

## Strategic Plan

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**Ignited Minds society's  
Mulshi Group of Institute**

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**MGI**

# Strategic Plan

## Justification

1. **Transformative education & business leadership**
  - The MIBM Mission M1 directly focuses on empowering students with leadership knowledge and professional skills, which **strongly** aligns with the vision of developing transformative business leaders.
  - Mission M2 (impact) and M3 (community) **moderately** support this vision by promoting societal contributions and global perspectives.
2. **Innovation & professional excellence**
  - Mission M1 emphasizes fostering innovative leadership and entrepreneurial skills, which **strongly** supports the vision of professional excellence.
  - M2 **partially** contributes by inspiring organizational and social impact, while M3 has a **low direct impact** on innovation, as its primary focus is DEI and sustainability.
3. **Equity, inclusion & sustainability**
  - Mission M3 directly focuses on promoting diversity, equity, inclusion (DEI), and sustainability, **strongly** aligning with the vision.
  - M2 contributes **moderately** by enhancing community and organizational outcomes.
  - M1 has a **low direct correlation** as its focus is primarily on leadership and professional knowledge.
4. **Community & global impact**
  - The vision emphasizes societal and global impact. Mission M2 directly targets organizational and community enhancement, **strongly** supporting the vision.
  - Mission M3 also **strongly** contributes by cultivating change agents with global and community-oriented outcomes.
  - M1 has a **low correlation** because leadership skills alone do not automatically ensure societal impact.

## Conclusion

This mapping demonstrates **clarity, coherence, and outcome-based alignment** between Vision and Mission, which is a key requirement under NBA accreditation guidelines.

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## Program Educational Objectives (PEOs)

**PEO1:** To cultivate **innovative business leaders** to drive transformation and adapt to market changes.

**PEO2:** To prepare **business excellence and entrepreneurial leadership** as an integral program strategy.

**PEO3:** To integrate **Diversity, Equity, and Inclusivity** principles into **future business leaders'** development to meet **global practices**.

**Mission – PEO Correlation Matrix**

Mission Statements	PEO1: Innovative Business Leaders	PEO2: Business Excellence & Entrepreneurship	PEO3: DEI & Global Practices
M1: Business Leadership	3	3	1
M2: Impact	2	2	3
M3: Community (DEI & Sustainability)	2	2	3

### Justification

#### 1. M1: Business Leadership

- **PEO1 (3 – Strong):** M1 directly develops innovative leadership skills, aligning with PEO1.
- **PEO2 (3 – Strong):** M1 emphasizes entrepreneurial knowledge and professional excellence, supporting PEO2.
- **PEO3 (1 – Low):** M1 indirectly addresses DEI/global practices through leadership, minor contribution.

#### 2. M2: Impact

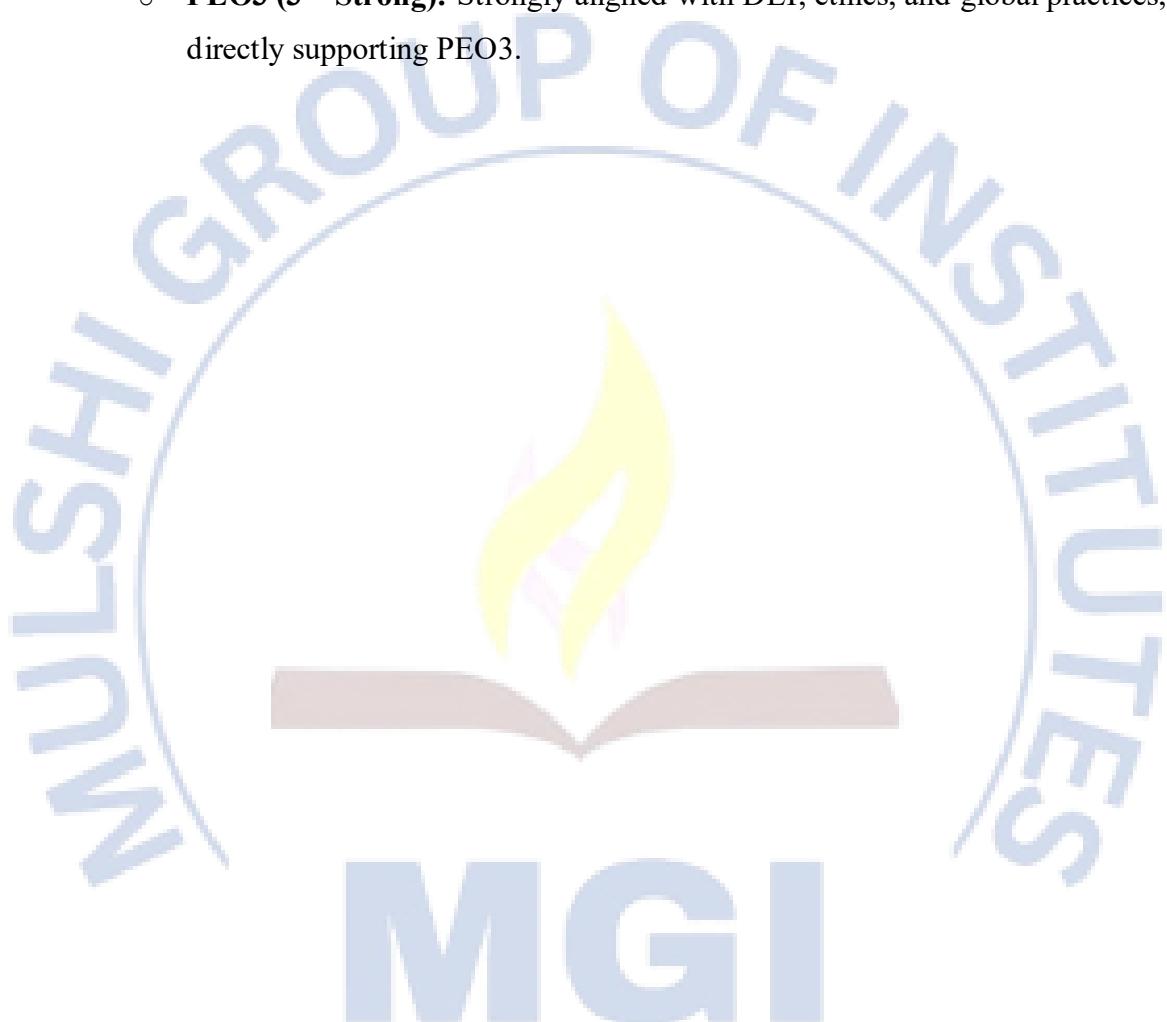
- **PEO1 (2 – Moderate):** Inspiring students to drive organizational and societal change supports development of innovative leaders.
- **PEO2 (2 – Moderate):** While impact-oriented, M2 only indirectly supports business excellence and entrepreneurship.

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- **PEO3 (3 – Strong):** M2 partially encourages global and social responsibility, supporting PEO3 moderately.

### 3. M3: Community (DEI & Sustainability)

- **PEO1 (2 – Moderate):** M3 focuses on community and sustainability; limited direct contribution to leadership innovation.
- **PEO2 (2 – Moderate):** Promotes ethical business practices and research that moderately support business excellence and entrepreneurial mindset.
- **PEO3 (3 – Strong):** Strongly aligned with DEI, ethics, and global practices, directly supporting PEO3.



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## Program Outcomes (POs)

**PO1:** To equip students with the **knowledge and skills** to identify, formulate, and solve global business problems

**PO2:** To foster analytical and abilities for evidence-based decision making

**PO3:** To develop value-based **leadership** and cognitive abilities to work effectively in diverse business environments

**PO4:** To make **ethical** decisions in complex business situations involving diverse stakeholders

**PO5:** To enhance the ability to assess and improve **team building** through goal-setting, feedback, and continuous development

**critical thinking**

## Program Specific Outcomes (PSOs)

**PSO1:** To establish a foundation of **value-based** learning in **leadership and teamwork**, emphasizing integrity and transparency.

**PSO2:** To develop initiative-driven, **innovative and** creative thinking through the integration of cross-cutting **technologies**.

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Vision–Mission–PEO ↔ PO & PSO Correlation Matrix

Vision / Mission / PEO	PO1: Knowledge & Skill	PO2: Critical Thinking	PO3: Leadership	PO4: Business Ethics	PO5: Individual & Teamwork	PSO1: Value-based Leadership & Teamwork	PSO2: Innovation & Technology
<b>Vision:</b> Transformative Education	3	3	2	2	2	2	3
<b>Vision: Equity, Inclusion &amp; Sustainability</b>	2	2	2	3	2	3	2
<b>M1: Business Leadership</b>	3	3	3	1	3	3	3
<b>M2: Impact</b>	3	2	3	3	3	2	2
<b>M3: Community</b>	2	2	3	3	2	3	2
<b>PEO1: Innovative Leaders</b>	3	3	3	1	3	3	3
<b>PEO2: Business Excellence &amp; Entrepreneurship</b>	3	3	2	1	3	3	3
<b>PEO3: DEI &amp; Global Practices</b>	2	2	3	3	2	3	2

## Justification

### 1. PO1: Knowledge & Skill

- **Strongly** aligned with M1, M2, PEO1, and PEO2 because these focus on knowledge, analytical ability, and professional skills.
- **Moderate** alignment with Vision and PEO3, as DEI/global practices indirectly support knowledge acquisition.

### 2. PO2: Critical Thinking

- **Strong** correlation with Vision, M1, and PEO1, reflecting analytical, evidence-based decision-making.
- **Moderate** with M2, M3, and PEO3 because critical thinking is partly required for impact, community, and ethical/global decisions.

### 3. PO3: Leadership

- **Strong** alignment with M1, M2, M3, and all PEOs, reflecting the program's core aim to develop leaders.

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## 4. **PO4: Business Ethics**

- **Strong** correlation with M2, M3, and PEO3 (ethics, DEI, sustainability).
- **Moderate/low** with M1 and PEO1/2 as ethics is less central to technical leadership or entrepreneurial skill.

## 5. **PO5: Individual & Teamwork**

- **Strong** correlation with M1, M2, PEO1, and PEO2, reflecting focus on leadership, goal-setting, and teamwork.
- **Moderate** with Vision, M3, and PEO3 where teamwork supports community and global impact.

## 6. **PSO1: Value-based Leadership & Teamwork**

- **Strongly** aligns with M1, M3, PEO1, PEO3, reflecting leadership, ethics, and teamwork focus.

## 7. **PSO2: Innovation & Technology**

**Strongly** aligns with M1, PEO1, and PEO2; moderate alignment with community/DEI-focused initiatives.

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## Strategic Plan:

### 1. Develop Transformative Business Leaders

**Objective:** Equip students with knowledge, leadership skills, and professional excellence to drive innovation.

#### Planned Actions:

- Design and deliver advanced courses in leadership, entrepreneurship, and innovation.
- Organize leadership workshops, seminars, and industry mentoring programs.
- Introduce experiential learning projects, internships, and live industry cases.

#### Measurable Outcomes:

- Advance learner students completing leadership/entrepreneurship courses.
- Student participation in workshops/seminars.
- Internship placement rate and project outcomes improved.

**Alignment:** Vision → M1 → PEO1, PEO2 → PO1, PO3 → PSO1, PSO2

### 2. Foster Ethical and Inclusive Business Practices

**Objective:** Promote diversity, equity, inclusion, and sustainability in all aspects of teaching, research, and student development.

#### Planned Actions:

- Include DEI and sustainability modules in the curriculum.
- Conduct awareness programs, CSR projects, and social development initiatives.
- Encourage faculty and student research on ethical business and inclusive practices.

#### Measurable Outcomes:

- Number of DEI/sustainability programs conducted annually.
- Number of research papers/publications on ethics, DEI, and sustainability.
- Student/community engagement hours.

**Alignment:** Vision → M3 → PEO3 → PO4, PO5 → PSO1

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### 3. Enhance Critical Thinking and Analytical Skills

**Objective:** Develop evidence-based decision-making and analytical competence among students.

**Planned Actions:**

- Integrate case studies, simulations, and business analytics in coursework.
- Conduct critical thinking workshops and competitions.
- Encourage problem-solving in cross-functional student teams.

**Measurable Outcomes:**

- Improvement in student assessment scores in analytical subjects.
- Number of competitions/case study events conducted.
- Faculty evaluation of student problem-solving projects.

**Alignment:** Vision → M1, M2 → PEO1, PEO2 → PO1, PO2 → PSO2

### 4. Strengthen Industry & Community Engagement

**Objective:** Build strong linkages with industry, alumni, and local/global communities to enhance student impact.

**Initiatives:**

- Develop industry partnerships for guest lectures, internships, and live projects.
- Promote student-led social development initiatives in local communities.
- Engage alumni for mentorship and collaborative programs.

**Measurable Outcomes:**

- Number of active industry tie-ups and collaborations.
- Student participation in community and social impact projects.
- Alumni mentorship engagement rate.

**Alignment:** Vision → M2, M3 → PEO1, PEO3 → PO3, PO5 → PSO1

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## Strategic Plan – Goals, Actions & Outcomes

Strategic Goal	Planned Actions	Measurable Outcomes
<b>1. Develop Transformative Business Leaders</b>	<ul style="list-style-type: none"><li>• Design, review, and deliver advanced curriculum in leadership, entrepreneurship, and innovation aligned with PEOs and PSOs</li><li>• Conduct structured leadership development programs including workshops, seminars, and industry mentoring</li><li>• Implement experiential learning through internships, live industry projects, and case-based pedagogy</li></ul>	<ul style="list-style-type: none"><li>• Percentage of students successfully completing leadership and entrepreneurship courses</li><li>• Number of leadership programs conducted and student participation rate</li><li>• Internship placement percentage and qualitative improvement in project evaluation outcomes</li></ul>
<b>2. Foster Ethical and Inclusive Business Practices</b>	<ul style="list-style-type: none"><li>• Integrate ethics, DEI, and sustainability components into curriculum and co-curricular activities</li><li>• Organize CSR activities, social outreach programs, and awareness initiatives</li><li>• Encourage interdisciplinary research and publications on ethical, inclusive, and sustainable business practices</li></ul>	<ul style="list-style-type: none"><li>• Number of ethics, DEI, and sustainability programs conducted annually</li><li>• Number of research publications related to ethics, DEI, and sustainability</li><li>• Total student and community engagement hours recorded</li></ul>

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<b>3. Enhance Critical Thinking and Analytical Skills</b>	<ul style="list-style-type: none"> <li>• Adopt case studies, simulations, and analytics-based teaching-learning methodologies</li> <li>• Organize analytical competitions, case study contests, and critical thinking workshops</li> <li>• Facilitate collaborative, cross-functional problem-solving projects</li> </ul>	<ul style="list-style-type: none"> <li>• Improvement in student attainment levels in analytical and decision-making courses</li> <li>• Number of analytical events and student participation levels</li> <li>• Faculty assessment and rubric-based evaluation of student problem-solving competencies</li> </ul>
<b>4. Strengthen Industry &amp; Community Engagement</b>	<ul style="list-style-type: none"> <li>• Establish and sustain MoUs with industry partners for internships, guest lectures, and collaborative projects</li> <li>• Promote structured student participation in community engagement and social impact activities</li> <li>• Strengthen alumni involvement through mentoring, talks, and academic collaboration</li> </ul>	<ul style="list-style-type: none"> <li>• Number of active industry MoUs and collaborative initiatives</li> <li>• Percentage of students participating in community engagement programs</li> <li>• Alumni participation rate in mentoring and academic support activities</li> </ul>
<b>5. Promote Research, Innovation &amp; Entrepreneurship</b>	<ul style="list-style-type: none"> <li>• Establish research, innovation, and incubation facilities to support applied research</li> <li>• Provide seed funding, mentorship, and institutional support for startups and innovation projects</li> <li>• Organize research conferences, innovation challenges, and entrepreneurship development programs</li> </ul>	<ul style="list-style-type: none"> <li>• Number of startups initiated by students and faculty</li> <li>• Number of publications in peer-reviewed and indexed journals</li> <li>• Research project initiation, completion rate, and funding outcomes</li> </ul>