

## Exchange program - Czech Republic & Italy

The idea of implementing an exchange programme for employees, which the members of INTEGRA INTERNATIONAL association refer to as the "Exchange Programme", came to my mind soon after the admission of our company to this association in April 2012. I thought how beneficial it would be if a colleague of mine accepted an internship in a partner company of the association.

I am glad the idea became reality and we were offered an opportunity to implement the Exchange Programme. Upon agreement with Studio Sergio Scibetta from Rome, my colleague Ivo Pokorný spent a work week at the beginning of September 2013 in Rome, and Armando Ranaldi, employee of said company from Rome, spent a week-long internship in our company three months later.

Evaluating the benefits of the Exchange Programme for our company, I must say I am enthusiastic about the course of both internships. Whereas my colleague Ivo focuses in his work on Czech and Italian clients, that is on Czech companies with Italian owners or Italian companies having Czech owners, he had an exceptional opportunity to obtain priceless information regarding Italian accounting and tax-related matters. He could also soak up the working atmosphere in the partner office and participate in the work for the clients of said company.

At the same time, I can say Armando's internship was very valuable for our company. The programme allowed Armando to participate in the work for our clients in auditing, accounting and tax-related areas. Thanks to the internship timing, he could also taste the Christmas atmosphere in the Czech Republic. Armando's stay was concluded by a lecture for our employees. Not only he talked about the activities of our Italian partner, but he also answered several questions about the accounting and tax legislation in Italy.

I believe the Exchange Programme was beneficial for Ivo and Armando, but also for all employees of both companies, who participated in its implementation. In conclusion, I would like to express my belief that this Exchange Programme was not the last one, and that we will repeat it in the future with another partner company from INTEGRA INTERNATIONAL association.

### **Jiří Hula**

*Head of Auditing Department, AUDIT ÚČETNICTVÍ, s.r.o.*

Since the first moment I learned that I was selected to participate in the Exchange Programme of INTEGRA INTERNATIONAL association, I became keen on the whole thing. I believe the Exchange Programme is a great opportunity to obtain new experience, to utilise the knowledge of English, and to further develop in the area of taxes, accounting and auditing.

Thanks to Titoflavio Scibetta and Giuseppe Bianchi, my colleagues from the partner company Studio Sergio Scibetta, I spent an unforgettable week in the heart of Rome at the beginning of September 2013. I learnt the operations of the office, getting acquainted with different working environment and practices, as compared to those I know from my experience. Since day one, I was actively engaged in the orders in progress, and participated in the solutions in cooperation with my Italian colleagues. Being engaged in the projects, I could learn about differences and particulars that distinguish Italian and Czech accounting. At the same time, I was able to address matters and ambiguities arising from the work on orders for Italian clients, which I deal with in my parent company in Brno. We joined our forces and in a few moments we solved numerous problems I could not be able to resolve on my own. Up to this day, I frequently use the knowledge I gained from the cooperation in the orders of Studio Sergio Scibetta as well as the information I obtained during interviews with the company's staff.

The participation in the Exchange Programme was beneficial for me as regards work, but also culturally. The programme is primarily about meeting new people, colleagues, and gaining experience.

I gained a lot during my stay in Rome, but the thing I value the most is the number of new friends I can approach anytime.

**Ivo Pokorný**

*Senior Accountant, AUDIT ÚČETNICTVÍ, s.r.o.*

Scibetta & Associate firm based in Rome, began a working collaboration with Audit Ucetnictvi S.r.o in 2012, with the aim to assist a Czech Client following the acquisition of the a firm by an Italian company.

With regards to the collaboration the two companies decided to initiate an Exchange program, with the aim of solidating their professional relationship. Therefore, to give added value to the two firms and understand the different directives and work approach of the two countries.

Between the months of September and December 2013 an exchange program was carried out, consisting of one week, where the member of staff could live assist and learn within the companies the different approaches, styles and work.

The Exchange program offers:

- . learn and work in global teams;
- . learn the countries directives;
- . develop inter cultural skills;
- . develop leadership skills;

The Exchange program was a success for the professionals involved, also for Integra International and above all for the clients.

With regards to the success of this program The Scibetta Firm has decided to plan future Exchange programs at least once a year with other members of Integra International, with the aim to continue to strengthen our relationships with professionals all over the world and have a better insight and working experience.

**Titoflavio Scibetta**

*Manager at Studio Scibetta & Associati*

In 2011 after graduating with a degree in Economics, I started working for Scibetta & Associates, where I am an apprentice accountant awaiting my public accountant certification.

I was very happy to take part in the Exchange program in December 2013, with Audit Ucetnictvi, especially after having Ivo Pokomy doing an exchange in our Rome office in September.

During my week in Brno, I had a lot of opportunity to learn different procedures in a very stimulating working atmosphere, where I was welcomed and made to feel part of the team in Audit Ucetnictvi.

On arrival I was welcomed by Jiri Hula and Ivo Pokomy, there immediately involved me in their Audit activities, explaining the different legislative directives and procedures of their country, and the difference between the Italian one.

Thanks to Michal Proks I was introduced to the fiscal declarations of Czech companies, noticing the big differences with Italian companies, this of course was very useful. It was very interesting to see the tax differences and how Czech tax declaration is carried out and is less complicated with its procedures.

The week ended with a small presentation concerning the main activities of Scibetta & Associates where I briefly made some comparisons between ourselves and the Czech company.

It was also a very good experience from a cultural point of view enabling me to exchange opinions with my Czech counterparts.

The experience has been extremely interesting and concrete both from a working point of view and from my relationship with the Czech professional team in Audit Ucetnictvi.

**Armando Ranaldi**

*Senior consultant at Studio Scibetta & Associati*