



kriton

**Practical training
programme accountancy**





Practical training programme – open enrolment

We organise the practical training programme for accountancy firms. However, it is also possible for a trainee to enrol individually (usually through their firm) in our open training programme. In that case, the group will consist of trainees from different firms.

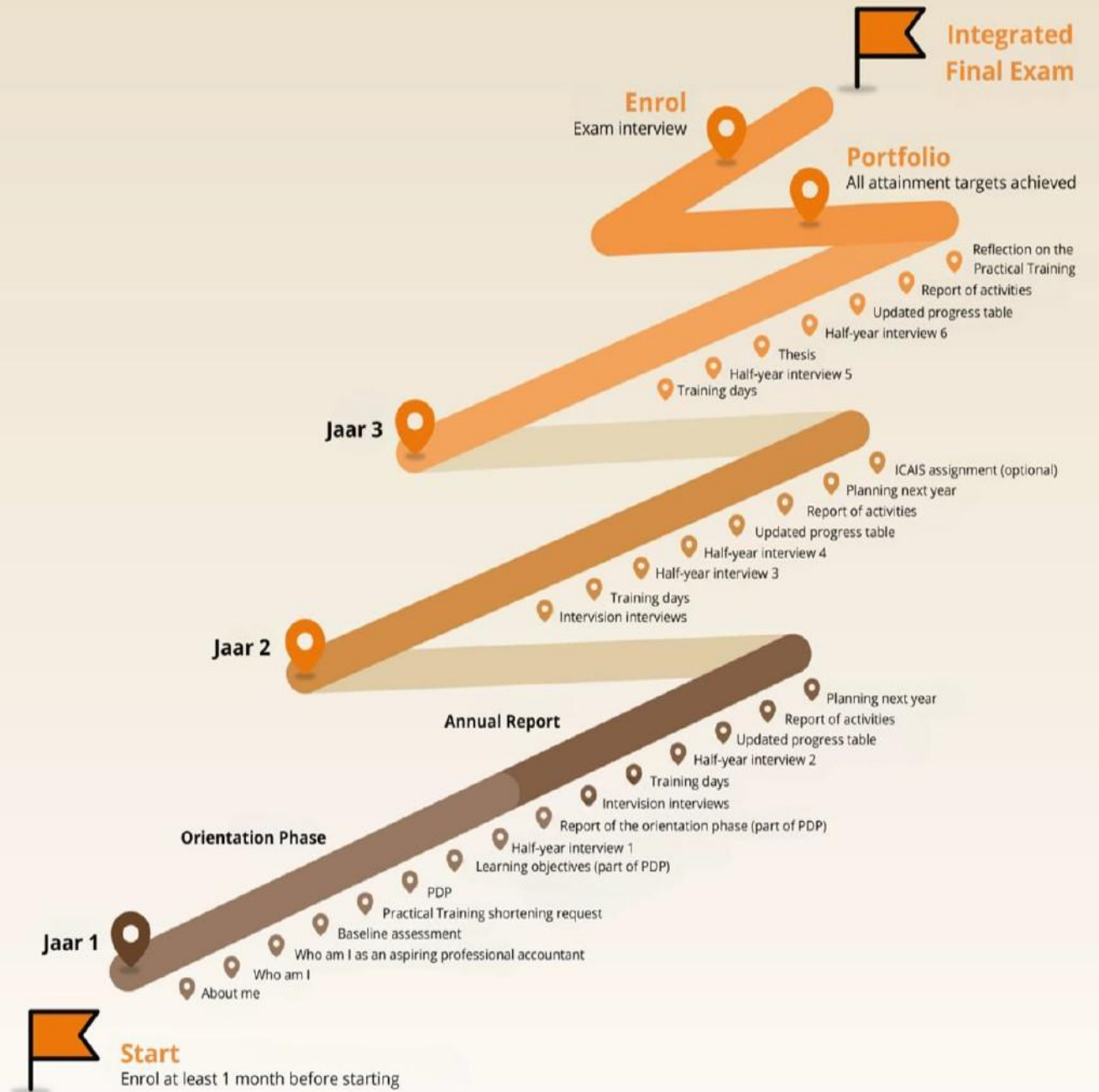
This document contains information about the entire programme.



Schedule practical training programme NBA

(from: [Information guide practical training programme accountancy](#))

We only take care of the trainings days, intervisions, thesis (referaat) guidance and practice sessions towards the integrated final exam. The other components of the practical training programme are supervised by the trainee's own internship office and/or their mentor.





**Three-year
programme
including
learning outcomes**



Overview three-year programme



Year 1

Teamwork works

Learning outcomes:
11, 18, 19

Convincing written communication

Learning outcomes:
13

Difficult conversations

Learning outcomes:
11, 12, 13

Interview skills

Learning outcomes:
12

Arguing & Discussing

Learning outcomes:
4, 8, 9, 13

Intervision

Learning outcomes:
7, 9, 12, 13, 18



Year 2

Mental resilience

Learning outcomes:
10, 17

Ethical reasoning

Learning outcomes:
8, 9, 10

Research skills

Learning outcomes:
4, 6, 7, 8, 9

Persuasive written communication

Learning outcomes:
13

Effective influencing

Learning outcomes:
3, 4, 7, 8, 9, 11, 15

Intervision

Learning outcomes:
12, 13, 18



Year 3

Conflict management & negotiation

Learning outcomes:
4, 8, 9, 10, 15

Relationship management

Learning outcomes:
11, 15, 16, 18, 19

Use of experts

Learning outcomes:
1, 2, 4, 6, 8

Leadership & coaching

Learning outcomes:
9, 11, 12, 13, 15, 16, 18

Human behaviour & work auditor


Learning outcomes:
11, 15, 19

Presenting convincingly

Learning outcomes:
7, 13

Complete programme, without reduction (shortening) and/or exemption

Learning outcomes 20 and 21 (learning ability) are addressed in every module and run like a thread through the practical training



**Brief overview
of the
training modules**

Training modules year 1

DAY 1

TEAMWORK WORKS!

You can better understand differences between people, promoting effective collaboration.

INTERVISION 1

Structured consultation in a small group in which practical issues are introduced and discussed.

DAY 2

CONVINCING WRITTEN COMMUNICATION

You can write texts with a logical structure and that are clearly formulated.

DIFFICULT CONVERSATIONS

You can use three interview forms to conduct difficult conversations and know how to deal with reactions in those conversations.



Training modules year 1

DAY 3

INTERVIEW SKILLS

You can apply effective interview techniques and actively listen to the interviewee.

ARGUING & DISCUSSING

You can conduct a discussion more effectively and enjoyably to get the discussion partner on your side and maintain a better relationship.

ONLINE

INTERVISION 2

Structured consultation in a small group in which practical issues are introduced and discussed.



Training modules year 2

DAY 1

MENTAL RESILIENCE

You can (re)recognise your own emotions, make the right choices and act flexibly.

ETHICAL REASONING

You can recognise ethical movements in arguments and work out ethical dilemmas from the accountancy practice.

DAY 2

RESEARCH SKILLS

You can evaluate the outcomes of relevant research and apply them to your work.

INTERVISION 3

Structured consultation in a small group in which practical issues are introduced and discussed.



Training modules year 2

DAG 3

**PERSUASIVE
WRITTEN
COMMUNICATION**

You can write findings that are convincing and strongly supported.

**EFFECTIVE
INFLUENCING**

You will learn how to influence others effectively, so that you can communicate your views more clearly and achieve your goals through collaboration.

ONLINE

INTERVISION 4

Structured consultation in a small group in which practical issues are introduced and discussed.



Training modules year 3

DAY 1

CONFLICT MANAGEMENT & NEGOTIATION

You can apply key negotiation and conflict management techniques.

RELATIONSHIP MANAGEMENT

You can respond to the needs of both internal and external customers to maintain a valuable relationship.

DAY 2

USE OF EXPERTS

You can determine when to call in an expert and evaluate the work done.

LEADERSHIP & COACHING

You can motivate and encourage others by showing exemplary behaviour, among other things.



Training modules year 3

DAY 3

HUMAN BEHAVIOUR & WORK AUDITOR

You can recognise possible biases affecting the quality of audit work.

PRESENTING CONVINCINGLY

You can apply key presentation techniques in internal and external presentations.





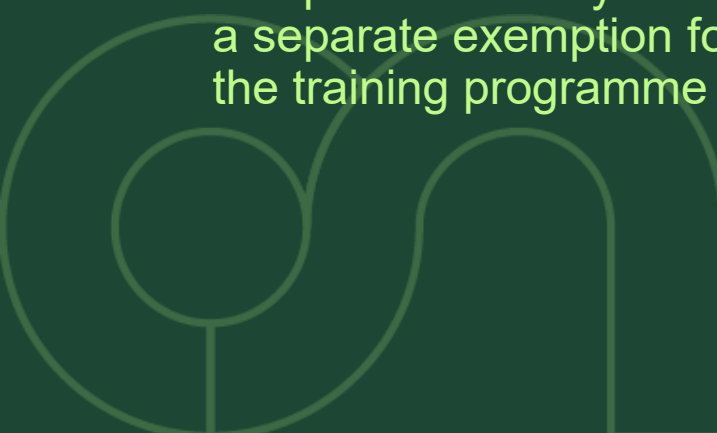
Shortening request

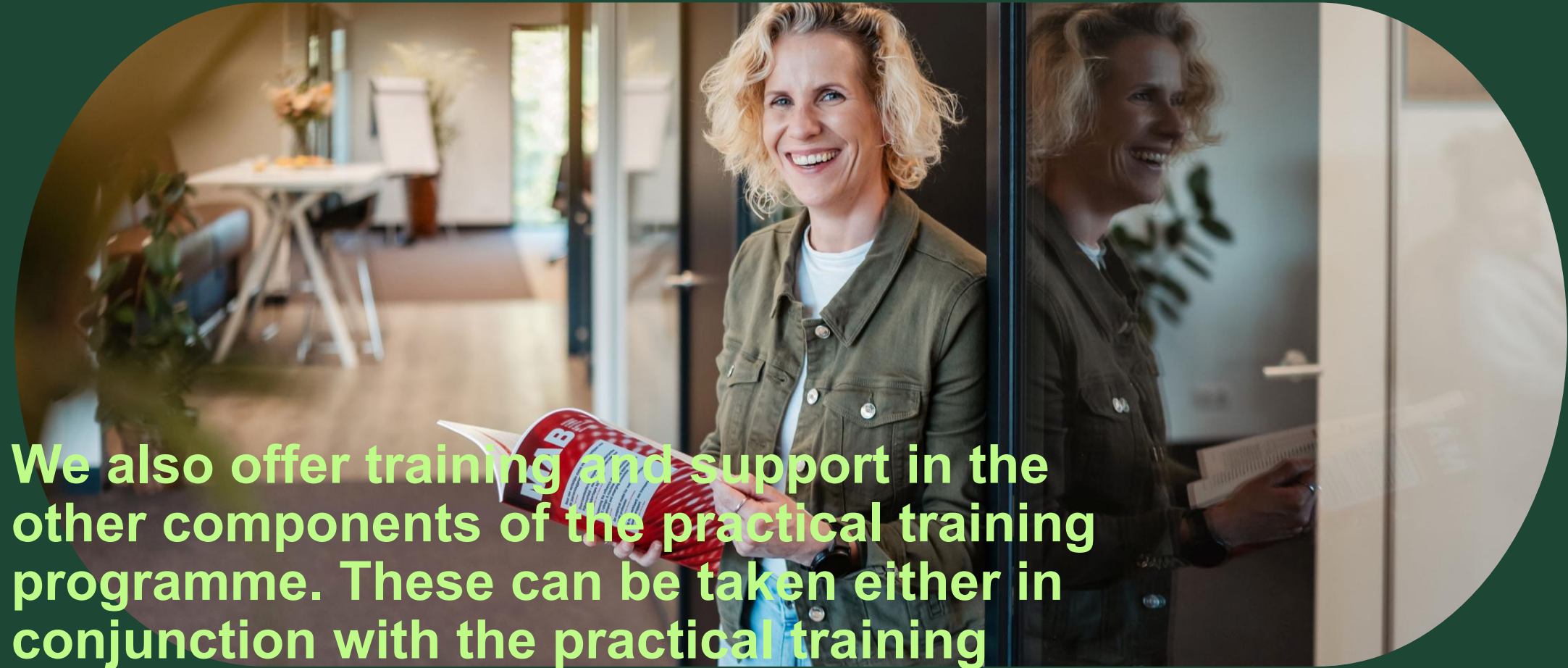
Shortening request

Under certain conditions, you can apply to the NBA to have your practical training shortened by one or two years.

If this is granted, you must still complete the full training programme within the remaining practical training period, i.e. all training days and intervision sessions.

An exception to this applies if you have already achieved specific learning outcomes through other training courses completed recently. Your own internship office must then grant a separate exemption for this. In this case, the exemption from the training programme may cover a maximum of six days.





We also offer training and support in the other components of the practical training programme. These can be taken either in conjunction with the practical training programme or as standalone training.



Thesis (referaat) guidance

Writing a practical thesis is part of the practical training in year 3. We offer thesis guidance for both assurance and SME trainees. In this programme of five interactive sessions, we guide trainees towards a positive result.

Read more about our reference supervision [here!](#)





Practice sessions towards the integrated final exam

The conclusion of the practical training is the integrated final exam. We guide trainees intensively in preparation for the final exam. In the coaching sessions, trainees practise their presentation and final interview, and receive solid feedback and concrete advice from an experienced accountant. This way, they are optimally prepared for the exam.

Read more about our practice session towards the integrated final exam [here!](#)





Interested?

Are you interested in participating in the Practical Training programme in English? Please contact us via info@kriton.nl or call us on 085-2733171.

