

# SUPPLIER SPRINGBOARD

INCREASING EQUITY IN CORPORATE SUPPLY CHAINS

PROGRAMME OVERVIEW



## INTRODUCTION

**BUD Leaders** is a Black-led social enterprise **disrupting the landscape of leadership** using fun and transformative training **to achieve greater equity for Global Majority women**. Through tailored facilitated workshops, accredited training, consultancy, mentorship and coaching programmes and events, BUD develops inclusive leaders that are ready to disrupt traditional power structures and empower those around them.

We are launching a new programme that serves to further our mission of bridging the gap between Global Majority-led SMEs and corporates and trusts. The Supplier Springboard is a 12-month programme that is designed to increase equity in corporate supply chains.

### Why Supplier Springboard?

Less than 1% of corporate spend goes to Black-led businesses. This is simply not good enough. We believe that greater equity for Global Majority women can only be achieved if the system is changed. We must inspire new ways of thinking and dare to learn new ways of doing things.

This is why **Supplier Springboard** serves all actors: grassroots organisations, SMEs, corporates and trusts. BUD's mission is to bridge the gaps that exist between these groups by facilitating a greater understanding of each other's needs and fostering new networks.

The training, mentorship, and networking opportunities offered in this programme will foster better collaboration and enhance the diversity and quality of corporate supply chains.



## PROGRAMME OUTCOMES



Small to  
Medium  
Enterprises  
(SME)

As an **SME**, Supplier Springboard will support you to discover how to make your business ready to supply larger organisations, access investment and grow your business in a sustainable way

- Increased access to resources that drive growth
- Supply chain readiness
- Improved leadership ability
- Improved resilience and sustainability



Large  
Organisations  
(LO)

As a **large organisation**, Supplier Springboard will support you to discover how to revolutionize your supply chain dynamics, foster inclusivity, and achieve greater social impact through working with Global Majority-led SMEs

- Stronger social impact through sharing of resources that drive growth
- Better understanding of the challenges that SMEs face in the supply chain
- Deeper awareness of the link between DEI and productivity
- Improved leadership ability
- Greater confidence to be a catalyst for change within an organisation



EQUITY



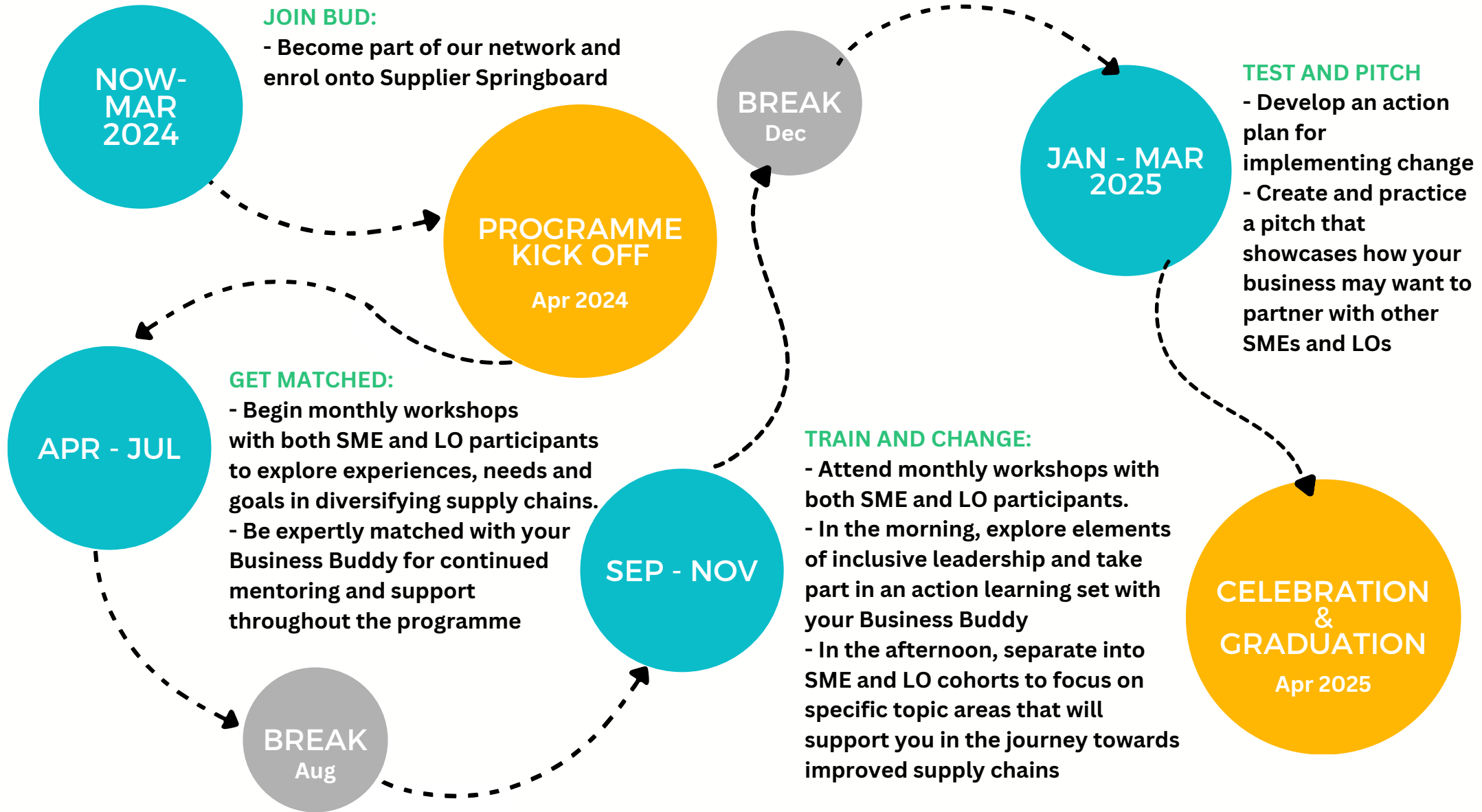
INEQUITY

## SUPPLIER SPRINGBOARD AT A GLANCE

- 🍃 Commitment **1 day a month from April 2023 - April 2024**
- 🍃 Attend **10 in-person transformative workshops** with a cohort of SME and corporate participants
- 🍃 Participate in up to **25 hours of monthly mentorship sessions** with a dedicated Business Buddy, driven by a shared commitment to diversify supply chains
- 🍃 Evolve and grow your **inclusive leadership skills**
- 🍃 Access practical tools and resources to help develop your business, including reviewing your **policies, systems and operations** using exclusive BUD models
- 🍃 Access support to create an **action plan for change** within your organisation
- 🍃 **Trial new ways of working** by testing and pitching your ideas to and with your cohort
- 🍃 **Site visits** to both a corporate business and a partner SME to gain first-hand insights
- 🍃 Access up to 8 hours of guidance from **expert business consultants** tailored to your unique growth objectives
- 🍃 **SMEs**, you'll have access to our **BUD Supplier Checklist** to showcase that your business is ready to supply large organisations and access investment
- 🍃 **Large organisations**, you'll have an **impact report quantifying the social value** you have added through taking part in the programme

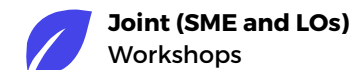











## PROGRAMME TIMELINE













# PROGRAMME SYLLABUS











MONTH	AM WORKSHOP	DESCRIPTION	PM WORKSHOPS	DESCRIPTION
APR	<b>Spring Start</b> 	Welcome to Supplier Springboard! As we launch and commence this exciting journey, make the connections and meet the cohort. Take the first steps on the path to improved supplier readiness and diversity.	<b>Bridging Stories, Building Bonds</b> 	Everyone has different experiences of growing in business and accessing resources. Through this experiential workshop, we will explore the power of storytelling. Your story is significant in helping to bridge the gap between large organisations and SMEs. We'll create connection and empathy by listening, learning and looking forwards together.
MAY	<b>Power and Diversity</b> 	Who has the power? In this full day session we will be brave, and address the challenges surrounding power and authority, specifically in the realm of business.	<b>Power and Diversity (Part 2)</b> 	We'll continue our conversations about power and diversity in the afternoon. We'll use fun, experiential and transformational activities to explore the dynamics and diversity in power. What needs to shift to support more fairer procurement?
JUN	<b>Vision for Change</b> 	Vision is a picture of a preferred future. What are you dreaming about? What does positive change look like for you in your business? In this session, you'll be supported to write down your vision and 3-year business plan. Begin to explore the alignment of your unique vision with potential partners as we begin to facilitate the matchmaking process between large organisations and SMEs.	<b>The Corporate Way: The Introduction</b> 	Come together to share learning about building relationships with corporates and other large organisations. In this session, participants will share top tips on clear business modelling, corporate language and effective networking.
JUL	<b>Matchmaking</b> 	Share your vision for creating equity in supply chains with your cohort. Through our matchmaking service, you'll be introduced to your Business Buddy who will work with you throughout the duration of the programme towards your joint vision.	<b>The Corporate Way: Improving your Policies</b> 	Large Tier 1 organisations require SMEs to have certain policies in place before they are onboarded as a supplier. Get ahead of the curve by learning more about how to improve your policies and bid for new contracts. In this session, we'll also look at how to create a strategy for sustainability.
			<b>SHIFT: Infrastructure</b> 	Module 1: Process Explore what has been working well and areas need to change in your company's processes. We'll understand the loops and dimensions of the system we are trying to change, and discover methods to make interaction and processes more accessible and attractive for diverse suppliers.
AUG	<b>BREAK</b>			

MONTH	AM WORKSHOP	DESCRIPTION	PM WORKSHOPS	DESCRIPTION
SEP	<b>People Centric Leadership</b> 	It is essential for us to be proactive about taking ownership of our own wellbeing as leaders. This session will outline why wellbeing is important on the journey towards business growth and explore tools and techniques to become a more healthy leader. We'll also explore different types of leadership and how this can affect you and others in the workplace. Also in this session, you'll meet with your Business Buddy for your first Action Learning Set where you will brainstorm solutions and implement real change.	<b>The Corporate Way: Structuring your People</b> 	In this session, you'll learn about governance. We'll answer questions such as: What are the recommended requirements for your governance structure when working with larger organisations? What are the necessary steps to meet those requirements, and what other support is on offer?
			<b>SHIFT: Infrastructure – People</b> 	Module 2: People Using frameworks and design tools, we'll dig deeper into how to measure the effectiveness of your people structures in procurement. Who is involved in and what roles do they play? Who else will need to be involved? How will you get buy-in?
OCT	<b>Power Together</b> 	Trialling new partnerships in supply chains requires new approaches. Consider how you can use your leadership style to empower others and innovate together. You'll also take part in your second Action Learning Set with your Business Buddy.	<b>Workplace Safari</b> 	After meeting with your Business Buddy over several months, here you'll get to see them in action! Visit your Business Buddy in this workplace safari. Understand how they operate, what makes them successful and how the culture influences their decision making.
NOV	<b>Building Resilience after Setbacks</b> 	Sometimes you don't always get the response you were hoping for. Board members may reject your idea to diversify areas of your business. Clients may not decide to close the deal in working with you. In this workshop we'll explore what you can do if your aims to diversify supply chains falls short. You'll also have your third Action Learning Set with your Business Buddy.	<b>Workplace Safari</b> 	In this second safari, this time, the roles will be switched, and you will invite your Business Buddy to your workplace. What can we learn from the differences in how you both work?
DEC	<b>BREAK</b>			
JAN	<b>Shared Decision Making</b> 	Dig deeper into decision making methods. How does your business currently make decisions? Is there a more inclusive or effective way this can be done? In this session we'll learn new ways to include all voices in decision making and host collaborative circles. You'll also take part in your fourth Action Learning Sets with your Business Buddy	<b>The Corporate Way: Securing the Bid</b> 	Improve your business finance strategy through social investment, fundraising and bid writing – the corporate way! Explore your strengths and weaknesses in this area and learn techniques to help you sustain your business in the long run!
			<b>SHIFT: Infrastructure</b> 	Module 3: Plan What actions need to take place at your company to transform and revolutionise how you work with SMEs? In this session, we will model this out, with clear, tangible steps and risk assess it by considering cause and effect.



MONTH	AM WORKSHOP	DESCRIPTION	PM WORKSHOPS	DESCRIPTION
FEB	<b>Pitch Perfect</b>  	With all the things you have learned throughout the year, this is your opportunity to bring it together into a single pitch. Map out what changes your organisation will implement, how you wish to work together, and articulate your offer clearly and concisely.	<b>The Corporate Way: Marketing your Business</b>  	In this session, you'll learn about marketing and branding through a corporate lens. Here, we'll discuss the important areas of your business to highlight when working with larger organisations and how to position yourself as a desirable supplier.
		You'll also have your final Action Learning Set with your Business Buddy in this session.	<b>SHIFT: First – Prioritise</b>  	Module 4 : Prioritise Here, we'll explore questions such as: how can we ensure we take the best next step? What will create the most impact? What are the most important elements that need to be developed to create more diverse supply chains and meet ambitious targets?
MAR	<b>The Corporate Way: Managing your Cashflow</b>  	Larger organisations can sometimes propose longer payment timelines than you might be used to. In this session, we will consider how best to manage your budget and cashflow with larger organisations and contracts in mind. We'll also continue to explore social investment and the necessary steps you need to grow your business.	<b>Pitch Practice</b>  	SMEs! Get feedback from your peers and procurement professionals about your pitching style and content. Practice and improve together in preparation for the graduation where you'll do it to a bigger audience of potential clients.
	<b>SHIFT: Test</b>  	Module 5: Test The best way to learn is to do. It's time to take action, test, reflect, refine and test again. Testing something new will always feel a little bit unsafe, however there is always something to learn together through this process. Innovation will be waiting on the other side! We will maximise the benefits of this approach by testing out new systems		LOs! Support your Business Buddy and other Global-Majority Led SMEs to create a pitch that your company would typically accept. Use your expertise to create a long-lasting social impact for growing SMEs.
APR	<b>GRADUATION AND CELEBRATION</b>			

## MEET THE TEAM



### **GEORGINA WILSON**

**CEO and Founder of BUD  
Master Facilitator - SHIFT**

[georgina@budleaders.org](mailto:georgina@budleaders.org)

Georgina has years of experience as a Community Organiser, Programme designer, Project Manager, Systems thinker, Facilitator, Host and Coach. Her qualifications include, Certificate in Community Organising, Level 5 Certificate in Social Enterprise Support, Certificate in Coaching and Introduction to Project Management, Award in Education and Training, GNVQ in Business Management.



### **LEE STEPHENS**

**Director of Programmes  
Master Facilitator - Leadership**

[lee@budleaders.org](mailto:lee@budleaders.org)

Lee uses practices such as art of hosting, appreciative inquiry, theory U and embedding community organising principles when delivering a session. Lee has been a facilitator and public speaker for over 15 years and has been designing and delivering training content including workshops and online courses and bespoke content for clients for the last several years.



### **KADISHA JAMES - FERGUS**

**Portfolio Manager  
Lead Facilitator for SMEs**

[kadisha@budleaders.org](mailto:kadisha@budleaders.org)

Kadisha is an expert facilitator and project manager who is passionate about wellness, community and fairness. She is a JNC qualified youth worker and has supported hundreds of organisations across London to create more diverse, equitable and sustainable decision-making structures within their organisations and local communities through engaging workshops and business support.

## MEET THE TEAM



### **KATHERINE KOTZ**

**Portfolio Manager  
Lead Facilitator for LOs**

[katherine@budleaders.org](mailto:katherine@budleaders.org)

Katherine is excellent at facilitating the exchange of skills and ideas for positive change. She has extensive experience in project management, primarily in theatre and film where she specialised in bringing artists together to collaborate around a social goal. Katherine's focus is to create an environment where people can access their inner strength, playfulness and creativity.



### **TOLU ASHIRU**

**Project Officer / Lead  
Facilitation Support**

[tolu@budleaders.org](mailto:tolu@budleaders.org)

Tolu has a background in creative arts and design and is passionate about using those skills to help provide solutions to challenges and drive positive change. She also has skills in project management and facilitation. She has a qualification in Youth Work, Informal Education and Community Learning and Development and has worked with young people, across schools in London for the past decade.



### **CORAZON BAGUMA**

**Engagement Officer  
Facilitation Support**

[corazon@budleaders.org](mailto:corazon@budleaders.org)

Corazon Baguma is the Engagement Officer at BUD, helping to spread our message and vision. She has extensive experience in events, operations, logistics management, and the community development sector. Corazon is passionate about working with non-profits, social enterprises and organisations concerned with the greater good.

# LARGE ORGANISATIONS PRICELIST

No of spaces on programme	1	2	5	RECOMMENDED	
				10	20
Annual Partnership with BUD	✓	✓	✓	✓	✓
Access to a diverse network of SMEs	✓	✓	✓	✓	✓
Sponsorship mention on social media	✗	✓	✓	✓	✓
Impact Report upon completion	✗	✗	✓	✓	✓
Inclusive Leadership Training	✗	✗	✗	✓	✓
Additional Systems Change Consultancy	✗	✗	✗	✗	✓
<b>Price</b>	<b>7.5k + VAT per delegate</b> (to participate or to sponsor an SME)				

## SMALL TO MEDIUM ENTERPRISES PRICELIST

We would like to promote equity by offering free or subsidised spaces for Global Majority-led SMEs on Supplier Springboard. To take part in the programme there are:

**15 SPONSORED  
SPACES**

**FOR THE REMAINING 5 SPACES, SMES WILL BE ASKED TO PAY THE  
SUBSIDISED RATE OF £3500 PER DELEGATE FOR THE FULL PROGRAMME.**

## REGISTER YOUR INTEREST



SMEs, register your interest by scanning the QR code or via:  
**SME Supplier Springboard ROI**

[Kadisha@budleaders.org](mailto:Kadisha@budleaders.org)  
(for SME and general enquiries)



LOs, register your interest by scanning the QR code or via:  
**LO Supplier Springboard ROI**

[Katherine@budleaders.org](mailto:Katherine@budleaders.org)  
(for LO enquiries)



[www.budleaders.org/supplier-springboard](http://www.budleaders.org/supplier-springboard)

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