

Global Tier 2 Toolkit

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Overview

The Global Tier 2 Toolkit was developed to assist corporate members with growing Tier 2 efforts beyond US borders, providing a guideline and best practices sharing from successful corporate global initiatives. As procurement and tracking efforts vary by company, this is not meant to be an exhaustive list, but provides key information and strategic guidance.

Thank you to IBM and WEConnect International's Best Practices Committee Members for their input and guidance.

Items to have in-place prior to going global:

- A well-established Tier 2 effort with US prime suppliers
- Resources to develop a sustainable global Tier 2 effort
- A functional global Tier 1 supplier diversity initiative
- A corporate policy which includes global Tier 2 initiatives
- Active senior leadership support for global Tier 2 efforts
- Data reporting system to capture non-US Tier 2 spend

Suggested Action Steps:

- Establish a strategy around Tier 2 reporting
 - Will there be a pilot? If yes, which countries and commodities will be included?
- Establish goals for Tier 2 non-US spend
- Review and develop Tier 2 RFP and contract language
- Develop internal and external communications plan and training materials

Suggested Action Steps, continued:

- Survey primes to determine if there is an existing program or if it is new
- Develop external trainings for suppliers, in the following categories:
 - Suppliers with established supplier diversity and inclusion efforts
 - Suppliers without formal supplier diversity and inclusion efforts
- Conduct prime recruitment

Suggested Action Steps, continued:

- Incorporate Tier 2 results in prime suppliers' performance scorecards
- Work with supplier diversity and inclusion focused NGOs such as WEConnect International
- Work with underperforming supplier to improve

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