

MISSION:

A WORLD OF INNOVATION

Building a Strong Partnership Mentor Protégé Panel

Jennifer E. Cason
Manager, Supplier Diversity
September 29, 2016



Selection Process

- RTN Identification of Candidate Suppliers – Opportunities present themselves differently
 - Critical niche provider and/or technical capability
 - Service Originated
 - Nominated by a Program/Customer
 - Needs Assessment (Mentor and Potential Protégé)
 - Protégé's geographic promity to the Mentor

Mentoring Process

- Five Year Strategy Planning Session
- Annual Planning Meeting
- Semi-annual Program Reviews with Customer and Monthly PMR meetings (*depending on Customer*)
- On-going Progress Meetings based on the Project Time-line
- Team includes Mentor Manager and Core SME Team
- HBCU Support – Examples include:
 - Interns
 - IT
 - Business Development
 - Marketing Strategy/Branding

Guiding Principles Followed by Raytheon as Mentor

- Company leadership must be committed to supplier diversity and DoD/Other mentor-protégé program
- Assign an experienced mentor with passion for supplier diversity and role as mentor
- Mentor must serve as a “coach” and “teacher”
 - Mentor must demonstrate “can do” attitude; know how to get things done!
 - Key mentor skills: flexible/creative problem solver with excellent people/networking skills
- Protégé capabilities/core technology should complement mentor’s needs
- Mentor must fully understand needs of protégé (needs assessment) and implement developmental strategy/plan to address protégés needs
- Mentor-Protégé is a “team sport”!
 - Must have frequent physical presence with protégé
- Mentor must serve as an ambassador for protégé within own company and with other companies
- Make continuous process improvements a foundation of protégés developmental assistance
- Complete reporting and respond to Customer requests in a timely manner

Keys for Mentor: Leadership, Commitment, Teamwork, Open Communication, and Continuous Process Improvements!

Guiding Principles Followed by Protégés

- Demonstrated maximum commitment
- Leadership Team was very responsive to mentor's recommendations in implementing process improvements
 - Mentor and protégé must understand and develop strategic plan for protégé together
 - Mentor and protégé must jointly develop goals and objectives and establish detailed and measureable technical developmental assistance plan
 - Protégé must listen to mentor and follow through on agreed actions
- Mentor-Protégé is a “team sport”!
 - Finding the right Mentor is key
 - Protégé must dedicate time to help mentor learn protégé business
 - Constant and consistent communication between mentor and protégé (phone and email are good – physical presence is better)
 - The mentor is the “coach for the team
- Build collaborative relationships through trust
 - Mentor and protégé must be direct and honest with each other
 - Must take risks together (and still make good business decisions)
- Continuous process improvements must be key strategy of mentor-protégé agreement
 - Protégé must be open-minded and embrace necessary change

Keys for Protégé: Leadership, Commitment, Teamwork, Open Communication, and Continuous Process Improvements!

Important Points

Points to think about up-front

- Good communication between Mentor & Protégé
- Compatibility of Mentor & Protégé
- Subcontracting Expectations
- Realize Limitations of geographic location
- Awareness of possible expense to Protégé
- There are non-reimbursed costs for both the mentor and the protégé
- The Mentor-Protégé Proposal is developed between the mentor and the protégé
- Requires commitment and dedicated time to manage

Communication, Compatibility and Commitment are key to a successful Agreement!