

AWARD NOMINATION

Award Category **Supplier Diversity Champion**

2021
Business & Community
**EXCELLENCE
AWARDS**



Nominated Business: **Tim Yamada, Toyota**

DETAILS

Since 2015 Tim has led Toyota's Mentorship program that has mentored 44 diverse owned suppliers. Each mentee is paired with two Sr Managers from Toyota for a year of learning one relationship at a time. Participants in the program have experienced significant hard benefits through operational savings and mentored execution of growth strategy. Soft benefits included personal growth in executive presence, expanded networks, and leadership. Several of the mentee participants were eventually vetted by business unit leaders for partnership. The unanticipated benefit came in the form of regional recognition for the program; as most corporate supplier development programs were reserved for contracted suppliers. In addition, Toyota mentors were engaged in their mentee's growth and were able to exercise innovative and entrepreneurial muscle via the program, further strengthening their own leadership capabilities. The program was so impactful; several mentors asked to participate in subsequent years and became advocates for incorporating diverse suppliers into the supply chain helping Toyota further ~"vocate the importance of supplier diversity.

Toyota's Mentorship Program, which Tim has led since 2019 was one of 6 recipients of Akio Toyoda's Global Presidential Award in 2018. This award is given to team members whose work embody the following criteria of "Start Your Impossible".

- Challenging the status quo
- Collaborating as never before
- Nurturing a talent development culture
- Raising the bar for innovative thinking
- Embracing risk
- Building more inclusive communities

Since 2016 Tim has partnered and supported the North Texas LGBT Chamber of Commerce in several events including but not limited to the DEI Conference where Toyota has hosted the event and participated on panel sessions. Tim is also an advocate within the corporate buying entity circle. He formed the North Texas Supplier Diversity Forum that includes supplier diversity professionals from PepsiCo, Texas Instruments, Raytheon and Ericsson, The group meets quarterly to discuss hot supplier diversity topics as well as best practices.