## 1. Title of the Practice

*The Huddle* – **Forum for Senior Leadership Meet**

## 2. Objectives of the Practice

Need for discussions among the senior leaders was felt to discuss various issues during start of pandemic, take decisions and disseminate the best practices. It was decided to meet daily between 10.00 to 10.30 am through online platform. Objectives of the Huddle are to

- Establish a platform for Institutional Leadership, academic and administrative, to discuss contemporary issues, best practices, and actionable ideas
- Discuss and Disseminate vital information required for making decisions at Institutional / Departmental / Support Systems-levels
- Promote Participative Style of Management and systematically plan empowerment of internal stakeholders for implementing various initiatives

## 3. The Context

COVID-19 pandemic posed an unprecedented challenge and difficulty in executing various activities related, and digitalization has seen a major surge. Due to the effects of the pandemic, the need for remote discussions has substantially increased and is expected to continue in the future. Huddle discussions have gained a lot of attention in all the working systems. They are popular because they bring together a small group of people to meet on a regular schedule for discussion.

"Huddle" refers to a strategic gathering where players determine the next play on the field during an American football game. Currently, this is also becoming a trend as a space to produce active discussions and new ideas in various organizations. In Kumaraguru, Huddle was originally proposed to discuss the Government guidelines, University Notifications and take appropriate decisions for implementing the best practices to mitigate COVID impact and support the local community.

## 4. The Practice

The series of discussions under the banner of the Huddle series kick-started on 08th April 2020, immediately after first lock-down. The initiative was envisioned by Mr Shankar Vanavarayar, Joint Correspondent to bring together the institutional leadership members to a forum to discuss ideas, brainstorm and share matters of importance. Through the pandemic that was emerging isolated people and spaces, the ideas and connections with the members of the institution were taken forward seamlessly through this initiative. with each discussion being moderated by a chairperson. The panel includes the members from the apex administration body as well as the program leads of various support systems. There have been nearly 758 topics discussed till August 2021 under diverse genres namely Teaching and Learning, Curriculum Development, R&D, Faculty Development, Student Support, Leadership & Governance and Facilities, Digital Transformation and General Information.

The information was curated and presented by the administrative members, faculty and the budding graduates of the four wings of Kumaraguru institutions including College of Technology (KCT), College of Liberal Arts and Science (KCLAS), KCT Business School (KCTBS) and Institute of Agriculture (KIA).

## 5. Evidence of Success

### DIVISIONS

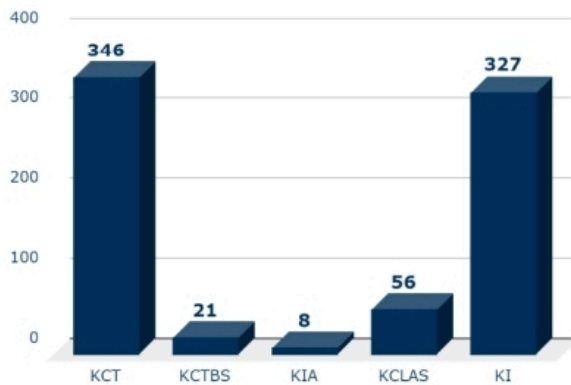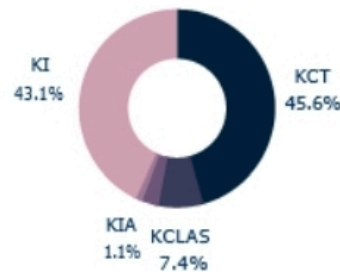**04** — Institutions

**41** — Academic Departments

**20** — Administrative Departments

**16** — Units & Support Systems

**82** — Forum Presentations

**166** — Digital Transformation

**163** — Student Presentations

### DIVERSITY

**632** — Total Presentations

**08** — Genres

**126** — Discussions

**148** — Faculty Presentations

### DURATION

**758** — Agendas

**399** — Days & Sessions

**200+** — Hours clocked

## KEY STATISTICS

### INSTITUTIONAL



INSTITUTION WISE PRESENTATIONS

- KCT: 346
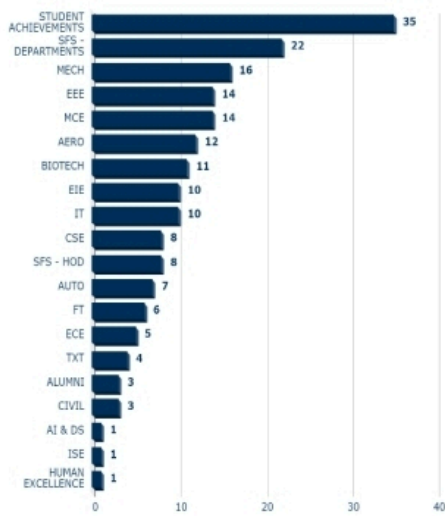- KCTBS: 21
- KIA: 8
- KCLAS: 56
- KI: 327

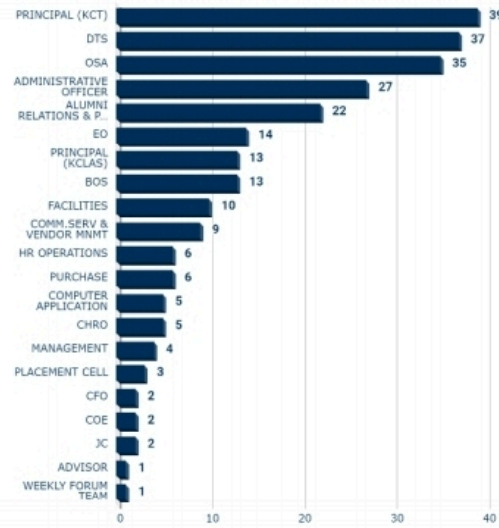- KI 43.1%
- KCT 45.6%
- KIA 1.1%
- KCLAS 7.4%

Sessions featured 758 agendas, out of them, 346 agendas were presented by students, faculty and administrative members of KCT, 21 presentations from KCTBS, 8 agendas from KIA and 327 presentations focussed holistically on Kumaraguru Institutions (KI). KCLAS put forth 37 presentations - student achievements and departments.
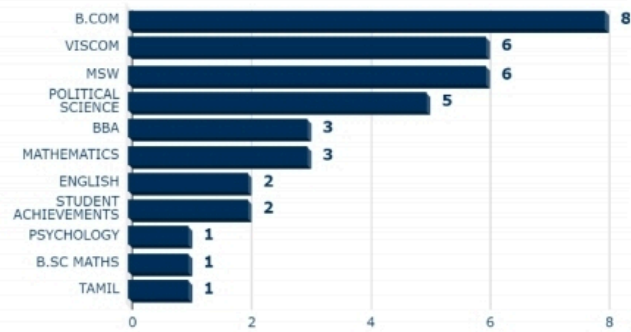
## DEPARTMENTAL - ACADEMICS
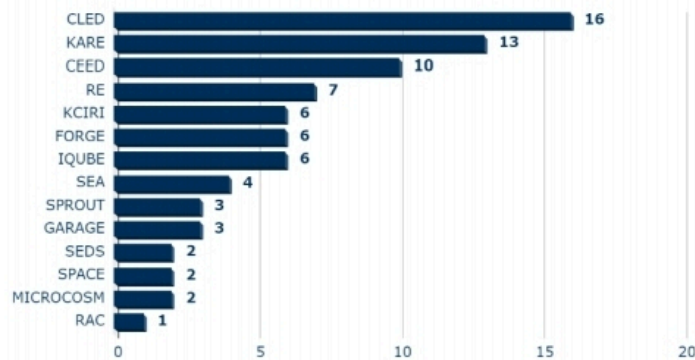
**KCT DEPARTMENT-WISE PRESENTATIONS**

| Department | Count |
|---|---|
| STUDENT ACHIEVEMENTS | 35 |
| SFS - DEPARTMENTS | 22 |
| MECH | 16 |
| EEE | 14 |
| MCE | 14 |
| AERO | 12 |
| BIOTECH | 11 |
| EIE | 10 |
| IT | 10 |
| CSE | 8 |
| SFS - HOD | 8 |
| AUTO | 7 |
| FT | 6 |
| ECE | 5 |
| TXT | 4 |
| ALUMNI | 3 |
| CIVIL | 3 |
| AI & DS | 1 |
| ISE | 1 |
| HUMAN EXCELLENCE | 1 |

## DEPARTMENTAL - ADMINISTRATION

**ADMINISTRATIVE PRESENTATIONS**

| Department | Count |
|---|---|
| PRINCIPAL (KCT) | 39 |
| DTS | 37 |
| OSA | 35 |
| ADMINISTRATIVE OFFICER | 27 |
| ALUMNI RELATIONS & P... | 22 |
| EO | 14 |
| PRINCIPAL (KCLAS) | 13 |
| BOS | 13 |
| FACILITIES | 10 |
| COMM.SERV & VENDOR MNMT | 9 |
| HR OPERATIONS | 6 |
| PURCHASE | 6 |
| COMPUTER APPLICATION | 5 |
| CHRO | 5 |
| MANAGEMENT | 4 |
| PLACEMENT CELL | 3 |
| CFO | 2 |
| COE | 2 |
| JC | 2 |
| ADVISOR | 1 |
| WEEKLY FORUM TEAM | 1 |

**KCLAS - DEPARTMENT-WISE PRESENTATION**

| Department | Count |
|---|---|
| B.COM | 8 |
| VISCOM | 6 |
| MSW | 6 |
| POLITICAL SCIENCE | 5 |
| BBA | 3 |
| MATHEMATICS | 3 |
| ENGLISH | 2 |
| STUDENT ACHIEVEMENTS | 2 |
| PSYCHOLOGY | 1 |
| B.SC MATHS | 1 |
| TAMIL | 1 |

**SUPPORT SYSTEMS PRESENTATIONS**

| Department | Count |
|---|---|
| CLED | 16 |
| KARE | 13 |
| CEED | 10 |
| RE | 7 |
| KCIRI | 6 |
| FORGE | 6 |
| IQUBE | 6 |
| SEA | 4 |
| SPROUT | 3 |
| GARAGE | 3 |
| SEDS | 2 |
| SPACE | 2 |
| MICROCOSM | 2 |
| RAC | 1 |

### IMPACT ON TEACHING LEARNING

Out of 209, 56 concepts developed and implemented, 67 information to stakeholders. Includes skills development and activities of clubs and forums.

**32%**

### IMPACT ON LEADERSHIP

176 informational presentations - 56 concepts developed, and 48 information. Included NIRF, GOs and exam notifications

**27%**

### RESEARCH & DEVELOPMENT

Of the 90 presentations on R&D, 24 implemented, 24 served as information. Includes projects, funding, publications.

**27%**

### IMPACT ON CURRICULUM DEVELOPMENT

48 presentations - 17 ideas implemented. Initiatives - Coursera updates, Clubs and Forums Report, YourDost partnership.

**35%**

### FACILITIES & INFRA ENHANCEMENT

24 presentations, 13 actions taken, 5 information to the stakeholders. Includes Campus maintenance, Campus entry portal, Security management, COVID Care Centre.

**54%**

### IMPACT ON FACULTY DEVELOPMENT

19 presentations – 13 provided information. Proposals - K-STEAR Demo, Training for SFS faculty, Weekly Forum debrief.

**16%**

### STUDENTS SUPPORT & ENGAGEMENT

48 presentations - 17 ideas were worked upon and implemented, 16 of them were information.

**35%**

## 6. Problem Encountered and Resources Required

This deep analysis on the implementation of the Huddle series in Kumaraguru institutions has shown a positive impact in various aspects / functions of the institutions. This practice has also enabled multiple levels of networking among the various working groups of the institution.

- Training of Seniors on software platform was initial hiccup encountered during implementation

- Availability of Internet bandwidth at various locations deterred presentations and discussions

- Framing the agenda on daily basis, disseminating the decisions and information to relevant stakeholders during the pandemic posed serious problem.

- Reaching-out all the Members after lock-down seemed to be tiresome one due to physical routines and pre-committed engagements of the Members.

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