



PATHWAYS TO EXCELLENCE

For over 47 years, the Houston Minority Supplier Development Council (HMSDC) has been providing business development programming and services to minority business enterprises (MBEs). HMSDC provides MBEs the opportunity to connect face-to-face with many of America's largest public institutions and private sectors companies and our MBEs have served our corporate members innovatively and with distinction.

MBEs are experts in their fields, applying their skills to delivering products and services with ingenuity to our corporate members; however, corporations and governmental entities still report gaps in MBE capabilities to meet their business requirements. Corporations continue to express the desire for a larger pipeline of MBEs who are equipped to engage large customers and participate in their supply chains.

HMSDC understands it can take many years to build a successful business, which is why a constant pipeline of developing MBEs is needed as others retire or sell their companies. For these reasons, HMSDC has established the Pathways to Excellence Program to ensure a steady stream of developing MBEs are being prepared to meet corporate demands. These MBEs will receive a designation that they meet corporate standards and business requirements that will earn them opportunities to showcase their "readiness" to key business decision makers. The HMSDC enthusiastically offers the HMSDC's Pathways to Excellence Program to MBEs to grow and develop their companies.

Thank you for your participation, and we look forward to being part of your business' growth journey.

Ingrid Robinson
President
Houston Minority Supplier Development Council



THE CHALLENGE FOR MBEs



The Challenge

The standards and requirements of major corporations are complex and evolve continually. Buyers need assurance that suppliers are keeping up with ever changing supplier requirements.

Collaboration between governments, diverse suppliers and corporations is key to a sustainable solution.

What We Propose

An intelligent, intuitive and scalable platform that consolidates both national and international standards and qualification requirements of major corporations and government organizations in one place.

The standards and requirements are organized across six pillars of expertise.

Supporting Your Growth

Participants of this program are often too focused on the operational aspects of their business and could use the expertise of other professionals to build and complete their growth plan. Participants can elect to apply for professional service assistance through the HMSDC Total Business Development (TBD) Program to assist in building their business growth plan. Access the services of MBEs providing professional services to support your businesses development.

The Impact

We transform the landscape for creating opportunities for all stakeholders

- Provide a collaboration framework for government entities, corporations, and diverse suppliers
- Transfer technology & knowledge to diverse suppliers
- Develop diverse suppliers to compete for well-paying projects
- Open new markets
- Facilitate compliance with supplier diversity goals

The 6 pillars

- Necessary to qualify as a supplier with corporations and governmental entities
- Based on global experience and lessons learned
- Protect human life, intellectual property, proprietary information, and the environment

- 1 HSSE
- 2 Cyber Security
- 3 Quality
- 4 Corporate Policies
- 5 Technical Capabilities
- 6 Financials

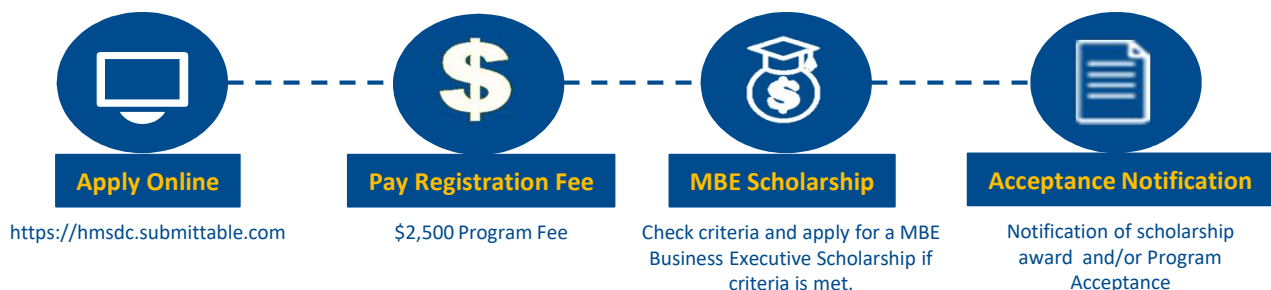
SELF-ASSESSMENT STRUCTURE FOR MBEs



The self-assessment is organized across six pillars. 90+% of the expectations are cross-industry.

1	2	3	4	5	6
HSSE	Cyber Security	Quality	Corporate Policies	Technical Capabilities	Financials
LEADERSHIP AND COMMITMENT POLICIES ORGANIZATION STAKEHOLDERS RISK ASSETS PLANNING EXECUTION MONITORING ASSURANCE	IDENTIFY PROTECT DETECT RESPOND RECOVER	ORGANIZATION LEADERSHIP PLANNING SUPPORT OPERATIONS PERFORMANCE IMPROVEMENT	LEADERSHIP AND COMMITMENT ETHICS ANTICORRUPTION CONFLICT OF INTEREST ANTTITRUST GIFTS AND ENTERTAINMENT HARASSMENT AND DISCRIMINATION ALCOHOL AND DRUGS CORPORATE ASSETS	GENERAL EQUIPMENT AND MATERIALS INFORMATION TECHNOLOGY PROFESSIONAL SERVICES SKILLED LABOR TRANSPORTATION AND LOGISTICS ENGINEERING, PROCUREMENT, AND CONSTRUCTION (EPC) SERVICES	LEADERSHIP AND COMMITMENT ACCOUNTING AND REPORTING FINANCIAL STATEMENTS AND INDICES

Application Process



WORKSHOP AGENDAS

Building MBE capabilities and ensuring baseline requirements are met.

Orientation (1 day)	HSSE Workshop (1/2 day)	Cyber Security Workshop (1/2 day)
<p>Introduction</p> <p>HSSE Overview</p> <p>Cyber Security Overview</p> <p>Quality Overview</p> <p>Corporate Policies Overview</p> <p>Technical Capabilities Overview</p> <p>Financials Overview</p> <p>Wrap-up</p>	<p>HSSE Policy</p> <p>Drug and Alcohol Policy</p> <p>Culture and Leadership</p> <p>Implementation and Stakeholders</p> <p>Risk Management</p> <p>Emergency Plans and BCPs</p> <p>Permits, Hazards Id, Stop and Intervene</p> <p>Performance Monitoring and Audits</p>	<p>Cyber Security Policy</p> <p>Culture and Leadership</p> <p>Inventories (IT, Telecom, SW)</p> <p>Identities and Credentials</p> <p>Access Management</p> <p>Data Protection and Log Records</p> <p>Monitoring and Analysis</p> <p>Response and Recovery Plan</p>
Quality Workshop (1/2 day)	Corporate Policies Workshop (1/2 day)	Financials Workshop (1/2 day)
<p>Quality Policy</p> <p>Culture and Leadership</p> <p>Scope and Issues</p> <p>Risks and Opportunities</p> <p>Resource Management</p> <p>Review and Communication Processes</p> <p>Monitoring and Measurement</p> <p>Continuous Improvement</p>	<p>Leadership and Commitment</p> <p>Ethics Policy</p> <p>Anticorruption Policy</p> <p>Antitrust Policy</p> <p>Gift and Entertainment, and COI Policies</p> <p>Harassment Policy</p> <p>Diversity and Inclusion Policy</p> <p>Corporate Assets Policy</p>	<p>Financial Policy</p> <p>DOAG and Segregation of Duties</p> <p>Accounting and Reporting</p> <p>Financial Statements and Indices</p>
Technical Capabilities (1/2 day)		
<p>Project Management</p> <p>Change Management</p> <p>Key Concepts, Processes and Tools</p>		

For more information, email us at: MBEdevelopment@HMSDC.org



www.HMSDC.org

Copyright 2020 Blue Wave. All rights reserved.