

Floraison's

KNOWLEDGE FOSTERING PROGRAM

...life-starter for accounting professionals

with Special Emphasis on

INDIA ENTRY
Strategies

NEW-AGE
ENTREPRENEUR
Support

floraisonTM
accelerating growth





Need for Floraison's Knowledge Fostering Program (KFP)

Recent years have witnessed an exponential growth in the Indian economy and simultaneously an increased demand for specialized workforce, especially in the sphere of accounts, payroll and compliances. India is the next big destination for international investments. Market analysts are simultaneously predicting that domestic entrepreneurs are the life line of the country's economy.

Despite the demand, there seems to be a paucity of 'work-ready' professionals, especially to cater to the needs of the multinational or domestic companies operating in India. In such a scenario, a student, a fresher, or a new entrant in the industry, although equipped with the right academic qualifications, lacks the know-how of the 'essential and pragmatic fundamentals' that the corporate world today needs. There is a huge gap between industry expectations and contents of the course curriculum of various educational institutions including professional courses. Further, currently there are no courses that enable a candidate to be 'work-ready', from an industry point of view, apart from pre-training for BPO's and Call-centers. Compounding this problem is the fact that most companies today would rather hire 'work-ready' professionals rather than hiring raw candidates and putting them through the grind of training them, 'on-the-job' or otherwise.

“Floraison's knowledge fostering program is perhaps the only one of its kind in India that imparts knowledge fostering and mentorship to accounting professionals with a special emphasis on India entry strategies and New age entrepreneur support. ”



About Floraison's Knowledge Fostering Program (KFP)

Floraison's Knowledge Fostering Program (KFP) has been designed keeping in mind the growing need of the corporate world for 'work-ready' professionals. Floraison's KFP has been devised to foster knowledge by focusing on the work related 'know-hows' and in turn helping associates nurture their confidence. Further, our courses have been designed with a special convergence on our focus areas: India Entry Strategies and New Age Entrepreneur Support.

Our continuing consulting experience with India entry strategies and New-Age entrepreneur support equips us with the right knowledge and an in-depth understanding of the dynamics of various industries across diverse sectors, from an accounting, payroll and compliance perspective. Our accumulated expertise and experience facilitate us with an accurate insight into the requirements of the intellectual capital of the accounting domain. The end-product is an enriched hands-on course through which relevant knowledge sessions would be imparted in an easy to understand, simple and lucid manner by our professional mentors at our knowledge center, in a class-room environment, with options to make it interactive and participative.

Floraison's KFP is a knowledge fostering program, designed with a pre-determined, scientific and well structured curriculum covering all the practical and fundamental aspects related to accounting payroll and compliance domains, with a special emphasis on India entry strategies and new age entrepreneur support and is designed to give the associate a sneak peak into the industry expectations and enable them to be 'work-ready'.

Floraison's KFP is intended to be a Life-Starter for the accounting professional!

KFP Mission Statement

“Our mission is to foster knowledge among our associates by leveraging on our continual experience and accumulated expertise in the consulting segment, thereby enhancing their career prospects, enriching their progressive opportunities and enabling their qualitative growth; we aspire to achieve this through a range of innovative practices, setting high standards with exceptional benchmarks.”

KFP Curriculum :

The KFP curriculum has been devised by functional and professional experts at Floraison who have been in client servicing operations and have a comprehensive understanding of the practical needs of the industry. For the convenience of our associates, the program has been devised into the following modules:

Module – I
Accounts, Audit & Corporate Reporting

- Corporate accounts & role of a corporate accountant
- Accounting functions in a multinational company
- Accounting functions in a domestic company
- Fundamentals of accounting & bookkeeping
- Chart of accounts & accounting principles
- Basic accounting standards & practical application
- Accounts payables and accounts receivables
- Self review & finalization of accounts
- Corporate MIS reporting – internal reporting
- Schedule VI reporting – external reporting
- Preparation for Statutory audit & CARO
- Preparation for Tax Audit & Corporate tax Returns

Module – II
Compliances, Compensation & Benefits

- State, Central & Local Compliances – an overview
- Compliance functions in a multinational company
- Compliance functions in a domestic company
- Relevant provisions of Indian Income tax law
- Relevant provisions of Indian Company law
- Basics of VAT & CST, Introduction to GST
- Fundamentals of Service Tax Regulations
- Basic Labour Laws – PF, ESI, PT, Gratuity & Bonus
- All about preparation & filing of e-TDS
- Compliance reporting – internal & external reporting
- Introduction to compensation & benefits
- Payroll administration, management & reporting

Associates have the option of enrolling for the full course (recommended) comprising both the above modules or choosing either of the modules, as per their needs. The contents of the modules are subject to changes, as suitable.

To know more about our approach, course schedule, enrolment, and other details, please read our section on FAQ's or contact our co-ordinators.

"Floraison is not a training institute....we are a consulting company....we love sharing our accumulated knowledge, expertise and experience,.... just the way we love to!"

"Still a college student?....doesn't matter, just get a head start....learn practical fundamentals while still pursuing academics....remember, the early bird catches the worm."

"If you are a working professional.... empower yourself!, get ahead at work!, be a great performer!, impress your boss!, get great appraisals!.... we shall partner with you to meet these objectives for you."



"Start your life today.....Great times for you are just round the corner...Take that crucial first step with the self assurance that you can,with Floraison's knowledge fostering program, designed to make you work-ready!"



Please read our section on **Frequently Asked Questions (FAQ's)** to know more about Floraison's Knowledge Fostering Program and how, we, together, can shape your career in the accounting, payroll and compliances domain into a successful and rewarding venture.

Your Takeaway's from Floraison's KFP

• The Consultant's Touch :

The curriculum of this Program has been designed based on Floraison's accumulated expertise and experience in the management consultancy domain. In KFP, we have incorporated this consultant's approach, which would permit the associates to gain a perspective and sneak peek into the corporate world. You will gain immensely from this approach and learn to be a good consultant yourself.

• Specific Focus on India Entry Strategies and New Age Entrepreneur Support :

Floraison's KFP has been designed with a special focus on multinational and domestic entities doing business in India. These two segments of entities form the major chunk of India's economy and would probably offer you the best opportunities for a rewarding career.

• Membership Program :

Each associate participating in Floraison's KFP would be given individual ID and password to access Floraison's Knowledge portal, for a small annual subscription fee. This way, our association and your gains from this enrolment would be a continuing one. Floraison is committed to partnering with you during and after your stint with our KFP.

• Abridged content of the Program :

Brief contents of the course material, imparted during the course of Floraison's KFP would be given to each associate, which would act as a guide on fundamentals one can always count on.

• Inflo – Knowledge Fostering Series :

'Inflo' is an internal document that Floraison is immensely proud of. Inflo focuses on imparting the knowledge and experience Floraison and its team have gained on various domains- accounting being one of the most important areas. In line with Floraison's motto of 'accelerating growth', one of the Program's key take-away would be a copy of Inflo pertaining to the accounting domain and restricted online access to our well researched and developed 'Inflo' series.

• Help-line :

Further, associates can "call in" and speak to our experts and discuss matters of 'knowledge' relevant to the subject matter of KFP that they need more clarity on during and after their stint with the KFP.

About Floraison

Floraison India Strategic Consulting Pvt. Ltd. is a Bangalore-based strategic and business consulting organization. As a company which provides integrated consulting services, we partner our multinational and domestic clients from the stage of inception to assist them in successfully commencing their operations and further hand-hold them to run their company efficiently. Our focus areas are India Entry Strategies and New-Age Entrepreneur Support. We have assisted several multinational companies make their foray into India and have assisted several domestic entrepreneurs set up their business in India, successfully.

About Floraison Services

Strategic Consulting	- India Entry Strategies - New Age Entrepreneur Support - Start-up & Incubation Management - Captive Center Operations - Business Mentoring
Corporate Communication	- Communication Planning - Corporate & Business Profiling - Campaigns, Leads & Reach Management - Communication Consulting & Support - Survey Services
Accounting & Payroll	- Accounting & Payroll Implementation - Compensation Structuring - Accounting & Payroll Support - Accounting & Payroll Resourcing - Accounting & Payroll Consulting
Compliances Management	- Registrations & Approvals - Compliances Set up & Automation - Compliances Support & Resourcing - Legal Drafting & Vetting - Compliances Consulting
Assurance Services	- Financial Audits & Due Diligence - HR Audits & Due Diligence - Compliance Audits & Due Diligence - Communications Audit & Due Diligence - Corporate Health Checkups
Human Resource Services	- HR Policy Set up & Implementation - Survey & Employer Branding - HR Legal & Compliance Services - HR Recruitment & Resourcing - HR Consulting & Support

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FREQUENTLY ASKED QUESTIONS ON KFP

What is the main objective of Floraison's knowledge fostering program (KFP)? Why should I enroll for it?

Floraison's KFP was designed with the idea of lending a professional touch to the academic qualifications of young associates, fresh graduates or freshly employed persons. The essence of the KFP is to foster and structure essential knowledge through a sustained program, to result in confidence enhancement, creativity and innovation. The idea behind the concept is to make professionals 'work-ready' from day one in their careers and thereby obtain a head-start over their peers. The Program has been designed to familiarize the associates with nuances of the needs of multinational or domestic entities operating in India, from an accounting, payroll and compliances perspective. The KFP has been designed to cover the wide gap existing in the present academic curriculum and the modern day corporate needs, from 'work' point of view.

How is Floraison's KFP different from other training programs offered by the various training institutions?

Floraison's KFP is different from other such training courses offered by the various institutes because :

- At Floraison, our main objective is to nurture professional aspirations of accountants and enable brisk career acceleration, through a 'consultant's' perspective rather than through a 'trainer's'.
- **Our thrust is on an accountant's know-how from India Entry Strategies and New-age Entrepreneur Support perspective and this pioneering program is the only of its kind, in the whole of the country.**
- We aim at providing a path for the career progress of accountants through sustained knowledge fostering and continual association with them. Our associates can reach out to us through our membership program.

Is Floraison a training institute?

No! Floraison is a strategic and business consulting company offering a wide array of services in the accounting, payroll and compliances domain to various entities, both Indian and multinational. Over the years, Floraison has accumulated immense knowledge, expertise and work based know-how in the accounting, payroll & compliance domain and is in a much better position than a traditional training institute to impart professional knowledge. Though not necessary, it helps immensely if the coach is a player or a former player himself.

What is the duration of Floraison's KFP? How will I be scheduled for the program?

Floraison's KFP is spread over 2 modules, each module would be for about 11 working days, for about 4 to 5 hours per day. You can opt to enrol for the full course or for either of the modules, individually. You have the choice of selecting the morning batch or the evening batch, as suitable. Our co-ordinators would assist you with further details.

How does the Floraison's KFP work?

Floraison's KFP is a knowledge fostering program spread over 22 working days with a pre-determined, scientific and well structured curriculum covering all the practical and fundamental aspects related to accounting payroll and compliance domains, with a special emphasis on India entry strategies and new age entrepreneur support. The knowledge sessions would be imparted in an easy to understand, simple and cogent manner by our professional mentors at our knowledge center, in a class room environment, with options to make it interactive and participative.

Who can enrol for Floraison's KFP?

Just about any person wanting to build or hone basics of the accounting, payroll and compliances domain and obtain first-hand experience of corporate 'must-knows' can enrol. The following sets of persons will benefit optimally by enrolling for this Program:

- Students still pursuing graduation, post graduation, professional courses or having a stint with finishing schools or other academic pursuits, eager to learn practical fundamentals of the accounting domain.
- Freshers (Graduates/ Post-graduates, professionals), looking for employment opportunities in the accounting world in any sector.
- Freshly employed persons, keen on learning the nuances, refreshing their existing basic skills in the accounting domain, to enhance their career prospects and keen to succeed.
- An employee wanting to make a transition from BPO/ Call centers to core accounting profiles and keen to resume career in the main stream accounting domains.
- Any curious layman who is enthusiastic and eager to know and understand the fundamentals of accounting domain!



FREQUENTLY ASKED QUESTIONS ON KFP

Being a student or a fresh graduate and aspiring for a career in the accounting domain, what are the advantages this Program offers me?

Graduates, post graduates and professionals generally acquire academic and textbook knowledge related to subjects like accountancy, commerce, economics, income tax, corporate laws, business organization etc but fall short of expected knowledge that industry demands. By enrolling for this program at Floraison, they will gain:

- An immediate exposure into the practical and real life requirements of a multinational company that has made a foray into India or a quick overview of the needs of domestic entities that operate in India.
- An early opportunity to understand how the corporate world operates, from an accountant's prism.
- First-hand sneak peek into 'work' related aspects of the accounting, payroll and compliance world without even getting into a real-time 'job' situation.
- A head-start in their career that will help them be far ahead of their peers, while still at college or just after finishing college or any other academic pursuit.

I have been freshly employed as an accounting professional in my organization. How will Floraison's KFP help me?

Floraison would provide freshly employed persons the much needed fundamentals on vital aspects of accounting, payroll and compliances, knowledge without which, they could perhaps be seen struggling at their jobs. By enrolling for this Program, Freshers who have just joined industry can:

- Accelerate their career progress and move up the corporate ladder more briskly and confidently.
- Keep their seniors and management far more satisfied and earn favorable performance appraisals
- Display higher levels of performance due to superior levels of knowledge acquired through this KFP
- Gain that all important edge over their peers in the industry and race far ahead, in the race against time, in a world that is becoming more competitive and dynamic.

I am interested to enroll for Floraison's Knowledge Fostering Program. What should I do to take this forward?

With this positive intent, you have probably made one of your most important and critical decisions of your life. Having made the right choice, all that you now need do is to contact our co-ordinator (contact details provided below) and request for enrolment. Our co-ordinator will take this forward and do the needful for you.

Meet you at our Knowledge Center

Will Team Floraison continue to support me after my successful completion of this course?

Yes!! Team Floraison will continue supporting you even after the successful completion of this program.

- We will lend the associates unlimited access to our online knowledge portal - comprising of information on an array of areas one can keep leaning on, during and after the cessation of the course, for a small annual subscription fee. Associates will also be given restricted access to Floraison's
- Info series, which is a knowledge repository of activities and developments of the accounting and compliances spheres. These documents, which are a creation and pride of Floraison, will help young professionals stay ahead of their peers, in college and at workplace, by lending that 'little extra' to their prevalent knowledge.
- Further, associates can "call in" and speak to our experts and discuss matters of 'knowledge' relevant to the subject matter of KFP that they need more clarity on, during and after their stint with the KFP.

At the end of the program, will Floraison help me get a job?

No! Floraison does not offer placement or job assistance services to its associates. An old Chinese proverb reads as follows: "If you want to feed a hungry man, don't give him your fish; instead, give him your fishing rod and teach him how to fish. He'll never be hungry again".

On these lines, we at Floraison believe that we should impart relevant 'knowledge' to our associates. We have designed our KFP in such a way that at the end of the program, our associates would be enriched, transformed and confident individuals, fully equipped to take on the world and would be in a great position to carve a winning career. Though we do not provide placement or job assistance services, we do have limited 'internship' program which would present opportunities to some of our associates. Please contact our co-ordinators to know more about the internship opportunities.

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