

**6.1.2. Institute strategic plan and deployment document/ Case studies/ Institute level roles and responsibilities and authorities/ Institutional level minutes**

**Response:**

Centurion University's vision, "*Shaping Lives and Empowering Communities*," drives its dynamic and innovative institutional practices, guided by transformational leadership.

**1. Learning Organization**

- Transformational change is achieved through strategic, out-of-the-box approaches.
- Processes are marked by flexibility, dynamism, and adaptability to constant change.

**2. Governance**

- Governance at CUTM emphasizes collaboration, transparency, and negotiation as core decision-making tools.
- Practices include smart procedures and digital governance for efficiency and accountability.

**3. Organizational Structure and Processes**

- CUTM employs a hybrid governance model, integrating academic administration with corporate-style financial and revenue management systems.

**4. Core Values**

- Meritocracy, innovative thinking, hands-on learning, and problem-solving are prioritized.
- A market-oriented, client-centric approach is encouraged, promoting risk-taking and challenge-driven initiatives.

**5. Student Governance**

- Students are empowered to think beyond classrooms, provide feedback, and engage in entrepreneurial activities.
- Initiatives like "*Earn-While-Learn*" and participation in over 20 Culture, Sports, and Responsibility (CSaR) clubs foster holistic development.

**6. Financial Management**

- Financial practices align with best corporate standards, ensuring sustainability and accountability.

**7. Quality Assurance**

- Regular academic audits are conducted alongside green, energy, and water audits, ensuring compliance with quality and sustainability norms.

This integrated approach ensures institutional excellence and stakeholder empowerment.