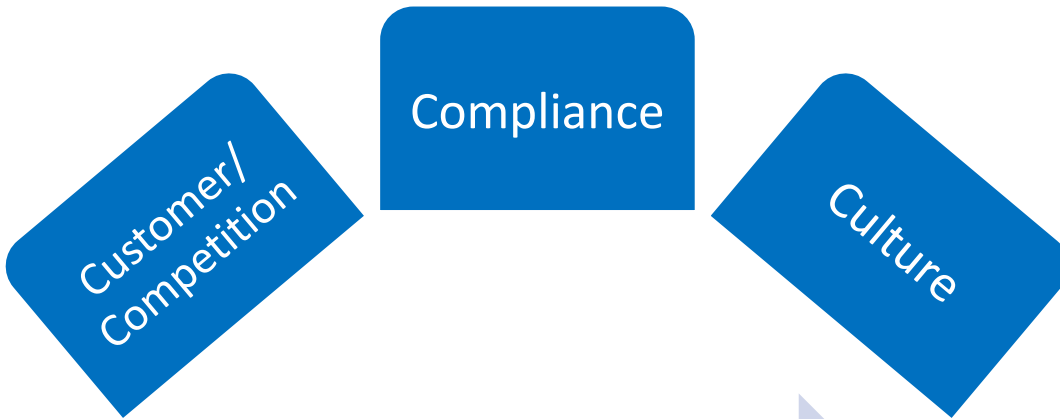


Driving Diversity & Building an Ecosystem



The ROI of Supplier Diversity

What drives SD?



What is the value proposition of SD?



- ❖ Customer differentiator
- ❖ Unique corporate network
- ❖ Economic impact
- ❖ Community impact



Cyclical value proposition connecting:

- Corporate Purchases
- Supplier Employee Salaries & Wages
- Consumer Purchases
- Corporate Revenue/Profit

Understand what drives your program...

-Is it the Customer(s), Compliance, Culture, Competition?

Connect your mission to the corporate values/mission...

-Will others recognize the connection?

Assess your current state and face the “brutal facts”

-Can you score your company using NMSDC’s 8 Best Practices?

-Conflicting priorities? (Compression/Cost Savings/etc.)

Document your desired state and the strategies that support it...

-Resource requirements (Financial/Human/IT)

-Zero/Zero/Zero inclusion

Core Program Goals	Overall Assessment	Deliverable #1	Deliverable #2	Deliverable #3
Establish Corporate Policy & Top Corporate Management Support		Tier 1 Spend = Corporate KPI	General T&C's language	Sr. Leader/Executive Accountability
Develop a Corporate Minority Supplier Development Plan		GPSC Multi-Year CAP targets	Mandatory Corporate D&I Training	Quarterly Exec. Staff Scorecard Review
Establish Comprehensive Internal & External Communications		Quarterly SD Newsletter & Utilize Communications Team	Quarterly SD Council Meeting	Quarterly SD Website Refresh
Identify Opportunities for Diverse Suppliers in Strategic Sourcing & Supply Chain Management		New Business Awards & RFQ Activity Report	CT Assessment, Matchmaker, & Registration Follow-up Process	Investigate JV/SA
Establish a Comprehensive Minority Supplier Development Process		Supplier Intelligence; Profiles/Dvlp. Plan	5 Point Curriculum & DSDP 3.0	Cross-Functional SME Support & Related Training Program
Establish Tracking, Reporting, & Goal Setting Mechanisms		SMT/BU Scorecard & Review Cadence	SD YE Scorecard Review	Documented Supplier Development Plans
Establish a Continuous Improvement Plan		SD Blueprint Status Review	Monthly Budget/Initiatives Review	2 CAP Reviews/Monthly 1:1
Establish a Tier 2 Program		Standard Scorecard & Review Cadence	Engagement Process w/consequences	Applicable Tier 2 RFQ Target Process (Umbrella Contracts)

Leverage the position/platform...we have a unique opportunity

- Business Acumen, Network, Internal exposure

Remain relevant as a resource.....not a metric menace to society!

- SRM “pain reliever”, vetted solutions, M&A candidate

Set up strategies that are sustainable.....this is bigger than any one of us!

- Build your SD Playbook and prioritize the impactful initiatives

Optimize your network.....no need to reinvent anything at this point!

- Advocacy Groups, IT tools, Industry Groups, Customers, etc.

Hardware, Handshakes, & High-Fives count!

- Celebrate all the wins and recognize the change agents
- Expose the right people to the right events

- ✓ State of corporate D&I
- ✓ Purchasing engagement level (CPO---Buyers)
- ✓ Resource allocation (people, time, budget)
- ✓ Purchasing model (centralized/de-centralized, global/domestic)
- ✓ Corporate/Purchasing scorecard & review cadence
- ✓ Customer requirements & status (link sales & purchasing)
- ✓ IT Tools (website/data management/3rd party outsourcing)
- ✓ Recruit, recognize, and reward advocates (Share the love and losses!)