the processes of faculty and staff selection and retention
		• Coordinating the professional development of institute administrators and staff.
		• Evaluating the performance of HODs, Coordinators, and faculty of the institute in coordination with the Director.
		• Coordinate with all activities of IQAC to achieve an outcome-based education
		• Collection of students' feedback, and conduct student council meetings
		• Monitor participation in MOOCs courses like Swayam

4	Dean/Coordinator IQAC	• IQAC makes sure that the institution upholds its standard of excellence by establishing and maintaining quality norms and guidelines for every area of academic and administrative activities.
		• To facilitate creation of learner-centric environment conducive to quality education and to develop faculty to adopt the knowledge and technology required for participatory teaching and learning process.
		• Collection and analysis of feedback from all the stakeholders on quality-related institutional processes.
		• Dissemination of information on various quality parameters to all the stakeholders; Organization of intra- and inter-institutional workshops and seminars on quality-related themes and promotion of quality circles
		• Documentation of various programmes/activities leading to quality improvement.
		• Acting as a nodal agency of the institution for coordinating quality-related activities, including adoption and dissemination of the best practices.
		• Development and maintenance of institutional database through MIS for the purpose of maintaining and enhancing institutional quality.
		• Periodical conduct of Academic and Administrative Audits along with their follow-up activities.
		• Preparation and submission of the Annual Quality Assurance Report (AQAR) as per the guidelines and parameters of NAAC.
5	Dean Students, Welfare, Chairman Anti-ragging and Discipline Committee	• Maintaining a ragging-free campus.
		• To act as Proctor of the Institute.
		• To ensure the discipline of the institute.
		• Organizing extracurriculars, student counseling, and related activities.
		• Liaison with parents/ guardians about the progress and problems of their wards in consultation with Dean academics.
		• Coordinating activities of various students' clubs.
		• Coordination with the alumni cell for the conduction of alumni meet

6	Dean Research	• Facilitates and encourages a research culture among the faculty and students. • Monitors the progress of research in the departments • Coordination with external bodies like RGPV, and MPCOST for research grants • Facilitates and ensures availability of research tools (like access to plagiarism check)
7	Dean Admission and Counselling	• Monitors and coordinates overall admission process as per DTE, MP. • Planning and implementation with emphasis on admitting bright students who have secured high grades in the entrance/qualifying examinations • Monitors the daily activities of counselling and admission cell.
8	Dean/Director, Training Augmentation and Placement (TAP)	• Dean/Director (TAP) is responsible for all corporate relations (other than research and academic activities), training, internship, and placement activities of the Institute. • It is the responsibility of the Director (TAP) to plan, design, and execute a strategy for attracting good companies for the recruitment of students on campus. • The Director (TAP) shall help and assist various departments to collaborate with relevant industries and to induct industry experts on the advisory boards of various departments. • The Director (TAP) monitors the activities and progress of the placement team members daily and ensures documentation of it digitally on the MIS of the department.

9	Head of Departments	• Overall monitoring of the academic and co-curricular affairs of respective departments. • To assign duties to the Department's teaching and non-teaching staff. • To present the departmental budget/requirement to the Director. • To take the lesson plan from the teachers and ensure they follow it and the syllabi are completed within the stipulated time. • To ensure smooth conduct of internal examinations, including paper setting, assessment of the theory, and lab. • To monitor the functioning of all departmental committees. • To ensure updated stock registers of the department. • To recommend leaves of staff to the Director. • To encourage research/innovative programs in the department. • To organize need-based workshops, seminars, symposia, visits, excursions, and invited/guest speakers to interact with students. • To facilitate faculty in the preparation and processing of self-appraisal of performance.
10	Superintendent of Exams	• Conduct and monitor the sessional (internal) exams and end semester examinations. • To prepare for sessional invigilation duties, seating arrangements, etc., for midterm and end-of-term exams. • To collect the question papers from the faculty concerned in a sealed cover signed by them or through the mail. • To form an internal sub-committee for the distribution of question papers in the examination halls. • To maintain the records of the conducted examinations like attendance particulars, invigilation duties, supporting staff, etc. • To deal with all the matters concerning examinations hear the complaints received on any matter arising out of the conduct of examinations and decide the course of action. • To ensure the smooth conduction of examinations at the center and dissemination of the theory and practical exam schedule.

11	Finance Officer	• Overall accounting of the institute's expense and earnings • Preparation of the balance sheet • Monitoring the budget of the institute • Coordinating the audit of the institute with the CA

CONCLUSION

The Strategic Planning and Deployment Document is an effort to pave the road for ITM to fulfill its aims. Simply creating a strategic plan does not guarantee success, but it does give a guiding framework that is supplied as a communal effort through the process of participatory brainstorming of stakeholders. Proper strategy execution through cooperation and a positive attitude leads to long-term success and sustainability via a dynamic process. It requires ongoing development to integrate lessons learned during implementation and underlines the importance of IQAC in assuring implementation.

ITM's Perspective Plan 2018-2033 and Strategic Plan 2021-2026 provide a comprehensive roadmap for the institute's development over the next fifteen years. The plan is ambitious but achievable and reflects ITM's commitment to excellence in education, research, and social contribution.

The program's focus on academic excellence through NBA accreditation and outcomes-based education demonstrates ITM's commitment to maintaining high educational standards. The emphasis on research and innovation, including establishing centers of excellence and increasing research output, has made ITM a significant contributor to India's technological advancement.

The strong focus on collaboration between industry and academia reflects ITM's understanding of the importance of practical, industry-relevant education. By strengthening collaboration with industry on internships, projects and expert engagements, ITM aims to enhance the employability of graduates and ensure that its programs are aligned with industry needs.

The program's emphasis on student development, including soft skills enhancement, alumni mentorship programs, increased co-curricular involvement and entrepreneurship promotion, demonstrates ITM's commitment to producing well-rounded graduates who are prepared to meet the challenges of the modern workplace. There is a focus on infrastructure enhancements, including upgrading laboratories and strengthening ICT infrastructure, ensuring students have access to state-of-the-art facilities and resources.

The governance and leadership aspects of the program, including strengthening quality assurance mechanisms and implementing an ERP system, reflect ITM's commitment to efficient and effective management. The focus on financial sustainability through resource generation demonstrates a pragmatic approach to ensuring the long-term viability of the institute.

The implementation and monitoring processes outlined in the plan are robust, with regular reviews and corrective actions ensuring the plan remains on track and responds to changing circumstances.

Overall, the strategic plan provides a clear and comprehensive framework for ITM's development in the next five years. If successfully implemented, it has the potential to significantly enhance ITM's status as a center of excellence in education, research, and innovation, contributing meaningfully to India's technological and social advancement.

The program is aligned with ITM's vision, mission and values, ensuring that as the agency grows and develops, it will remain true to its core principles of ethical conduct, innovation and social responsibility. By focusing on academic excellence and practical, industry-relevant skills, ITM strives to produce graduates who are not only technically proficient, but also equipped with the soft skills and ethical foundation required to succeed in the rapidly evolving global workplace.

In the nutshell, ITM's Vision and Strategic Plan 2021-2026 represent a thoughtful and comprehensive approach to institutional development. On successful implementation, these plans have the potential to transform ITM into a leading institution in the field of technical education and research, contributing significantly to India's technological advancement and overall development.
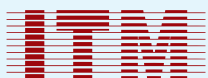
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INSTITUTE OF TECHNOLOGY & MANAGEMENT, GWALIOR

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