



Establishing a Supplier Diversity Program

Having created a successful supplier diversity program at a multi-national pharmaceutical company, and now helping other companies to create their own programs, I can help you create a supplier diversity program tailored to your company needs and strategic imperatives. We will work together to achieve the following goals:

- Articulate the business case for supplier diversity, including ROI calculation and Economic Impact data and revenue enabling as rationale for strong program support.
- Establish responsibilities for having a supplier diversity program
- Identify diverse categories to track
- Create the program with company designated supplier diversity lead or we can serve as consultant and “general contractor”
- Use state-of-the-art, third-party data enrichment services, we will have your company spend data scrubbed and enriched to identify real time diverse spend, by using department and category (if available).
- Follow a strict but flexible program plan, paying special attention to developing meaningful benchmarks, supplier relationships and metrics.
- Employ results-driven user education and tools to identify diverse suppliers for use in all RFPs, and develop a thriving supplier diversity mindset with all appropriate departments.
- Attend strategic outreach events to identify and recruit the best, diverse suppliers available.
- Create a sustainable program by developing Tier 2 and supplier development options
- Ensure diversity spend goals are ambitious, growth oriented and achievable

SourceOne Innovations, Inc.

Supplier Diversity & Executive Coaching

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Supplier Diversity Services Categories

Company certification needs:

- Review your benefits and value of certification
- Help you learn how to broker your diversity status
- Navigate the best type of certificate(s) to get
- Clarify and process certification documents
- Review the value of registering on customer portals

Company supplier diversity surrogate:

- Prepare documents for submission (e.g. VA sub-contracting plan, etc.).
- Facilitate internal user's education in program
- Interface with support departments (Finance and IT) to provide data analytics support
- Represent company with third party support suppliers
- Represent company at outreach events and contact target companies
- Broker strategic introductions where possible

Staff development and supplier training:

- Train supplier diversity professionals on how to "sell" diversity
- Establish the right kind, and frequency, of timely internal and external communications that support and enhance strategy.
- Enhance communication skills for maximum efficiency and effectiveness.