Mentor-Protégé Program

Harris Participates in the Mentor Protégé Program

Harris is a dedicated proponent of establishing and maintaining Mentor-Protégé relationships. Harris is a skilled mentor with expertise in a variety of areas, and fully aware of the importance of supporting Small Business, as well as providing expert guidance to them. This practice ensures that the Small Business is poised to provide a more comprehensive set of technical and professional services that will consistently exceed the expectations of Harris, the customers we serve and the customer base of the Small Business concern. In time, it is envisioned that the Small Business will, by virtue of the Mentoring relationship, be mature enough to prime contracts and, team with and subcontract based on contract applicability.

Formal Agreements

Harris is a U.S. Government approved Mentor in the following Mentor-Protégé Programs

- National Geospatial-Intelligence Agency (2011) - Harris GCS
- Dept of Veterans Affairs (2010) - Harris Healthcare
- Dept of Health & Human Services (2011) – Harris IT Services
- Dept of Homeland Security (2011) – Harris IT Services
- Dept of State (2011) - Harris IT Services
- Federal Aviation Administration (2015) – Harris (Exelis IS)
- Small Business Administration (2015) – Harris IT Services

The DoD Mentor-Protégé Program at Harris

Harris is an approved Mentor in the DoD Mentor-Protégé Program. Since the late-1990’s Harris has been a participant of the DoD Mentor-Protégé Program and provided developmental assistance to Protégé firms in the following areas: quality & preproduction engineering; material and inventory planning; ISO / AS9100 certification; skills training; marketing communications; contract and financial management and planning; organizational management; overall business management and planning; business development; technical assistance and support; human resources assistance; security support; rent-free use of facilities and/or equipment.
Informal Mentoring

Informal Mentoring at Harris

Harris has a best practice to engage in mentoring relationships with existing small business suppliers and provide hands-on assistance to strengthen technical and process capabilities. Examples of informal mentoring include: provide software licenses; teach how to utilize software in new domain; guide how to establish document to process (e.g. CMMI); support the Small Business (SB) with Harris manufacturing, test, and qualification of the SB’s products; assist with development of GSA Schedule; invite to attend Harris scheduled training (e.g. EVMS); provide LEAN training; offer office space located at Harris facilities in order to collaborate on production activities, and mentor the SB on proposal activity processes; introduce to Harris business areas / Harris customers via joint booth with Harris at Conferences / Events / Technical Forums; introduce to Harris customers via Diversity Events and Conferences; host or sponsor marketing differentiators training utilizing DoD funded Procurement Technical Assistance Centers and SBA funded Small Business Development Centers.

About the Mentor Protégé Program

The Mentor Protégé Program is a Federal Government outreach program designed to encourage large prime contractors to develop technical and business capabilities of Small Business concerns to enable them to compete more effectively for U.S. Government-related work. (see note)

Many federal agencies have mentoring programs; and, participation by large businesses can sometimes be mandatory or conditional.

The primary objective for formal mentoring programs is for large business to help build sources of supply for that customer. Through a Mentor-Protégé relationship it is envisioned that the Small Business (Protégé) will be mature enough to prime contracts and, team with and subcontract based on contract applicability.

Formal agreements are approved when they meet the mission needs of that customer (e.g., warfighter for the Army). Developmental assistance provided to a Small Business can range from building business infrastructure to technology transfer. Some U.S. government customers will specify where the mentoring assistance must be made.

Currently, mentoring assistance is weighted primarily towards providing technology transfer.

Note: The types of Small Business accepted as Protégé differs among each Agency.
Benefits of the Mentor Protégé Program

The Mentor Protégé Program fosters the establishment of business relationships between protégés, mentors and the customer.

The US government wants large businesses to mentor Small Businesses. Done well - large businesses are essentially helping the Small Businesses improve their skills, processes, etc. so they can better compete in the marketplace. From a U.S. government perspective it preserves competition, is commercially efficient, increases the industrial base and permits the US government to have ready access to innovative technologies. Small Businesses create jobs which in turn increases the supply of technical U.S. expertise.

Program benefits include the following:

- Enhanced technology base
- Strengthened supplier base
- Builds strategic partner relationships
- Enhances technical capabilities of mentor and protégé
- Allows for awarding of non-competitive subcontracts / purchase orders to the protégé
- Provides for faster insertion of new technology to the customer
- Expands base of innovative and qualified Small Businesses
- Establishes qualified sources at more competitive prices
- Allows for potential joint venture opportunities
- Prepares eligible Small Businesses to be more competitive suppliers
- Assists Small Businesses revenue growth / employee base increase
- Enhances Small Business participation in the marketplace
- Increases accomplishment of Small Business program goals
Best Practices for Successful Mentor-Protégé Partnerships

It is important to first have a general understanding of the Federal programs, how they work and if the Small Business being considered for Protégé status is eligible to participate in a formal program. Visit some of the below “Federal Agency Links” to find a listing of Mentor Protégé Programs.

If the Small Business qualifies for the Federal program, the next step is to determine if the Small Business is a good match for partnering with Harris. Harris generally seeks potential Protégés who...

- Have a common shared vision, goals and complementary capabilities, products and services
- A long-standing supplier partner / established, existing business relationship; or,
- Have a specific technical niche or strategic opportunity.
- Have proven operations and financial stability
  - (Note: Requires a needs assessment; a firm will be asked to supply financial information prior to any Agreement is submitted)
- Have the resources available to commit to a potential three-year program

Best Practices at Harris

Confirm the Small Business (SB) meets the eligibility criteria of the Agency under whom a formal Mentor-Protégé relationship will be pursued. Some Agencies do not permit “Small Business only” status; they require the SB also have certain subcategories in order to be considered for Protégé (e.g. Service-Disabled Veteran-Owned).

Contact the Small Business Office for assistance with the following actions...

- Hold developmental “needs assessment” meeting with the Small Business
- Prioritize needs and determine expected outcomes
  - Note: Should align with the Small Business’ future goals, strategic or growth plan
- Determine which efforts to be provided by Harris personnel vs. those efforts that can be provided by a 3rd party
  - Note: Some Agencies (particularly NGA and U.S. Army) require SBDCs, PTACs or HBCU/MIs be considered
- Obtain Executive endorsement and funding commitment
- Identify Harris PM and Mentor “partners” who will provide assistance
- Cost out the effort. Create milestones.
- Develop an Executive Summary (required by some Agencies in advance of a formal Agreement)
- Develop formal Agreement
- Develop a News Release (post-Agreement)
- Hold Kick off meeting – all Mentor partners

See list of Developmental Assistance Examples to help focus and prioritize the type of Mentor Assistance necessary to produce the desired Protégé Outcome.
Federal Agency Links

There are approximately 12 Federal Agencies that have formal Mentor-Protégé (MP) Programs; and, there are significant differences between the MP Programs of the different Agencies. Some Agencies such as DoD have multiple distinct programs. The types of Small Businesses accepted as Protégé differs among each Agency. Also—each Agency prescribes different eligibility and reporting requirements. Below are a few of the MP Programs:

  - [Air Force Mentor-Protégé Program](http://www.airforcesmallbiz.org/mentor-protege/)
  - [Army Mentor-Protégé Program](http://sellingtoarmy.com/content/mentor-protege-program)
  - [Navy Mentor-Protégé Program](http://www.secnav.navy.mil/smallbusiness/Pages/mentor-protege.aspx)
- **National Geospatial-Intelligence Agency (NGA) Mentor-Protégé Program** [https://www.nga.mil/Partners/Pages/MentorProtege.aspx](https://www.nga.mil/Partners/Pages/MentorProtege.aspx)
- **Federal Aviation Administration (FAA) Mentor-Protégé Program** [http://www.sbo.faa.gov/MentorProtege.cfm](http://www.sbo.faa.gov/MentorProtege.cfm)
- **General Services Administration (GSA) Mentor-Protégé Program** [http://www.gsa.gov/portal/content/105301](http://www.gsa.gov/portal/content/105301)
- **Health & Human Services (HHS) Mentor-Protégé Program** [http://www.hhs.gov/about/smallbusiness/m-pindex.html](http://www.hhs.gov/about/smallbusiness/m-pindex.html)
- **Homeland Security, Department of Mentor-Protégé Program** [http://www.dhs.gov/mentor-protege-program](http://www.dhs.gov/mentor-protege-program)
- **National Aeronautics and Space Administration (NASA) Mentor-Protégé Program** [http://osbp.nasa.gov/mentor.html](http://osbp.nasa.gov/mentor.html)
- **Small Business Administration (SBA) Mentor-Protégé Program** [http://www.sba.gov/content/mentor-prot%C3%A9g%C3%A9-program](http://www.sba.gov/content/mentor-prot%C3%A9g%C3%A9-program)
- **State, Department of Mentor-Protégé Program** [http://www.state.gov/s/dmr/sdbu/c14690.htm](http://www.state.gov/s/dmr/sdbu/c14690.htm)