

## **Regulations of the IBCS Institute Thesis and Internship Program**

**1. Purpose** The IBCS Institute (hereinafter “IBCS”) promotes and supports university students who wish to write a thesis on the International Business Communication Standards (IBCS), providing scientific and methodological resources as well as the opportunity for an internship experience with partner companies.

**2. Scope** These regulations apply to all students enrolled in a Master’s degree or Bachelor (or equivalent) program at universities partnered with IBCS (hereinafter “Universities”) who intend to develop a thesis on IBCS topics.

### **3. Definitions**

- **Student:** a Master’s or Bachelor’s student or equivalent enrolled at a partnered University.
- **IBCS Talent Bridge Committee:** an internal body composed of representatives selected by representatives selected by IBCS responsible for reviewing applications.
- **Partner Company:** a company affiliated with IBCS that agrees to host students for internships.
- **Thesis Topics:** a list of proposed themes published on the IBCS website, submitted by Companies, Universities, or IBCS.
- **Internship:** a curricular placement agreed between the Student and the Partner Company.

### **4. Participation requirements**

1. Enrollment in a Master’s degree or Bachelor degree or equivalent at a partnered University.
2. Thesis focused on IBCS.
3. Good academic standing, endorsed by partnered University faculty.
4. Acceptance of a thesis topic approved by the IBCS Talent Bridge Committee.

### **5. Application and selection procedure**

#### **5.1 Phase 1 – Application submission**

The Student submits to IBCS:

- Completed application form (accepting the privacy policy, GDPR compliant)
- Curriculum vitae
- Recommendation letter of the University Supervisor
- Proposed topic (optional) or selection from the published list

#### **5.2 Phase 2 – Committee evaluation**

- The IBCS Talent Bridge Committee verifies formal requirements and topic alignment with IBCS standards.
- Approval is subject to the unchallengeable judgment of the Committee.

#### **5.3 Phase 3 – Approval and matching**

- If positive, the Committee forwards the application to interested Partner Companies.
- Companies have 10 business days to confirm acceptance of the Student (“first-come-first-served” approach).

#### 5.4 Phase 4 – Internship commencement and monitoring

- The Student and the Company enter into an internship agreement in accordance with the applicable local regulations.
- It is strongly recommended that the company guarantee a paid internship for the student.
- IBCS conducts periodic monitoring of progress with quarterly reports, based on feedback questionnaires.

#### 6. IBCS Talent Bridge Committee

- Composition: 3–5 IBCS experts appointed by the IBCS Institute Board.
- Responsibilities:
  - Define evaluation criteria.
  - Review applications.
  - Propose matches with Companies.

#### 7. Thesis topics and publication

- Thesis topics, proposed by Universities, Companies, or IBCS, are published and updated on the IBCS website.
- Proposals must include:
  - Title
  - Topic description
  - Proposer (University/Company/IBCS).
  - Potential research questions
  - Data sources
  - Prerequisites
  - Representative studies
- The proposal must be written according to Annex 1

#### 8. Rights and duties

- **Student:** right to methodological support and supervision; duty to meet deadlines and submit reports.
- **University:** provide academic supervision and credit recognition according to its own system.
- **Company:** appoint an internship supervisor, provide resources, and comply with local internship regulations (\$\$\$).
- **IBCS:** facilitate matching and provide materials or support if needed.

#### 9. Communication and branding

Partnered Universities and Companies authorize IBCS to use their logos on the IBCS website and promotional materials under mutually agreed guidelines.

#### 11. Presentation at the IBCS events

Students who successfully complete their thesis under the Program could be invited to present their research findings at the annual international IBCS events organized by IBCS.

## **Annex A – Draft University partnership agreement**

### **Between:**

- IBCS Institute (hereinafter “IBCS”)
- [University Name] (hereinafter “University”)

### **Article 1 – Purpose**

This partnership governs the collaboration for the IBCS Talent Bridge program and any related internships with Partner Companies.

### **Article 2 – Regulation**

The signing of this agreement by the University implies adherence to and acceptance of the regulations of which this document is the annex

### **Article 3 – Term**

The agreement is valid as long as one of the parties does not withdraw from it.

### **Article 4 – University commitments**

1. Promote the Program among students and faculty through informational materials.
2. Appoint qualified academic supervisors.
3. Recognize academic credit according to its own policies.
4. Provide progress data and feedback to IBCS.
5. Propose thesis topics to IBCS, including title, description, and academic contact.

### **Article 5 – IBCS commitments**

1. Provide research topics.
2. Review and validate applications.
3. Promote the University as a partner on the IBCS website.
4. Manage the IBCS Talent Bridge Committee and the matching process with Companies.

### **Article 6 – Logo release**

The University grants IBCS a non-exclusive, royalty-free, worldwide license to use its logo on the IBCS website, promotional materials, and Program documents under agreed guidelines.

### **Article 7 – Confidentiality**

Shared information remains confidential and shall not be disclosed to third parties.

### **Article 8 – Governing law and dispute resolution**

This agreement is governed by the law chosen by the parties; any disputes will be resolved according to mutually agreed procedures.



## **Annex B – Draft Company Partnership Agreement**

### **Between:**

- IBCS Institute (hereinafter “IBCS”)
- [Company Name] (hereinafter “Company”)

### **Article 1 – Purpose**

This partnership defines the terms for hosting and supervising Students during internships as part of IBCS Talent Bridge program.

### **Article 2 – Regulation**

The signing of this agreement by the Company implies adherence to and acceptance of the regulations of which this document is the annex.

### **Article 2 – Term**

The agreement is valid as long as one of the parties does not withdraw from it.

### **Article 3 – Company commitments**

1. Host accepted Students for internships.
2. Appoint an internship supervisor.
3. Provide access to necessary resources, data, and tools.
4. Issue a certificate of internship completion.
5. Propose thesis topics to IBCS, including title, description, and company contact.

### **Article 4 – Legal relationship for internship**

1. The parties agree that the legal relationship for the internship is established exclusively between the Student and the Company; IBCS is not a contracting party and assumes no direct legal responsibility.
2. It is strongly recommended that the company guarantee a paid internship for the student.

### **Article 5 – IBCS commitments**

1. Select candidates that meet the Company’s requirements.
2. Monitor internship progress through periodic reports.
3. Promote the Company on the IBCS website.

### **Article 6 – Confidentiality and data protection**

The parties agree that all data, except those related to the promotion and publicizing of the partnership, are private and confidential and will be treated in accordance with the GDPR and the IBCS Institute privacy policy

### **Article 7 – Governing law and dispute resolution**

This agreement is governed by the law chosen by the parties; any disputes will be resolved according to mutually agreed procedures.

## Topic XX: IBCS and Overchoice: Can IBCS Help Reduce Decision Fatigue in Management Reporting?

Supervisor:

### Topic description

In an era of information overload, decision-makers often face “overchoice,” i.e., the difficulty of making a decision when presented with too many options. This phenomenon can significantly impact managerial efficiency, leading to slower decision-making and suboptimal choices. The International Business Communication Standards (IBCS) provide guidelines for standardized reporting design aimed at improving clarity, comparability and effectiveness of reporting. This project will explore how the adoption of IBCS principles in management reports (e.g., financial dashboards, KPI summaries, variance analyses) can minimize “overchoice” through the adoption of guidelines that follow a framework that encourages the selection of information and the adoption of a specific visual language.

### Potential research questions

- How can standardized visual formats (charts, tables) in line with IBCS principles reduce decision fatigue for managers?
- Do consistent IBCS-based reports enhance the speed and quality of managerial decisions compared to more traditional reporting?
- Which specific IBCS design elements (e.g., consistent use of colors, standardized chart templates) are most effective in mitigating overchoice effects?

### Data sources

- Company internal management reports and dashboards
- Surveys or interviews with decision-makers (e.g., CEOs, CFOs, Controllers) to assess perceived complexity in reporting
- Experimental data (e.g., controlled testing of different report designs on participant decision quality)

### Prerequisites

Basic understanding of management reporting and controlling principles. Basic knowledge of Reporting software (e.g., Power BI, Excel, Tableau). Familiarity with research methods to conduct experiments or surveys

### Representative studies

Deloitte (2023). *Organizing the choice*.

[https://www2.deloitte.com/content/dam/insights/us/articles/strategy-choice-overload-framework/DUP-1192\\_Choice-management\\_vFINAL.pdf](https://www2.deloitte.com/content/dam/insights/us/articles/strategy-choice-overload-framework/DUP-1192_Choice-management_vFINAL.pdf)

International Business Communication Standards (IBCS). (n.d.). *IBCS Standards Version 1.2*.

Retrieved from <https://www.ibcs.com>.

Hichert R., Faisst J. Solid, Outlined, Hatched. IBCS Media