



Department of the Navy - Office of Small Business Programs  
**23rd Annual NAVY Gold Coast Small Business Symposium**  
San Diego, CA

## **Success with the DoD Mentor Protégé Program**

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August 23, 2011



| Report Documentation Page                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                    |                                     |                                                           | Form Approved<br>OMB No. 0704-0188                  |                                 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-------------------------------------|-----------------------------------------------------------|-----------------------------------------------------|---------------------------------|
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| 1. REPORT DATE<br><b>23 AUG 2011</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                    | 2. REPORT TYPE                      |                                                           | 3. DATES COVERED<br><b>00-00-2011 to 00-00-2011</b> |                                 |
| 4. TITLE AND SUBTITLE<br><b>Success with the DoD Mentor Protege Program</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                     |                                                           | 5a. CONTRACT NUMBER                                 |                                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                    |                                     |                                                           | 5b. GRANT NUMBER                                    |                                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                    |                                     |                                                           | 5c. PROGRAM ELEMENT NUMBER                          |                                 |
| 6. AUTHOR(S)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                    |                                     |                                                           | 5d. PROJECT NUMBER                                  |                                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                    |                                     |                                                           | 5e. TASK NUMBER                                     |                                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                    |                                     |                                                           | 5f. WORK UNIT NUMBER                                |                                 |
| 7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)<br><b>Science Applications International Corporation,1710 SAIC Drive,McLean,VA,22102</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                    |                                     |                                                           | 8. PERFORMING ORGANIZATION REPORT NUMBER            |                                 |
| 9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                    |                                     |                                                           | 10. SPONSOR/MONITOR'S ACRONYM(S)                    |                                 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                    |                                     |                                                           | 11. SPONSOR/MONITOR'S REPORT NUMBER(S)              |                                 |
| 12. DISTRIBUTION/AVAILABILITY STATEMENT<br><b>Approved for public release; distribution unlimited</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                    |                                     |                                                           |                                                     |                                 |
| 13. SUPPLEMENTARY NOTES<br><b>Presented at the 2011 Navy Gold Coast Small Business Conference, 22-24 Aug, San Diego, CA.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                    |                                     |                                                           |                                                     |                                 |
| 14. ABSTRACT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                    |                                     |                                                           |                                                     |                                 |
| 15. SUBJECT TERMS                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                    |                                     |                                                           |                                                     |                                 |
| 16. SECURITY CLASSIFICATION OF:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                    |                                     | 17. LIMITATION OF ABSTRACT<br><b>Same as Report (SAR)</b> | 18. NUMBER OF PAGES<br><b>15</b>                    | 19a. NAME OF RESPONSIBLE PERSON |
| a. REPORT<br><b>unclassified</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | b. ABSTRACT<br><b>unclassified</b> | c. THIS PAGE<br><b>unclassified</b> |                                                           |                                                     |                                 |

# Success with the DoD Mentor Protégé Program



## Introductions

### Vernon M. Reid, P.E.

- BSCE, MSCE
- Registered Professional Engineer.
- 40 Years Engineering and Management Experience.
- 35 Years as Project Manager.
- 30+ Years as Program Manager.
- 30+ Years as Federal Business Development Lead/Manager.
- 35+ Years as Mentor to Small Businesses.
- Part of SAIC's Mentor Protégé Program –
  - Recipient of 2011 Nunn-Perry Award for SAIC/ERRG MPA

# Success with the DoD Mentor Protégé Program



## Who We Are

### Science Applications International Corp. (SAIC)

- **SAIC** is a FORTUNE 500® scientific, engineering, and technology applications company that uses its deep domain knowledge to solve problems of vital importance to the nation and the world, in national security, energy and the environment, critical infrastructure, and health. For more information, visit [www.saic.com](http://www.saic.com). SAIC: From Science to Solutions®
- Former SB - Founded in 1969 with 5 employees in 1 office.
- Today > 43,000 employees and 500 offices in 45 countries.
- A FORTUNE 500® Scientific/Engineering/Technology Applications Co.
- \$11.1 B 2010 Revenue => 40+ years of solid growth.

# Success with the DoD Mentor Protégé Program



## Who We Are

Science Applications International Corp. (SAIC)



# Success with the DoD Mentor Protégé Program



## Recognizing the Importance of SB Partners to SAIC's SUCCESS.

- **SAIC SB Subcontracting in 2010 > \$2.2B ~ 20% of Total Revenue.**
- Multiple Protégés under the DoD SB M-P Program.
- Received 13 DoD Nunn-Perry Awards for M-P Excellence.
- 3 SBA Frances Perkins Vanguard Awards.
- The SBA Dwight D. Eisenhower Award for Excellence.

# Success with the DoD Mentor Protégé Program



## Why Are We Interested in Small Businesses?

### Importance of SMALL BUSINESSES to the U. S. Economy

#### Small Businesses\*

- Make up **> 99.7%** of all U.S. Employers.
- Generate **> 50%** of nonfarm U.S. GDP.
- Employ **> 50%** of all private sector workers in the U.S.
- Employ **> 40%** of engineers, scientists, and other high tech workers.
- Pay **45%** of U.S. Private Payroll.
- Produce **> 13 times** more patents/employee than larger patenting firms.
- **Created 60 - 80% of all new U.S. jobs annually in past decade.**

\*<http://www.smallbusinessnotes.com/aboutsb/sbfacts/sbimportance.html>

# Success with the DoD Mentor Protégé Program



## Why Are We Interested in Small Businesses?

### Importance of SMALL BUSINESSES to SAIC

*SAIC's Commitment to Small Businesses is an Integral Part of Our Foundation.*

#### Small Businesses

- \$2.2 B in Small Business Subcontracting in FY 2010 ~ 20% of Annual Revenue.
- 10,000+ small businesses registered to do business with SAIC.
- Provide us with key technical and business expertise.
- Helps us extend our technical reach and expand our Team capabilities.
- Allow us to leverage our own critical resources thru teaming.
- Provide us with introductions and access to New:
  - Clients
  - Customers
  - Technologies
  - Services
  - Markets.

# Success with the DoD Mentor Protégé Program



## Some Key Attributes of a Successful DoD Mentor Protégé Program

- **The Right Protégé.**
- **An Effective Plan of Action.**
- **Effective and Ongoing Communications.**
- **Focus on Lasting Relationships.**

# Key Attributes of a Successful Mentor Protégé Program



## Selecting the Right Protégé.

### What Are We Looking For in Select Small Businesses?

- Financially stable w/capable and forward looking management.
- Good working knowledge of our Clients/Customers.
- Good working knowledge of other Clients/Customers.
- Demonstrated solid technical competencies.
- Cost-competitive.
- Compatible with us.
- Can benefit from our expertise and Client base.
- Can benefit us with their expertise and Client base.
- Address key Client/Customer objectives and needs.

# Key Attributes of a Successful Mentor Protégé Program



## Developing/Implementing Effective Plan of Action.

- Crucial to the overall success of the MP Agreement.
- Basically lays out a road map:
  - Delineates objectives.
  - Defines activities required to complete the objectives.
  - Provides a timeline.
- Developed and agreed to by:
  - The Mentor.
  - The Protégé.
  - The Sponsoring DoD Agency.
- Implemented by the Mentor and Protégé as a Team.
- Oversight provided the DoD Sponsor and DCMA.

# Key Attributes of a Successful Mentor Protégé Program



## Developing/Implementing Effective Plan of Action.

- Reasonable relative to support to be provided by the Mentor.
- Reasonable relative to commitment by the Protégé.
- Reasonable in terms of the timeframe of the agreement.
- Needs to be specific.
- Has to be embraced not only by the Protégé and Mentor, but also by the Sponsoring DoD Agency.
- Needs to be worked proactively and continuously.
- Anticipate changes:
  - Plan needs to be flexible to accommodate changes.
  - All parties need to agree to and sign off on the changes.

# Key Attributes of a Successful Mentor Protégé Program



## Effective and Ongoing Communications.

- From start to finish and beyond.
- Should be established/in place prior to the start of the MP Agreement.
- Between the Mentor and Protégé, Protégé and Mentor.
- Between the Mentor, Protégé and the DoD Sponsor.
- Frequent scheduled calls for much of the first year.
- Face to face meetings.
- Biweekly or monthly calls or meetings in out years.
- Want to maintain the communications after the agreement is over.

# Key Attributes of a Successful Mentor Protégé Program



## Focus on Lasting Relationships.

- Recommend when considering a Mentor Protégé relationship you look well beyond the limited term of the MP Agreement.
- A true measure of success beyond the achievements made during the MPA period is how your 2 firms relate 5, 10, 15, 20 years beyond the end of the agreement.

# Key Attributes of a Successful Mentor Protégé Program



## Benefits - Mentor

- Development of long term strategic SB partner.
- Strengthening of our overall SB program.
- Potential access to new Clients, Customers, Solutions, Markets.

## Benefits – Protégé

- Development of long term strategic LB partner.
- Knowledge transfer.
- Marketing/business development improvements.
- Access to new Clients, Customers, Solutions, Markets.

## Benefits – Sponsor

- Enhanced Capabilities to Support DoD and the Warfighter.
- Strengthening of the overall DoD SB Program.

# Key Attributes of a Successful Mentor Protégé Program



**Thank You!**

*Vernon M. Reid, PE*

*SAIC*

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**QUESTIONS?**

[www.saic.com](http://www.saic.com)