



MMSDC

Michigan Minority Supplier
Development Council

InFuse

FUSING POWER AND PEOPLE

Corporate Mentoring Program | 2021

WELCOME

- Webinar will take approximately 30 minutes
- All phones are muted – please remain on mute unless asking a question.
- Use the webinar’s chat function to ask questions or technical support.
- Webinar is being recorded to be distributed afterwards.





AGENDA

Overview

Expectations

Curriculum

Assessment

Next Steps

Questions

OVERVIEW

- Corporate member mentoring program
- On-line supplier diversity assessment tool
- Structured, guided-program with an experienced peer advocate
- Based on NMSDC Best Practices
- Mentor and mentee relationship
 - Facilitated conversations
 - Sharing best practices, knowledge and experiences
 - Providing support and advice
 - Collaborating new ideas



EXPECTATIONS

- Follow the Mentoring Program guide
- Complete the on-line MMSDC Supplier Diversity Assessment
- Identify top priorities per best practice
- Be prepared for meetings
 - Share examples
- Schedule mentoring meetings, recommending:
 - nine meetings during a 12-month period
 - 1-hour sessions
 - one-on-one or small groups with other mentors
 - leverage MMSDC and other programs (e.g., workshops, corporation training, CSDP, etc.)
 - In-person meetings preferred, conference calls and/or webinars are acceptable
- Maintain and respect confidential and/or proprietary information
- Complete meeting assessments



Qualifications

Mentee

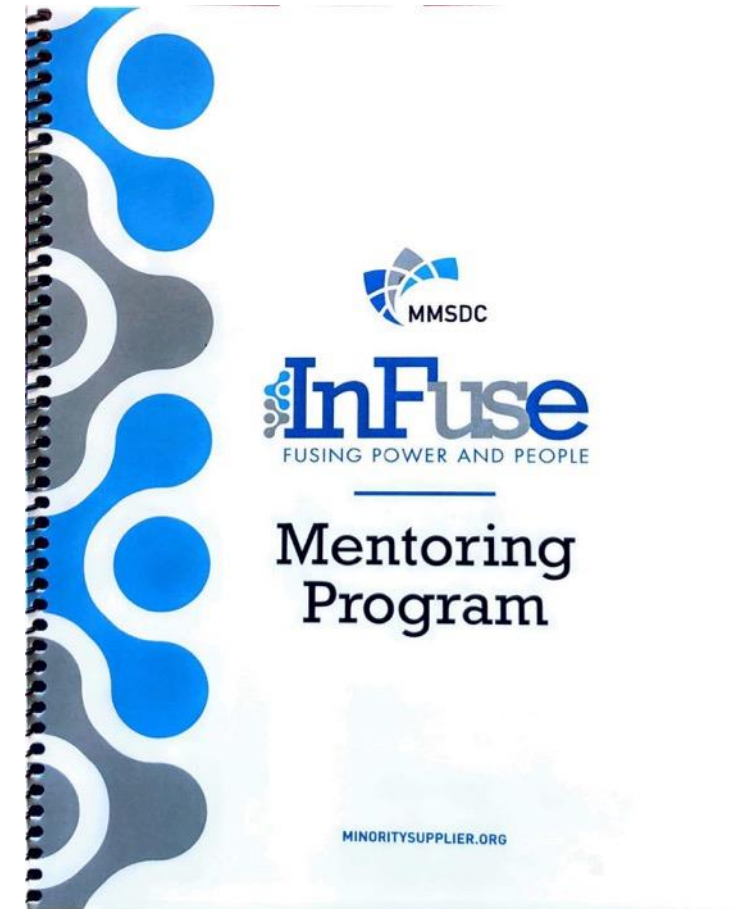
1. Active MMSDC Corporate Member
2. Responsible for a corporate supplier diversity initiative

Mentor

1. Active MMSDC Corporate Member
2. Participates in MMSDC events / activities
3. Minimum three years' supplier diversity and/or procurement experience

CURRICULUM

- Mentoring Program guides the conversations, topics include:
 - Launch Meeting
 - 8 NMSDC Best Practices
 - 4 Emerging Best Practices source: Billion Dollar Roundtable
- Assessment of Current State
 - Identification of Top 3 Priorities
- Ideas / Processes
 - Share Examples
- Measure Progress



ASSESSMENT

- On-line Supplier Diversity Assessment
- Complete with mentor during Launch meeting
- Overall score provided upon completion of survey
- Detailed scores by Best Practice and Measure of Success distributed to mentee within 24 hours
 - Rating System: Red, Yellow or Green
 - Use assessment results to set Top 3 priorities

SAMPLE ASSESSMENT RESULTS

SCORING ■ 5 ■ 3 – 4.99 ■ 0 – 2.99

Question	Score	Average
BP #1: (1/7) The corporate governance body has established a supplier development program as a policy of the corporation	5.00	
BP #1: (2/7) The President/CEO has issued a supplier development policy that articulates the rationale supporting the in	5.00	
BP #1: (3/7) The President/CEO has appointed appropriate full-time staff and resources for supplier development	5.00	
BEST PRACTICE #1: Establish Corporate Policy and Top Corporate Management Support TOTAL		5.00
BP #2: (1/8) The policy is supported by a clearly-stated supplier diversity development business case	5.00	
BP #2 (2/8) Employee reviews (of stakeholders, budget holders, etc.) are tied to performance in developing supplier diversity across the organization	4.00	
BP #2: (3/8) Corporate has an effective, active cross-functional supplier diversity steering committee	0.00	
BEST PRACTICE #2: Develop a Corporate Supplier Diversity Development Plan TOTAL		3.00
BP #3: (1/8) Company-wide awareness of supplier diversity initiative is promoted throughout the organization	5.00	
BP #3: (2/8) Supplier diversity development education is included in all new employee orientation	1.00	
BP #3: (3/8) On-going supplier diversity education is provided to all procurement employees	1.00	
BEST PRACTICE #3: Establish Comprehensive Internal and External Communication TOTAL		1.50

NEXT STEPS

- Sign-up for InFuse
- Look for “You’ve been matched” communication
- Connect with your mentor/mentee
- Review the InFuse Program Guide available on-line
 - [InFuse Materials & Resources](#)
- Schedule Launch meeting within 30 days

The screenshot shows a document titled "Launch Meeting" from the InFuse program. It includes a "Session L" label in the top right corner. The InFuse logo is at the top left, with the tagline "FUSING POWER AND PEOPLE". Below the logo, there are "HELPFUL HINTS" and an "Assessment Score" field. The main content is divided into "Overview", "Agenda", and "Resources". A red bracket on the right side of the "Agenda" section is labeled "Prepare". At the bottom right, there is an "Action Items" section. The footer contains the InFuse logo and contact information for the Corporate Development Committee and Minority Supplier Org.

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Session L

HELPFUL HINTS

- ✓ Mentoring meetings can be conducted one-on-one or in small groups.
- ✓ Consider small group sessions with 1-2 mentor/mentees
- ✓ Utilize MMSDC resources
- ✓ Extend meetings to include CPOs, buyers, or other business partners
- ✓ Share a brief current state of corporate supplier diversity initiative presentation (mentor & mentee)

Assessment Score:

Notes:

Launch Meeting

Overview

1. Introductions
 - Bio / background (mentor/mentee)
2. Review InFuse goals and expectations (mentor)
 - Attendance, participation and engagement
 - Advance corporate supplier diversity initiatives and promote MBE growth
 - Complete surveys as requested
3. Schedule all meetings within a 12-month period (mentor/mentee)

Agenda

1. Complete MMSDC Supplier Diversity Assessment (mentor/mentee)
2. Overview of 8 NMSDC best practices (mentor)
3. Identify and connect to MMSDC Industry Group (mentor)
4. Share supplier diversity current initiatives (mentee)
 - Brief PPT, share examples, reporting structure, etc.
5. Discuss current challenges/barriers (mentee)
6. Share expectations from InFuse (mentee)
7. Invite to events and/or relevant activities (within corporation or external network) (mentor)
8. Review MMSDC events and programs (mentor)
 - Signature Events: MMPC, Golf Outing, ACE Awards (nomination process / application review)
 - MBE Search at minoritysupplier.org/search-for-mbes. Additional fees may apply, review with MMSDC staff
 - Report quarterly MBE Spend / [Unitler](#)

Resources

- MMSDC website
- [InFuse Materials & Resources](#)
- [Council of Supplier Diversity Professionals](#). If not a member, invite to next meeting by submitting a guest application.
- Billion Dollar Roundtable, Inc., [Supplier Diversity Best Practices book](#)
- [NMSDC How to Guide](#)

Prepare

Action Items:

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QUESTIONS



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