

# The BIC Innovation Interns Playbook

A 6-Week Sprint for Self-Directed Builders.



Summer 2026 Edition.

# Fusing identity with execution under real constraints.

*This is not an internship. This is an orientation to how you work.*

$$\left[ \text{Self-Authored Project} \right] + \left[ \text{Real Constraints} \right] + \left[ \text{Identity Fusion} \right] = \left[ \text{Positive Storytelling} \right]$$

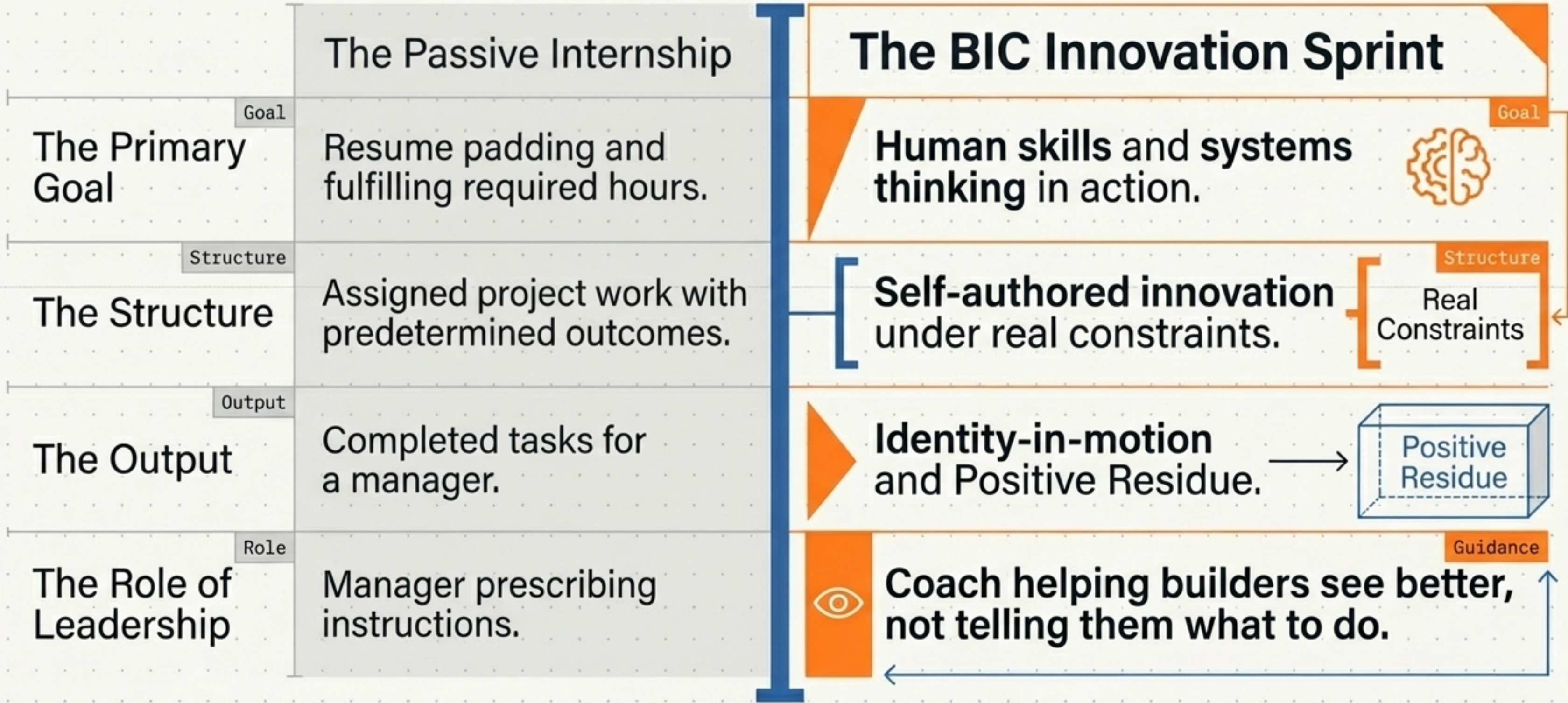
See clearly  
(Warshay)

Solve deliberately  
(DMAIC)

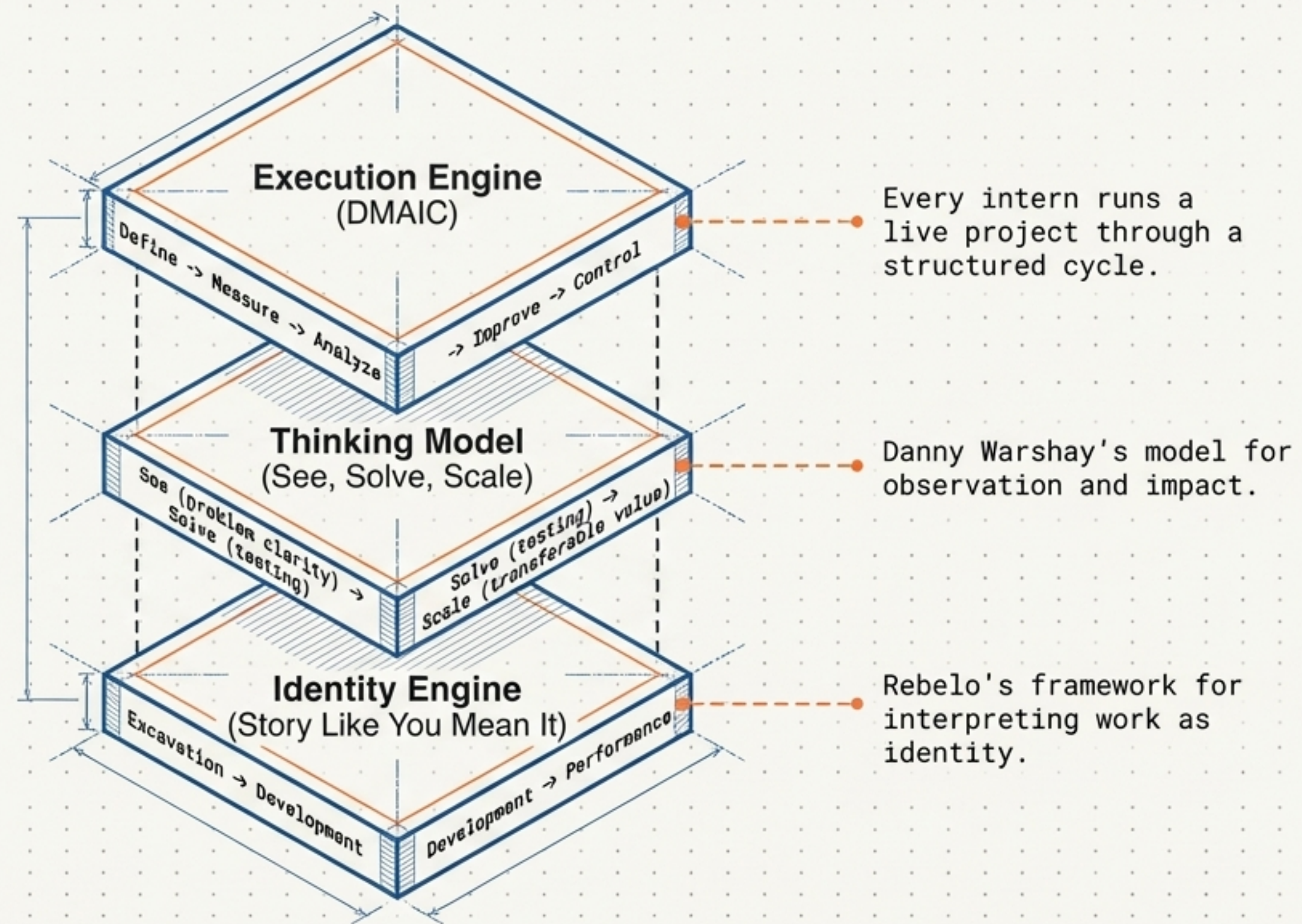
Scale what matters  
(Warshay)

Story your evolution  
(Rebelo)

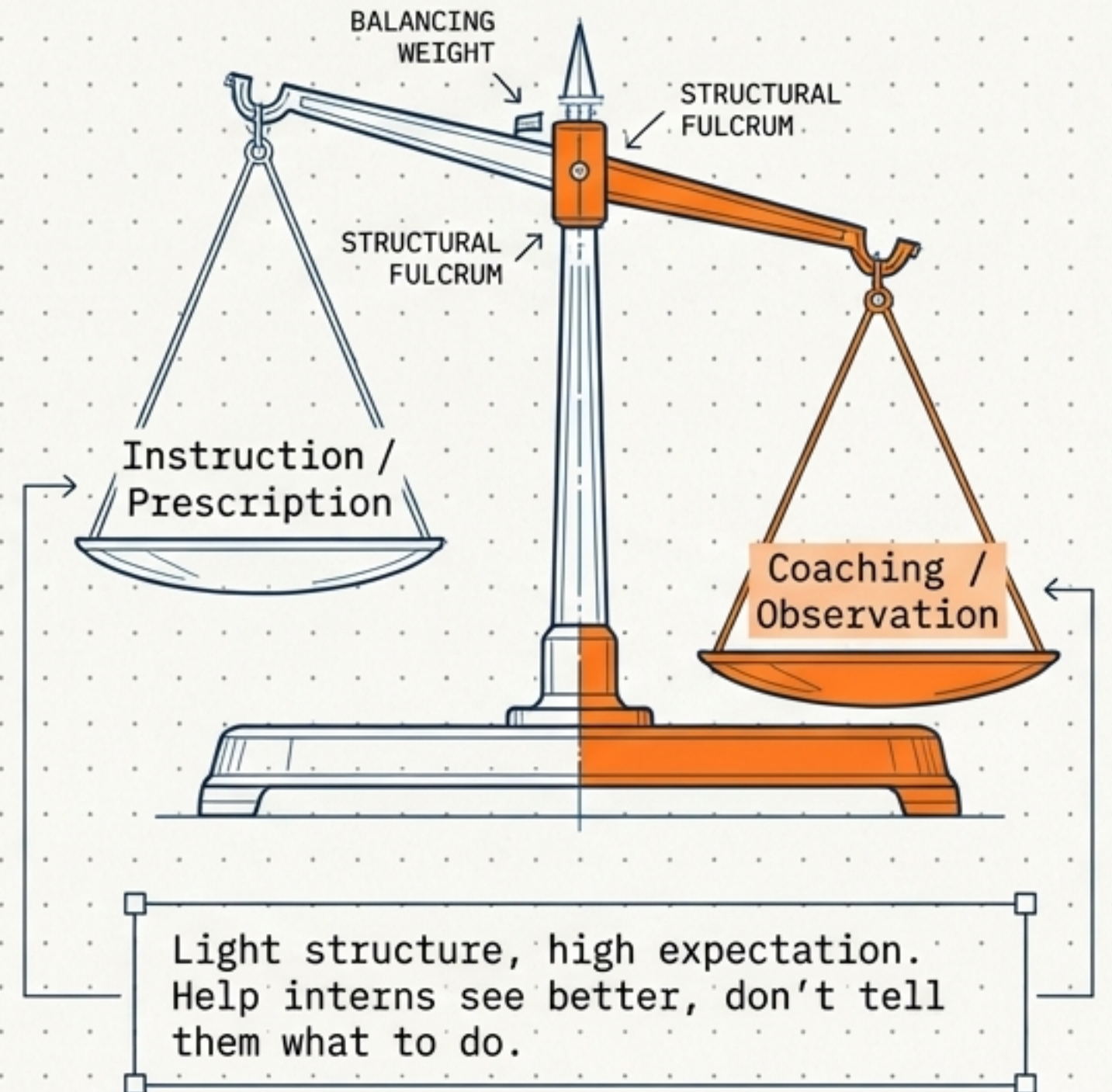
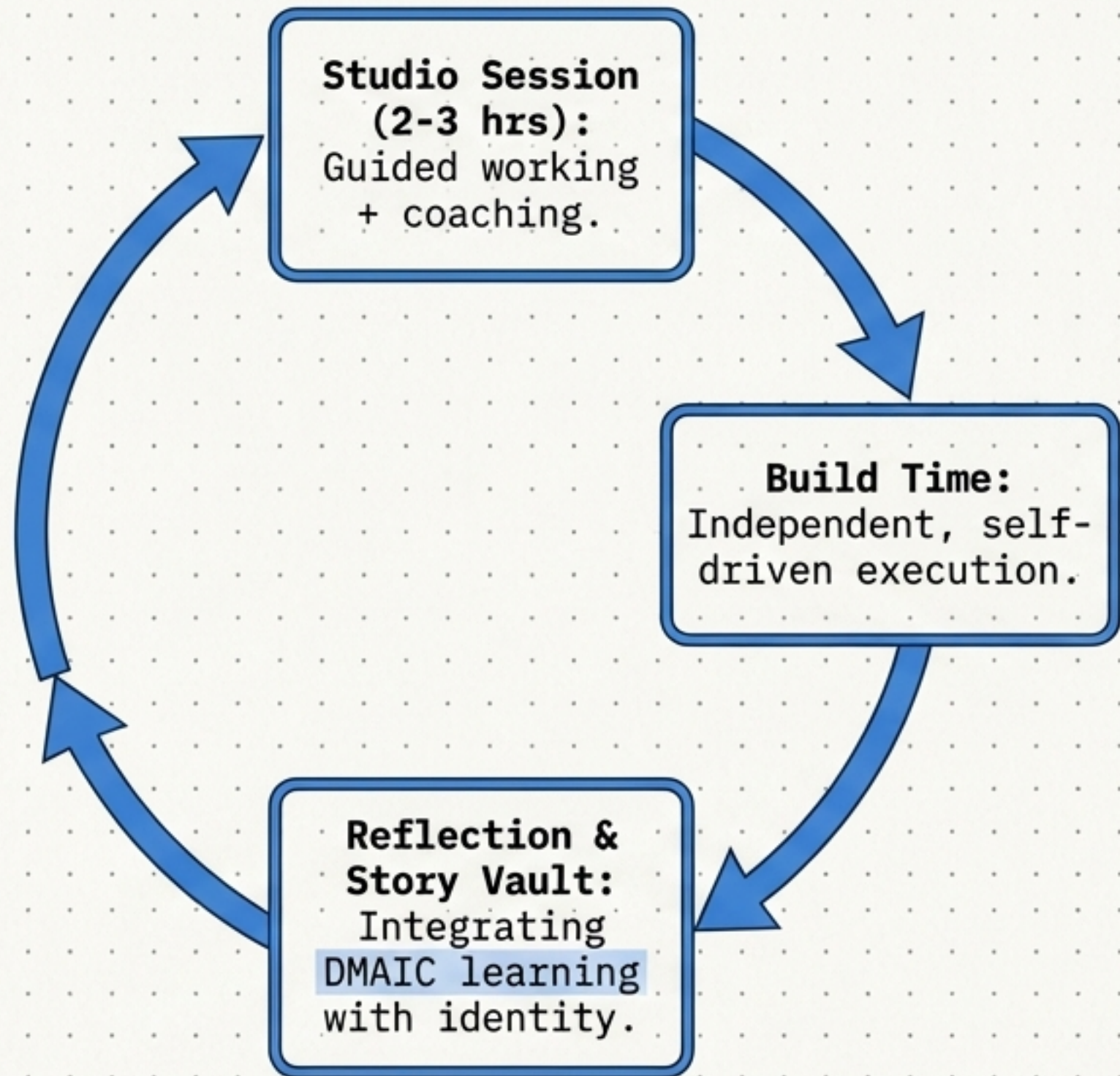
# Moving beyond the passive internship model.



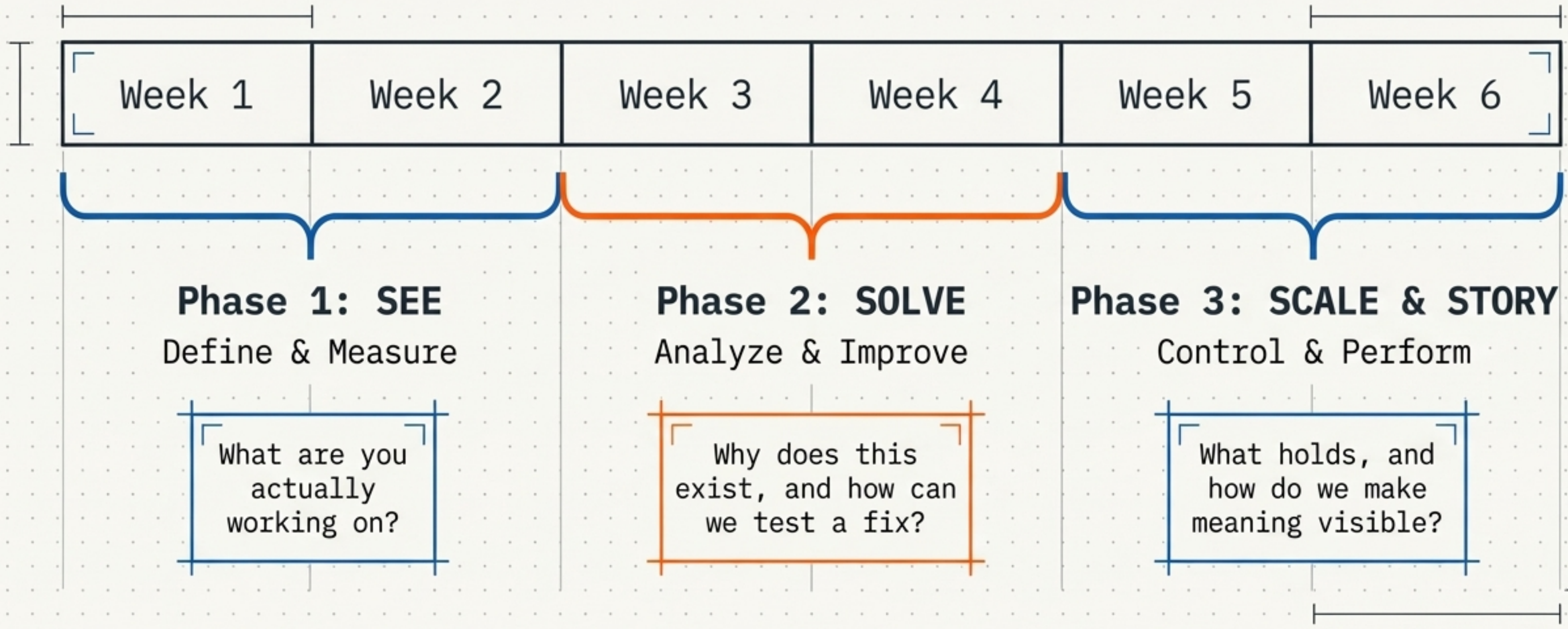
# Three integrated systems power the innovation engine.



A continuous cycle of guided observation and independent execution.



# The 6-Week Sprint Master Journey.



Required weekly inputs: 1 BIC Presents integration + applied reading reflections.

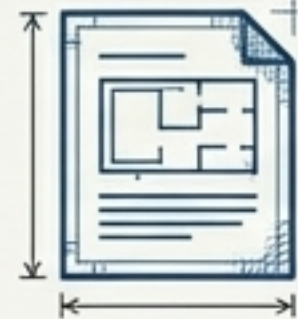
# Phase 1: Establish extreme clarity before building.

SEE (Weeks 1 & 2)

Week 1 Focus

## DEFINE

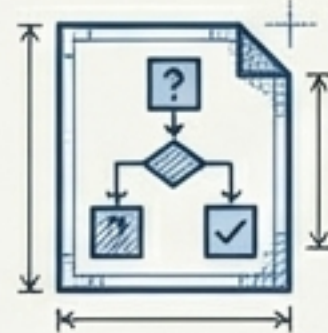
Clarify problem, map stakeholders, and begin story excavation.



Problem Statement (v1)



Story Stamp



Initial Hypothesis

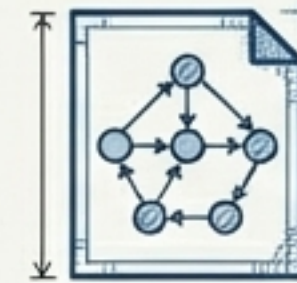
Week 2 Focus

## MEASURE

Gather data, observe system behavior, identify constraints.



Data Snapshot



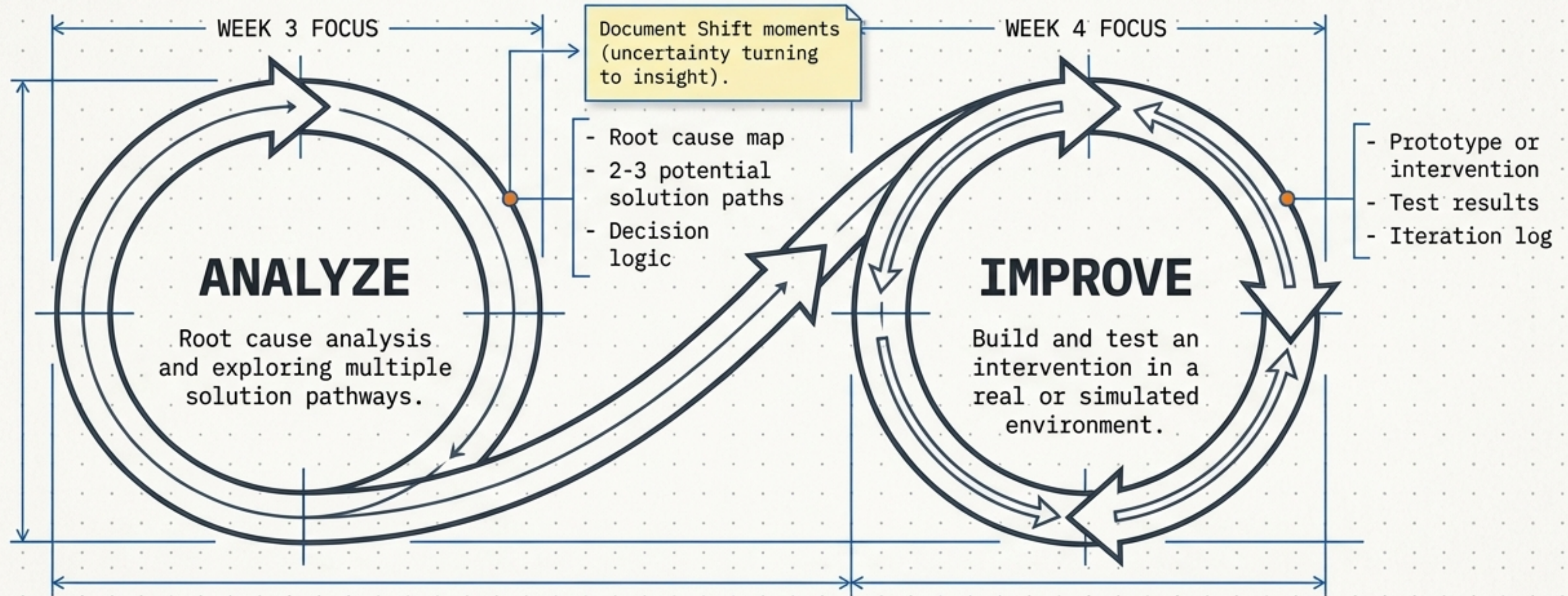
System Map



Refined Problem Framing

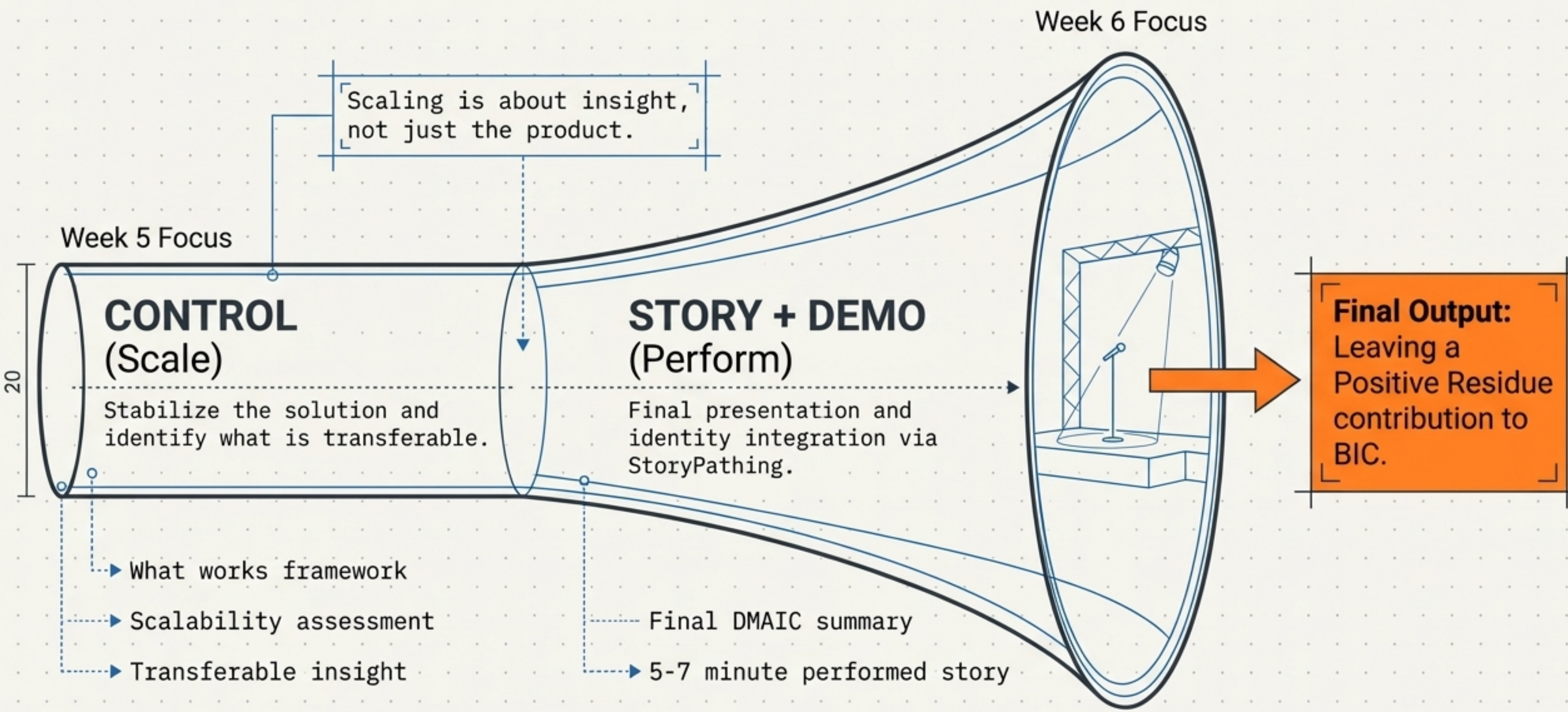
**DEVELOPMENT FOCUS:**  
Avoid premature solving.  
Build observation discipline first.

## Phase 2: Rapid iteration and the velocity of learning.



**CORE PRINCIPLE: Action > Perfection.**

# Phase 3: Extracting insight and making meaning visible.



Scaling is about insight, not just the product.

Week 5 Focus

## CONTROL (Scale)

Stabilize the solution and identify what is transferable.

- ▶ What works framework
- ▶ Scalability assessment
- ▶ Transferable insight

## STORY + DEMO (Perform)

Final presentation and identity integration via StoryPathing.

- ▶ Final DMAIC summary
- ▶ 5-7 minute performed story

Week 6 Focus

**Final Output:**  
Leaving a Positive Residue contribution to BIC.

# Designing the ideal candidate profile.

## The Self-Directed Builder

## Persona Card

### Current State

College student with an exploration mindset, seeking a critical inflection point (Timing/Why Now?).

### Core Attributes

Self-Starter

Systems Thinker

High Curiosity

Needs Structure

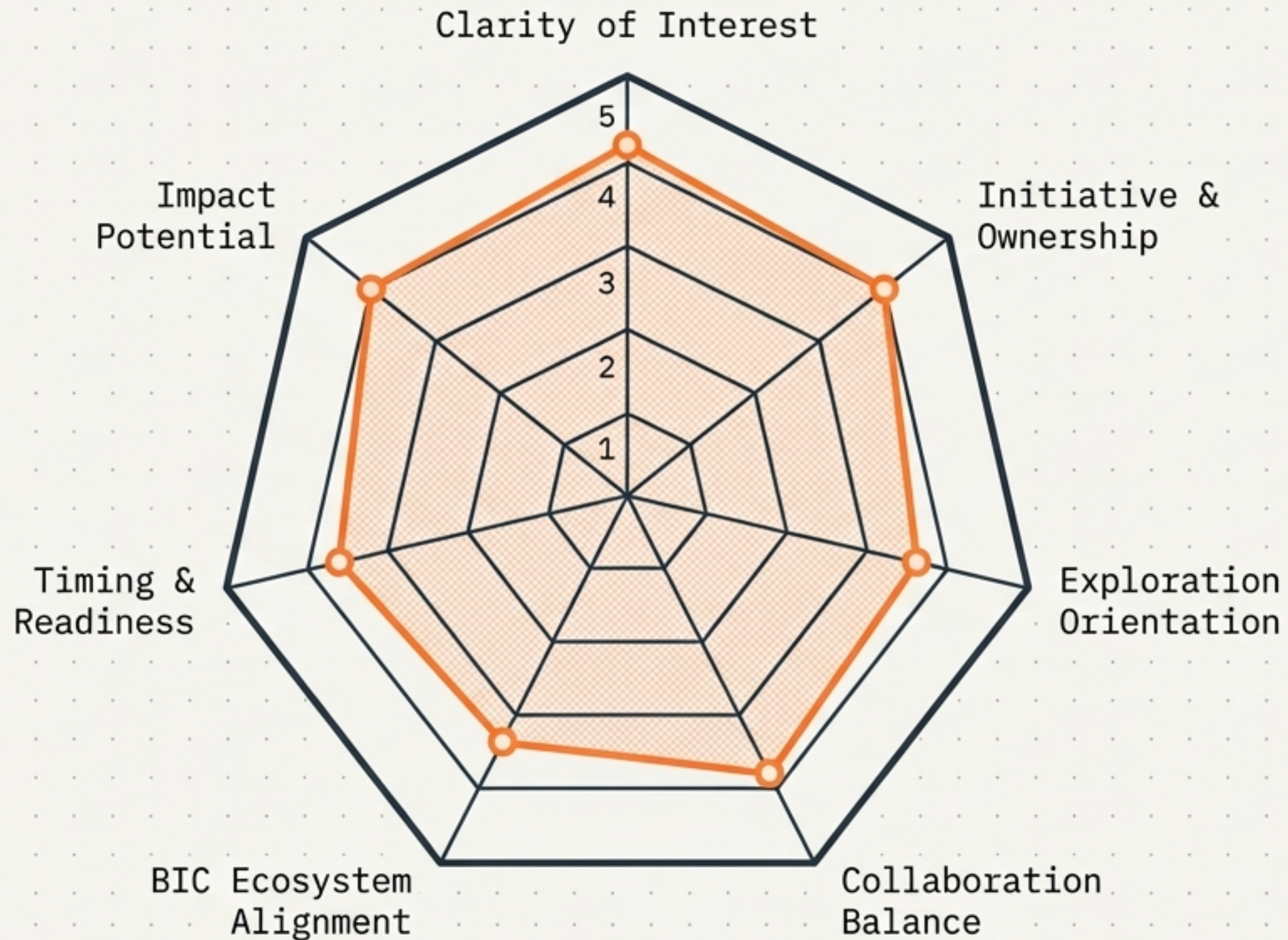
Strong BIC Alignment

### Collaboration Style

Highly functional balance of independence and teamwork.

"We are not selecting for perfection... we are selecting for ownership, curiosity, follow-through, and the capacity to grow in motion."

# A diagnostic evaluation model for candidate selection.



## Recommendation Tiers

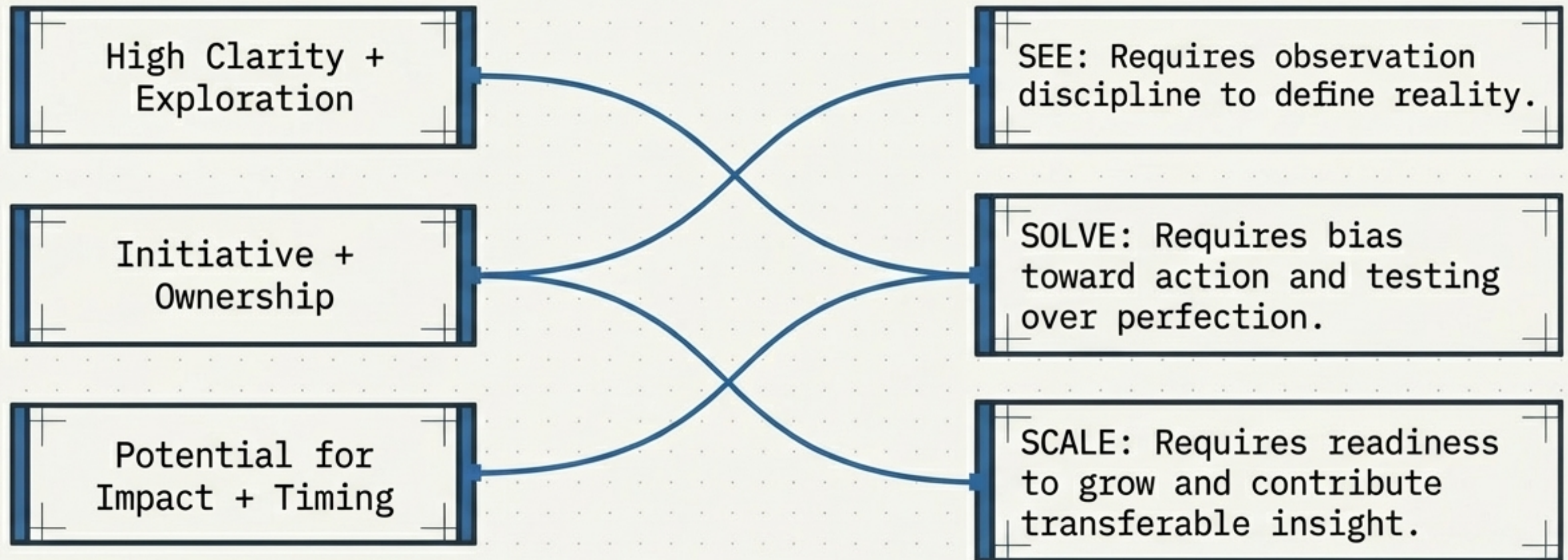
Strong Accept (30-35)

Accept (24-29)

Waitlist (18-23)

Reject (<18)

# The selection criteria perfectly mirrors the operational framework.



**KEY INSIGHT:** We do not evaluate based on past polish; we evaluate on the precise behavioral traits required to survive the sprint.

# Program parameters and logistical constraints



PARAMETER\_ID: 001

CONSTRAINT\_TYPE: LOGISTIC

**Cohort Size:** Up to 10 college students (Berkshire-linked).

CONSTRAINT\_TYPE: STREET



PARAMETER\_ID: 002

CONSTRAINT\_TYPE: LOGISTIC

**Focus Area:** Engineering majors with a Cleantech lens.

CONSTRAINT\_TYPE: LEAKE

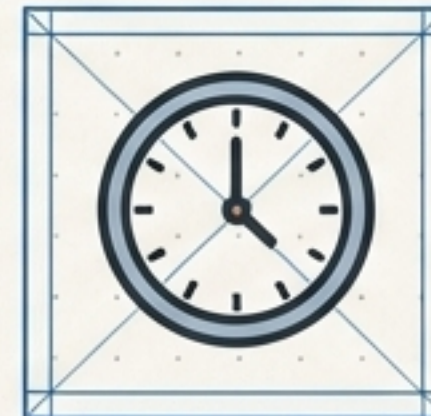


PARAMETER\_ID: 003

CONSTRAINT\_TYPE: LOGISTIC

**Compensation:** \$17 per hour.

CONSTRAINT\_TYPE: STREET



PARAMETER\_ID: 004

CONSTRAINT\_TYPE: LOGISTIC

**Time Commitment:** 20 hours per week (Studio + Independent Build).

CONSTRAINT\_TYPE: LEAKE

## Key Dates Timeline

MILESTONE\_TRACKING

TIMELINE\_AXIS: Q2-Q3 2024

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May 1:  
Application Deadline

June 1:  
Program Kickoff

July 6 - 10:  
Unpaid Break Week

July 17:  
Final Presentations  
and Conclusion

# Generating a legacy of positive storytelling.



**See clearly. Solve deliberately. Scale what matters.**