

## Supplier Mentoring Program Schedule

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April 2004

Mentoring relationships need a project-management approach. This means developing a project plan, schedule / timeline, budget, roles & responsibilities, and goals (success measures)

**Example M/WBE Mentoring Program Milestone Schedule (Gantt Chart)**

TASK	2004 (Qtr 1)	2004 (Qtr 2)	2004 (Qtr 3)	2004 (Qtr 4)	2005 (Qtr 1)	2005 (Qtr 2)
Supply chain analysis	Δ___Δ					
Set M/WBE Mentoring Goals	Δ___Δ					
Select Proteges		Δ_Δ				
TQM Review of Protégé(s)		Δ__Δ				
Prepare Mentoring Plan		Δ__Δ				
Create Support Network		Δ__Δ				
Conduct Program			Δ_____Δ	Δ_____Δ	Δ_____Δ	Δ_____Δ
Measure Results			Δ_Δ	Δ_Δ	Δ_Δ	Δ_Δ

Schedule and cost often go hand-in-hand. For example, having sufficient financial resources means you can pursue an aggressive schedule, the opposite when cash is low. Mentoring costs must be considered. For example, Caremark Rx estimates it can cost between \$15,000 to \$20,000 per year to mentor a M/WBE supplier, not including company staff time. This includes such assistance costs as: Website development, mailings, and training.

Mentoring relationships usually last at least one year. This is the SBA requirement. Relationships can also last much longer. For example, the supplier diversity mentoring program at General Motors in most instances lasts five years or more.

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