

The Committee of 200 Protégé Program Application



All responses will be kept in strict confidence by The Committee of 200 (C200) Protégé Evaluation Committee, Protégé Candidate Selection Panel, potential C200 Member Mentors, C200 Staff, and contracted education personnel.

Name:

Title:

Company:

Business Address:

Business Phone:

Email:

If nominated by a C200 member, please identify her:

How long have you known your nominator, and in what capacity?

If not, please tell us how you learned of The C200 Protégé Program:

What is your highest completed level of education?

Institution:

Degree:

Please list three references that we can contact about you and your business who have known you professionally for the past 5 years:

Name:

Contact information:

Name:

Contact information:

Name:

Contact information:

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Business Category

Manufacturing
Wholesale
Service
Retail
Professional Practice
Other:

Industry

Advertising
Agriculture
Biotech
Construction
Consumer Products
Education Products
Entertainment
Fashion
Finance
Food/Beverage
Health
Human Resources
Public Relations
Publishing
Technology
Transportation
Travel
Utilities
Other

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Description of Business or Company History

Number of years of experience as a CEO/Executive:

Please describe precisely what your business does:

Number of years current company has been in existence:

Number of years you have been with the company:

Number of employees:

Number of paid employees who are not family members:

Number of paid employees who are family members:

Gross 2014 revenues (in thousands of dollars):

Are you the primary decision maker for your business or is it shared?

Was business profitable? (y/n) 2011 2012 2013

Did you take a salary? (y/n) 2011 2012 2013

Last three years' net income: 2011 2012 2013

Do you have a plan for growth? If so, explain.

Have you participated in any other mentoring programs?

If yes, please identify:

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What strategies have you tried that have NOT worked?

C200 Member Mentors are a distinguishing feature of this mentoring program. Assignments are based on the protégés' areas of interest, the growth stage of their companies, and C200 members' areas of expertise and availability.

Please provide preferences for the specific skills and knowledge base you prefer in a mentor:

Industry

Occupation

Experience

Other

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Identify the top five issues, in order of importance, that are impacting your business today. Place an “X” in the column if this is a challenge (but not one of the top five)

Finding Good Key People	
Retaining Good Key People	
Increasing Sales / Revenue Growth	
Improving Cash Flow	
Effective Leadership	
Building an Executive Team of “A” Players	
Holding Effective Meetings	
Prioritizing & Time Management	
Differentiating Business from Competitors	
Improving Competitive Edge	
Achieving Greater Teamwork / Culture	
Improving Communication	
Executing: Staying Focused and Achieving Agreed Upon Goals	
Holding People Accountable	
Measuring & Increasing Productivity	
Improving Customer Satisfaction & Retention	
Managing Change	
Developing a Succession Plan	
Developing an Exit Strategy	
Achieving Predictable Growth	
Strategic Planning	
Increasing Profitability	
Other:	
Other:	
Other:	

Please explain the importance of your top five choices. (If you need to you need to expand, an additional page has been added at the end of the application.)

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Are the following business controls in place and utilized by you/your team?

Y(es) N(o) P(lanned) N/A(not applicable). In the third column, please indicate your use of these controls indicating always, sometimes, rarely.

A written Strategic Business Plan		
Monthly P&L Statement		
Documented 30 Day Goals (Individual)		
Documented Quarterly Goals (Company/Organizational)		
Documented Quarterly Goals (by Dept.)		
Written Job Descriptions (Current And Accurate)		
Employee Handbook		
Standard Operating Procedures		
Sales Plan		
Strategic Marketing Plan		
Corporate & Department Budgets		
Written Vision, Purpose, Values & Mission Statements		
Daily Huddles/Daily Team Meetings		
Weekly Staff Meetings		
Monthly Business Performance Review Strategy Meetings		
Key Performance Indicator (KPI) Dashboard - Company		
Key Performance Indicator (KPI) Dashboards by Dept.		
Organization Chart (Current & Projected/Future)		
Employee Performance Management Process		
Employee On-Boarding Process		
Employee Engagement Measurement & Process		
Customer On-Boarding Process		
Advisory Board or Board of Directors		
Customer Loyalty Measurement & Retention Process		
Safety/OSHA Procedures (if applicable)		

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The C200 Protégé Program is designed for entrepreneurial women who are committed to growing their businesses to the next level and who aspire to become C200 members. The program provides access to best-in-class thought leadership and practical, action-oriented tools and best practices - all focused on helping participating protégés to achieve their goals. Specifically, the goals of the C200 Protégé Program are:

1. To assist the entrepreneurial female protégé in her journey toward becoming a more successful business owner and industry leader
2. To enable her to contemplate and implement new or expanded strategies for growth
3. To help her grow her company and, as an added benefit if she reaches the \$20 million level, to propose her for membership into C200
4. To expand her networks of business colleagues who are committed to help others like themselves
5. To promote a continued exchange of information between peers and mentors
6. To contribute in a cost and time effective manner to her professional and personal development as a business leader
7. To instill in her a willingness to 'pay it forward' to others to create more women business leaders

DO YOU SHARE THESE GOALS? Please write a short statement explaining which goals you share and why.

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Terms of Participation

The C200 Protégé Program is possible through a significant investment from the people who are committed both to the ideals of the program and to the protégés themselves. It is expected that participating protégés will be equally committed. Participating protégés must be willing to commit to and agree to the following (please indicate Yes or No):

The Protégé Program is a process, *NOT* an event. Are you willing to commit the time and sustained effort required to implement the Program tools and best practices in your organization?

Throughout the program, there will be ongoing learning that will occur outside of the formal program schedule, including an extensive reading list. Are you willing to commit the time to complete all learning assignments on time?

As a peer group, the protégés will support one another, hold each other accountable and all invest in the success of each individual and the group as a whole. Do you commit to this?

The formal program consists of a 2-year program, during which there are monthly meetings either in-person, via webinar, conference call or at the discretion of the C200 Mentor. It is expected that Protégés will attend ALL in-person meetings, mentor meetings, webinars and conference calls. Do you agree to attend all ALL in-person meetings, mentor meetings, webinars and conference calls? (family/health emergencies exempted)?

C200 Protégé Termination Policy

The protégé's signature on the enrollment agreement initiates the start of her term. Upon signing the enrollment agreement, the protégé understands ANY single instance of the following three actions will result in immediate termination from The C200 Protégé Program:

- Divulging any confidential or contact information about a The Committee of 200, including members, staff, agents, and consultants to anyone including, but not limited to the Protégé's staff, consultants, customers, vendors or contractors without the written permission of The Committee of 200 or the C200 member
- Marketing or promoting the protégé's business, charity or personal endeavor to a C200 member or her business without the member's written consent
- Divulging any confidential or contact information about a fellow protégé, including a fellow protégé's staff, agents, and consultants to anyone including, but not limited to the protégé's staff, consultants, customers, vendors or contractors without the advance, written permission of the fellow protégé

Any instances of the following will place the Protégé under review by the C200 Executive Committee and may result in the protégé's termination from The C200 Protégé Program:

- Failure to complete quarterly assignments
- Unexcused or consistent absences from small learning groups
- Rude, unprofessional, and/or undignified behavior affecting The Committee of 200, its members staff, agents, vendors and consultants
- Rude, unprofessional, and/or undignified behavior affecting fellow protégés

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- Absence from any webinar, education session, in-person work-shop or Mentor meeting without written permission from the C200 Executive Committee (barring unforeseen, catastrophic, emergency circumstances)

*In the event a Protégé is terminated or withdraws from The Committee of 200 Protégé Program, contributions made to the Committee of 200 Foundation will **not** be refunded.*

I have read and understand the termination policy (please initial)

In person meetings will be held on the following dates: June 2016 TBD; June 2017, dates TBD; Fall 2017, dates TBD; June 2018, dates TBD.

Virtual education meetings/webinars will be held monthly beginning January 2016, dates TBD.

Protégés will meet (either in person, on the phone or via video conference a minimum of four times, per term year with their Mentor. Protégés will maintain the confidentiality of all protégé and C200 member participants in the C200 Protégé Program – You will be asked to sign a Confidentiality Form.

Protégés will contribute \$2,500 annually (\$5,000 total) to the C200 Foundation for participation in this program – The payment must be made upon acceptance and is nonrefundable

Protégés will cover their own travel expenses and accommodations for in-person meetings.

I have read, understand and agree to the terms of participation, should I be accepted into the program (please sign)

Signature:

Date:

Please return this application to Sioban Lombardi at The Committee of 200 at slombardi@c200.org

THANK YOU.

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Additional notes: