

CenterPoint Energy MWBE Mentoring General Guidelines

CenterPoint Energy adopted mentoring guidelines implemented by the Houston Minority Business Council with minor adjustments for conformance to CenterPoint Energy's corporate culture.

MWBE Mentoring Benefits

Better understanding of corporate requirements
Exposure and access to corporate resources and expertise
Enhanced capabilities and skills
Growth

Corporate Mentoring Benefits

Build stronger relationships with diverse suppliers
Develop suppliers in ways that benefits the company
Potential increase in supplier and resource base
Economic and community enrichment
Satisfies supplier diversity outreach and development component

Sample of Protégé Needs For Corporations to Mentor

Business Plan Development, Marketing Plan, Relationship Building, Procurement -Bid Process, Job Costing & Controls, Technical Development, E-Commerce Assistance, Web-Page Design, Public Relations, HR Training, Financial Analysis/Planning, Compliance, Quality Improvement, Project Planning, Opportunity Expansion, Sales Training, Information Technology, Management Training, etc.

Mentoring Process

Phase 1- Determine Criteria

MWBE candidates determine areas of need/assistance after conducting self-audit/needs assessment

Corporations identify area or areas it can provide mentoring assistance

The Houston Minority Business Council (HMBC) evaluates the diverse supplier needs as identified by the needs assessment conducted by diverse supplier.

Phase II -Selection Procedure

HMBC and corporations evaluate training and mentoring that can be provided.

HMBC submits candidates to corporation based on the diverse supplier needs and the company's desired area of mentoring.

CenterPoint Energy's Supplier Diversity organization and the diverse supplier candidates meet and discuss mutual goals

CenterPoint Energy's Supplier Diversity organization makes candidate recommendations to CenterPoint's MWBE Advisory Council.

CenterPoint Energy selects mentor protégé (s) finalist and notifies HMBC

HMBC facilitates a meeting with finalists and CenterPoint Energy to review and understand needs and expectations by both parties.

After the meeting, CenterPoint Energy notifies HMBC of their selection of mentor protégé.

Phase III - Begin Partnership

CenterPoint Energy and diverse business supplier review mentoring procedures and begin to draft a plan of action.

Timelines and checkpoints are built and a CenterPoint Energy corporate point person is established.

Progress is reported to CenterPoint Energy's MWBE Advisory Council as often as needed.

The mentor protégé is invited to make presentations to CenterPoint Energy's Advisory Council regarding their mentoring experience.

Mentor protégé is encouraged to submit recommendations to CenterPoint Energy for mentoring process improvements.

Examples of Mentoring Successes

Tejas Office Products -- E-Commerce enhancements (Information Technology)

ABC Tree Service Inc -- Utility Tree Trimming (Opportunity Expansion)

Turkco - Underground locating conversion from telephone cable locator to electric, gas, cable, and telephone locator. (Opportunity Expansion and Relationship Building)

Envirostudy International - Mentored to compete in Energy Efficiency Programs (Opportunity Expansion and Bid Processing)

Posey Speaker's Bureau - Web-site design (Information Technology)

