



**THE INSTITUTE OF CHARTERED ACCOUNTANTS OF INDIA**

(Set up by an Act of Parliament)

**MEMBERS IN PRACTICE COMMITTEE**



# PATHWAY TO PRACTICE

**7 Days Residential Training  
Programme**

An Initiative by  
**Members in Practice Committee**

# Programme Overview

The 7-Day Residential Training Programme is meticulously designed to provide aspiring practitioners with the necessary tools, knowledge, and strategies to build a successful career in the ever-evolving domain of Chartered Accountancy. This program offers an immersive learning experience, combining expert-led sessions, interactive workshops, and networking opportunities.

## Programme Objectives

The primary objectives of the training program are:

### Career Pathways in Practice

Equip participants with knowledge about evolving career options, new areas of practice, and emerging trends in the accounting profession.

### Regulatory Awareness

Enable participants to understand the impact of regulations on the audit profession, ensuring preparedness for regulatory challenges.

### Professional Networking

Facilitate a networking platform for participants to connect with peers and build collaborative relationships that are beneficial for practice growth.



**CA. Prasanna Kumar D**  
*President, ICAI*

This training program is a testament to ICAI's unwavering commitment to nurturing the next generation of practicing Chartered Accountants. By providing a strong foundation of knowledge, skills, and peer connections, it empowers new COP holders to build successful practices and become trusted advisors. This initiative is designed to inspire participants and prepare them for enduring success in their professional journey.



**CA. Mangesh Pandurang Kinare**  
*Vice President, ICAI*

This initiative goes beyond learning—it aims to create a vibrant ecosystem for collective growth. The 7-day Residential Training Program gives new COP holders the opportunity to connect with peers, share insights, and form relationships that will help them overcome the challenges of practice. By emphasizing meaningful networking, the program equips participants to build strong professional ties and use those connections to achieve lasting success.

Whether you're looking to explore innovative career pathways, stay updated with regulatory frameworks, or build a professional network, this training program serves as a transformative platform for future-ready practitioners.

# Eligibility

Members who have successfully applied for their Certificate of Practice (COP) for the first time and paid the applicable fees, on or after 1st January 2025.

*Please note that Registration for the training must be done within twelve months of successful submission of the COP application and fee. The training must be completed within six months from registering in the programme.*

# Training Highlights

<p><b>Practice Management Insights</b></p> <p>Learn to start and manage a CA practice, acquire clients, handle relationships, manage finances, and navigate audits, tenders, and the business environment effectively</p>	<p><b>Values, Ethics &amp; Attitudinal Orientation</b></p> <p>Covers values and attitude, fostering integrity, empathy, resilience, humility, and ethical courage for professional growth.</p>
<p><b>Interactive Workshop</b></p> <p>Practical use case of Data analysis Practical training on AI Tools</p>	<p><b>Pitch yourself</b></p> <p>Interactive Sessions Formation of the groups and assignment of the tasks</p>
<p><b>Strategic Planning for Setting up your Firm</b></p> <p>Choosing the Right Practice Model Choosing the Right Networking &amp; Merger Model</p>	<p><b>Professionalism and Ethics</b></p> <p>Adherence to the Code of Ethics Client Engagement Quality control processes within an accounting firm</p>
<p><b>Understanding ICAI Regulations &amp; Regulatory forms</b></p> <p>Introduction of ICAI Committees of relevance for Practicing Members and various resources which are available for professional development</p>	<p><b>ICAI Practice Management Software Hands on training</b></p> <p>Intensive Training on the Practice Management Software provided free of cost to the members in Practice</p>
<p><b>Important Audit findings and case studies findings</b></p> <p>Interactive sessions &amp; Discussions of Case Studies through Slido &amp; Group Discussions etc.</p>	<p><b>Professional Opportunities</b></p> <p>Overview of niche areas such as forensic accounting, risk management, fraud detection etc. Opportunities in diversifying your practice</p>

## Your Practice RoadMap

Presentations from each Participant  
Creation of My Network from amongst the Peers



**CA. Madhukar Narayan Hiregange**  
Chairman, Members in Practice committee

This initiative is designed to spark collaboration and cultivate strong professional alliances. It provides members with the guidance and resources to develop large, competitive Indian CA firms capable of excelling on the world stage. Through a well-structured curriculum that highlights best practices in partnership building, the program empowers participants to innovate, grow, and set new standards of excellence in the profession.”

# Programme Structure of the 7 days Residential Training Program for New COP Applicants

## DAY 1 - Getting Started with Practice

### A. Introduction to the Course

### B. Know your Peers

### C. How to start the CA practice

- Understanding Business Environment

### D. Compliance Vs Consultancy Positioning with Expectations

(Defining the Group)

### E. Practice Mindset:

- Identifying Personal Strengths through Self-Assessment
- Inner Readiness
- Professional Mindset Development: From Employee to Entrepreneur
- Preparing for the Long Haul: Vision, Values, and Purpose
- Must Have and Essential Skills Set for Practice.

### F. Choosing the Right Practice Model

- Various types of practice models
- Which practice model is right for me?
- Partnership Agreements - Dos and Don'ts
- Issues to consider when structuring or restructuring a firm
- Family members working in the firm
- Remuneration and profit-sharing models

### G. Choosing the Right Networking & Merger Model

- Types of Networking & Merger
- ICAI Networking guidelines
- Advantages and disadvantages of Network & Merger alliances

## DAY 2 - Values, Ethics & Attitudinal Orientation: Practicing with Purpose

### A. Framework of 12 Foundational Traits Caselets based approach)

- **Honesty:** The bedrock of professional character
- **Empathy:** Understanding the human element beyond numbers
- **Quality:** Non-negotiable standards for excellence
- **Excellence:** Transcending compliance to inspire
- **Versatility:** Thriving amidst transformation
- **Vulnerability:** The strength of authentic leadership
- **Gratitude:** Acknowledging the journey and the people
- **Punctuality:** Honor in time-bound delivery
- **Resilience:** Powering through adversity
- **Humility:** Staying grounded while soaring high
- **Courage:** Ethical leadership in the face of pressure
- **Trust & Cooperation:** Unity for sustainable growth

### Case Studies

#### Ethical Dilemmas: Roleplay & Resolution Techniques

#### Professionalism and ethics (Case studies)

- **Session A:** ICAI Code of Ethics - Principles and Practice
  - Conflict scenarios
  - Real-life ethics dilemmas - Group Exercise
  - Advertisement Guidelines, Do's & Don'ts
- **Session B:** Oversight Mechanisms & Risk Preparedness
  - Role of NFRA, SEBI, FRRB, CAG, ED, CBI
  - QRB and implications for small/mid-size firms
  - Case Law-based Learning



Through this initiative, ICAI reinforces its dedication to empowering practicing members with accessible, world-class training. The program blends insightful expert sessions, real-world case studies, and dynamic networking opportunities to deliver meaningful, practical benefits at an affordable cost. It is designed to strengthen the profession's foundation and advance India's standing as a global hub for accountancy excellence.

**CA. Chandrashekhar Vasant Chitale**

*Vice Chairman, Members in Practice Committee*

## DAY 3 - E. CRM

- How to get a First Client
- Client Relationship Management
- Understanding client needs and expectations
- Handling difficult clients and resolving conflicts professionally

### Setting Up Infrastructure

- Physical Vs Virtual
- Resources
- Equity Partnership (Consulting)
- Hiring
- Financial Planning

### A. Embracing the technology

#### Practice with Technology

- Setting up a Tech-Ready Practice: Hardware, Software, Security, Systems, Servers, Backup, Cloud adoption, Confidentiality
- Data Management
- Productivity Tools including CMP Benefits

### B. Practice Management Software

## DAY 4 - Practice Firms and ICAI Regulations

### C. Generative AI for Practice

### D. Data Analysis skills st for Practice

### A. Important Regulations & Regulatory forms related tp Practice Managemnet

- Firm Name Approval
- Registered Office and Branches
- Firm Constitution & Changes
- Article Assistants & Related Regulations
- Other Staff (Paid Assistants, Employee CAs etc.)

- Part time practice / employment
- Other Business Engagement & Related Regulations

### B. Types of Empanelments (MEF, CAG, IBA, SEBI, RBI, SFIO etc.)

### C. Participation in Tenders and Related Norms

### D. Minimum recommendatory scale of fees

### E. UDIN

### F. Peer Review Process

## DAY 5 - Show case of Tools with Case Study

### A. Case Study

- Spread Sheet tool (Macros)
- ETL Tools
- Visualization Tools
- Data Base
- Cloud
- Power Tools (Power BI,Power Query)
- Buiklding bots

### B. 360° Compliance using Audit Tools - Acceptance to Reporting

- Client Engagement
- Engagement Process: Steps for engaging clients
- Review and Re-engagement: Periodic review and continuation of client engagements
- Managing Disengagement: Proper procedures for ending client engagements
- Quality control processes within an accounting firm
- Objective of quality control
- Benefits of an effective quality control system
- General principles of quality control
- Quality control elements

## DAY 6 - Professional Opportunities & ICAI Committees

### A. Traditional Areas

- Audit
- Taxation
- Corporate Law

### B. Non Traditional Areas

- GST Litigation
- Accounting Outsourcing
- Forensic Audits
- Social Audits
- IS & Cyber Security Audits
- ASM Audits
- RERA Super Consultant
- MSME Super Consultant
- Custom and FTP
- FEMA
- Insurance Survey (Loss Assets)

- Resolution Professional & Liquidation
- Valuation
- ESG Audits

- ADR(Arbitration,Mediation & Conciliation)
- Due Diligence
- Virtual CFO Service

### C. Outsourcing

- LPOs
- KPOs

### D. Introduction of ICAI Committees

- Certification Courses
- Diplomas
- MOUs / MRAs

## DAY 7 - Practice Road Map - Presentation Session

**A. Group Presentation** - 50 Participants in 10 Groups (5 in each group)





## COMMITTEE COMPOSITION



**CA. Madhukar Narayan Hiregange**  
Chairman, MPC



**CA. Chandrashekhar Vasant Chitale**  
Vice Chairman, MPC



**CA. Jay Chhaira**  
CCM, ICAI



**CA. Piyush Sohanraji Chhajer**  
CCM, ICAI



**CA. Umesh Ramnarayan Sharma**  
CCM, ICAI



**CA. Vishal Doshi**  
CCM, ICAI



**CA. Babu Abraham Kallivayalil**  
CCM, ICAI



**CA. Sanjib Sanghi**  
CCM, ICAI



**CA. (Dr.) Anuj Goyal**  
CCM, ICAI



**CA. Gyan Chandra Misra**  
CCM, ICAI



**CA. (Dr.) Rohit Ruwatia Agarwal**  
CCM, ICAI



**CA. Satish Kumar Gupta**  
CCM, ICAI



**CA. Hans Raj Chugh**  
CCM, ICAI



**CA. Sanjay Kumar Agarwal**  
CCM, ICAI

# ICAI Centre of Excellence

*Located in the historic cities of Jaipur and Hyderabad, the centers boast world-class infrastructure designed to support excellence in teaching, research, consulting, and other professional endeavors. The campus fosters a vibrant sense of community life, complemented by recreational amenities for various sports and activities.*

*Accommodation will be provided on a twin-sharing basis in well-furnished residential blocks located in the campus. The serene academic environment, coupled with lush green surroundings, creates an ideal setting for focused study, reflection, personal growth and learning.*





## FEES

**₹7000 + GST (18%)** which will include the charges for stay & course fees  
(on twin sharing basis)

**Duration of Programme - 7 Days Residential programme**

## HOW TO REGISTER

For Registration please visit 

<https://www.icai.org/post/cmp-pathway-to-practice>

(\*Batch commencement is subject to requisite number of registration on first come first served basis)

## For any Clarifications,

please feel free to contact Members in Practice Committee at Mobile No.



**9015845015, 8470932386, 9582344183** or write us at [cmp@icai.in](mailto:cmp@icai.in)



REGISTER

