

GAME changer Diverse Supplier Development Program

About 3M

3M strives to advance, enhance, and improve every life, every day, through technology, products, and innovation. We are dedicated to driving equitable outcomes through diversity & inclusion and supplier diversity initiatives to make a positive economic impact on diverse suppliers and the communities they serve.

GAME Changer Principles | Our WHY

Purpose

To help generate business opportunities which provide a clear path towards a sustainable and inclusive future of more diverse suppliers for 3M and the communities we serve.

Vision

Suppliers and Mentors will benefit from the opportunity to share, learn, and build a world class Supplier Diversity initiative.

Anticipated Outcome

3M will derive a future pipeline of qualified diverse suppliers capable to meet 3M's future needs.

Growth

Advocacy

Mentoring

Education

GAME changer About the Program

GAME Changer helps build capacity of suppliers through Growth, Advocacy, Mentoring, and Education

- **Growth** – Scaling diverse suppliers' capabilities
- **Advocacy** – building awareness, advocacy, and a pipeline of mentors within 3M to support the economic advancement of diverse suppliers
- **Mentoring** – connecting suppliers and mentors to solve business challenges and develop business capabilities
- **Education** – increasing business acumen and leadership skills through peer engagement and online training modules

Program Overview

How does the program work?

Logistics	Program Duration	Participants
<ul style="list-style-type: none">• Virtual program with online resources and selected 3M mentors.• Program facilitated by Social Justice/Equity in collaboration with 3M Sourcing.• Metrics include surveys and supplier/mentor feedback.	<ul style="list-style-type: none">• 12-month supplier development program	<ul style="list-style-type: none">• Suppliers: Diverse suppliers current and new. Focus on minority business enterprises (Black, Latino, Indigenous) and small business.• Mentors/Consultant (3Mers): Suppliers will be matched with 3Mers across the organization with the desire and skills to coach and help grow a supplier's business.

GAME changer Program Pillars



Mentor / Supplier Connection

Supplier meets once a month for at least one hour with assigned 3M mentor

Tasks assigned for each supplier to complete



Key Learning Sessions

Suppliers have access to leadership and business acumen e-courses

3M experts present various topics related to Sourcing, Marketing, Company Culture, etc.



3M Impact Project

3M employees help suppliers solve and implement a capacity-building challenge in twelve weeks through skills-based volunteering



Supplier Presentations

Diverse suppliers share capabilities with appropriate Sourcing personnel and decision makers

Growth

Advocacy

Mentoring

Education

Mentor Criteria

- Meet once a month with supplier virtually, 1 hour per month for 10 months
- Offer supplier insight and expertise to help solve a business challenge
- Provide supplier with company visibility/connections
- Share personal bio and resume with supplier
- Review supplier presentations and provide feedback
- Minimum of 2 years company experience
- Attend supplier key learning sessions (optional)

Mentor Benefits

- Develop business acumen and experience coaching a diverse supplier
- Drive equity and directly impact economic development in diverse communities
- Provide business development insights and recommendations to executive business leaders
- Help develop a sustainable diversity program and increase sourcing options
- Connect with business leaders external to the organization
- Grow and sharpen your subject matter expertise

Supplier Expectations

- Executive leader of the company to participate in the program
- Participate in 90% of sessions with mentor and/or fellow suppliers for the duration of the program
- Complete all feedback surveys to enhance the program
- Conduct a capability presentation to relevant 3M business group
- Actively participate in key learning sessions presented or facilitated by 3M SME's
- Meet virtually once a month for 12 months with mentor
- Attend two planned events (kick off meeting and graduation ceremony maximum of 3 hours)
- Participate in 3M Impact project

Program Benefits for Supplier



- Virtual one-on-one interaction with a subject matter expert in a specific area of the supplier's business for one hour per month
- Opportunity to present products/services to relevant business groups and decision makers
- Business development insights and recommendations
- Knowledge development of 3M business processes and strategies
- Hands on Leadership learning
- Supplier will be paired with a pro-bono 3M skilled business team to help develop a solution to the supplier's business challenge (3M Impact).
- Online learning courses to help develop business acumen in the areas of leadership and business development
- Mentor and supplier pairings based on assessment of the supplier's needs and the mentor's skillset

Program Duration



- The program will last approximately 12 months
- The supplier will meet virtually, once a month with their mentor, fellow suppliers, or a 3M partner, no more than 1-4 hours per month.
- The program will conclude with a graduation ceremony for all suppliers
- Key learning session dates will be selected based on supplier's availability

GAME changer Timeline

Month 1-3

Month 4-6

Month 7-9

Month 10-12

Mentor/Supplier one on one Sessions (monthly)

Host key learning sessions (one per quarter)

Launch 3M
Impact Projects

Supplier
Presentations to 3M
decision makers

Graduation
Ceremony

Growth

Advocacy

Mentoring

Education

- Executive leader of the organization will participate in the program
- Supplier will provide their 3rd party diversity certification
- Supplier is looking to expand their business and capabilities
- Supplier will apply for the GAME Changer Development Program

Note: Participation in the GAME Changer Development Program is solely for the purposes of education and supplier company growth. Neither the mentor nor supplier will approach their participation in the program with the expectation of new or expanded business contracts or revenue.