



7TH ANNUAL INSURANCE DIVERSITY SUMMIT
HOSTED BY THE CALIFORNIA DEPARTMENT OF INSURANCE

~

MONDAY, OCTOBER 1, 2018
THE CALIFORNIA ENDOWMENT, LOS ANGELES

WORKSHOP A: NAVIGATING THE PROCUREMENT PROCESS, PANELIST



Pauline Gebon

Metropolitan Life Insurance Company – Global Head of Supplier Inclusion & Development

Pauline is the Global Head of Supplier Diversity for MetLife, Inc. She is a veteran supplier diversity advocate. At MetLife, Pauline has responsibility for the overall supplier diversity strategy development and implementation within the organization both in the US and international markets. Pauline's passion and commitment to supplier diversity and minority business development continues to be demonstrated as she:

- Advocates and delivers measurable results through internal partnering and teaming.
- Developing and implementing an integrated supplier diversity process across multiple departments of MetLife.
- Building awareness and support for supplier diversity through consistent communications with key stakeholders
- Enhancing overall program by aligning strategic direction and goals to the overall company strategic direction
- Focus on showing return on investment and positively impacting shareholder value

Under Pauline's leadership MetLife's supplier diversity program has grown significantly to include components such as the "Rule of One", monthly opportunity forecasting, internal mentorship, and Tier II deployment.

Prior to joining MetLife in May of 2014, Pauline led the supplier diversity initiative for Adecco Group. As the leader of Supplier Diversity for Adecco, Pauline designed, implemented and managed the supplier diversity initiative for over 10 years with demonstrated year over year diversity spend increases. Pauline was a valuable contributor in the sales process as the solutions engineer in designing innovative and authentic supplier diversity solutions for both her internal and external customers. Her experience in working with the sales team made her a noted expert on selling to corporations and how minority businesses can be successful in the bidding process. Pauline's passion and commitment to supplier diversity and minority business development continues to be demonstrated as she orchestrated and managed strategic relationships that contributed to diversity spend goals: In 2009 Pauline made "magic", with the Magic Johnson Enterprises (MJE) in the creation of a strategic alliance with Adecco which resulted in a sustainable business for MJE providing staffing solutions to Fortune 500 companies through Magic Workforce Solutions (MWS). She was at the forefront in the formation, contract negotiations, implementation and governance of that strategic alliance increasing awareness and revenues from \$200,000 to over \$32 million in only 2 years. As the Strategic Alliance Liaison, Pauline worked closely with the executives from both Adecco and Magic Johnson Enterprises.

<http://www.insurance.ca.gov/diversity/>

California Department of Insurance
Community Programs & Policy Initiatives
Insurance Diversity Initiative

Pauline currently serves on the NMSDC executive committee of the board of directors and as the Chair of the Chairpersons committee for the NMSDC affiliate network and a member of the Chairperson's Tiger Team of NMSDC. Previously she was the Chairperson for the Board of Directors for NY/NJ Minority Supplier Development Council; She also Chaired the certification committee and was a member of the education and development Committees for The Council. She is also a Board member for the Supplier Diversity Group for The Institute of Supply Management (ISM) as well as the Supplier Diversity Council of the Conference Board. Other organizations of participation are, The Women's Business Enterprise National Council Revenue Generation Committee.

Pauline has received numerous awards and recognition for her work in Supplier Diversity, including Diversityplus and MBNUSA as Champion of Diversity, Advocate of the year award from The NY/NJ MSDC. She has also been a panelist and speaker for various organizations.

Pauline has a Bachelor of Science degree in Business Management and has successfully completed IMD's Management Leadership training.

<http://www.insurance.ca.gov/diversity/>

#DivSummit18

@CA_DaveJones

@CDINews