

**Programme Title: "Career Readiness Programme for New CAs" organised jointly by Committee of Members in Industry & Business and Committee for Members in Practice**

**Tag Line-Helping You Discover the CA You Aspire to Become.**

**Delivery Mode:** Virtual (Online) **Duration:** 6 Days | 3 Hours per Day | 3 Sessions per Day **Total Duration:** 18 Hours, Non CPE Programme

**Programme Objective:** To empower newly qualified Chartered Accountants with informed career decision-making, with a focused deep-dive into the realm of Industry or independent practice- its challenges, opportunities, and the mindset, skills, and technology needed to thrive.

### **Programme Structure**

#### **Day 1: Awakening to the Possibility – Is Practice/Industry for Me?**

**Theme:** Understanding Practice – Beyond the Myths

<b>SESSION</b>	<b>TIME</b>	<b>TOPIC</b>	<b>KEY COVERAGE</b>
<b>0</b>	3:00 PM to 3:30 PM	Inaugural	Special Address Leadership
<b>1.1</b>	3:30 PM to 4:00 PM	Why Practice? Why Now?	Types of practices, niche vs generalist, debunking myths, long-term relevance
<b>1.2</b>	4:00 PM to 4:30 PM	Why Industries? Why Now?	Types of Industries, Opportunities for CAs – An overview
<b>1.3</b>	4:30 PM to 5:15 PM	Mindset Matters	Job vs practice mindset, entrepreneurial thinking, inner readiness
<b>1.3</b>	5:15PM to 6:00 PM	Values, Attitude & Ethics	Scalable Framework: honesty, empathy, excellence, gratitude, resilience, humility, trust, cooperation, punctuality, courage, giving back, collaboration

## Day 2: Comparative Career Mapping My Practice vs Big Firms vs Industry

**Theme:** Choosing the Right Path Based on Traits and Aspirations

SESSION	TIME	TOPIC	KEY COVERAGE
2.1	3:00 PM to 4:00 PM	My Practice, Big Firms, or Industry?	Comparative analysis of three career domains using character traits and long-term fit
2.2	4:00 PM to 5:00 PM	Trait-Based Suitability Assessment	Entrepreneurial mindset, patience, team orientation, ambition, work-life priorities, learning needs
2.3	5:00 PM to 6:00 PM	Reflective Mapping & Guided Self-Assessment	Personal reflection exercises to align career direction with one's values, strengths, and goals

## Day 3: Building the Foundation

**Theme:** Getting Future-Ready from Day One

SESSION	TIME	TOPIC	KEY COVERAGE
3.1	3:00 PM to 3:45 PM	Collaboration & Practice Models	Multi CA Partnerships, Collaboration & Networking Models & Guidelines
3.2	3:45 PM to 4:30 PM	First Client, First Win	Practical steps to acquire clients, referral networks, converting leads
3.3	4:30 PM to 5:15 PM	Compliance vs. Consultancy	Moving up the value chain, advisory focus, value-based delivery
3.4	5:15PM to 6:00 PM	Corporate Behaviour and Professional Etiquette	Workplace conduct, business communication, interpersonal

effectiveness, and maintaining the image of a trusted professional

## Day 4: Scale, Serve, and Sustain – Powered by Tech & Purpose

**Theme:** Building a Resilient and Modern Practice

SESSION	TIME	TOPIC	KEY COVERAGE
4.1	3:00 PM to 4:00 PM	Enabling Tech	Tools: Cloud accounting, document management, CA practice management software, CRM tools, virtual collaboration tools, cybersecurity, use of AI in practice
4.2	4:00 PM to 5:00 PM	Setting Up Infrastructure	Virtual vs physical office, hiring, SOPs, branding, process digitisation
4.3	5:00 PM to 6:00 PM	Practice Blueprint: 365 Days	Guided plan development with mentorship roadmap, goal setting, implementation

## Day 5: Ethical Leadership and Professional Identity

**Theme:** Becoming a Practitioner with Purpose

SESSION	TIME	TOPIC	KEY COVERAGE
5.1	3:00 PM to 4:00 PM	Ethics in Decision-Making	Role of courage, honesty, integrity in professional practice
5.2	4:00 PM to 5:00 PM	Leadership through Humility and Resilience	Vulnerability, authenticity, gratitude and leading by example
5.3	5:00 PM to 6:00 PM	Creating Impact with Purpose	Social contribution, sustainability, net-giving, spirit of giving and legacy building

## Day 6: Collaborative Practice and Future Pathways

**Theme:** Sustaining Success Through Networks and Innovation

SESSION	TIME	TOPIC	KEY COVERAGE
6.1	3:00 PM to 4:00 PM	Essential Skills for Practice/Industry	Communication, Networking, personal branding, client handling
6.2	4:00 PM to 5:00 PM	Branding & Visibility	Building a digital identity, LinkedIn marketing, firm websites, content strategy
6.3	5:00 PM to 6:00 PM	Road Ahead & CMP Support System	Mentorship circles, CMP handholding support, quarterly follow-ups, funding & infra support