

Brazil Global Leaders

About the Program

The Cargill Global Scholars Program (CGSP) supports education worldwide by providing scholarship and enrichment opportunities to a global network of undergraduate student leaders from Brazil, China, India, Indonesia, Russia, and the United States. During their time in the CGSP, Cargill Global Scholars gain leadership skills and training, and learn about Cargill's values related to entrepreneurship, leadership, and commitment to excellence. Scholars also receive mentoring from Cargill staff, enroll in the Cargill Alumni Network, and visit Cargill facilities and factories.

This brief compiles impact data from 58 Cargill Scholars from Brazil who completed the program between 2013-2019. For questions about findings presented in this brief, please contact the Institute of International Education's (IIE) Research, Evaluation, and Learning team at REL@iie.org.

The CGSP furthers diversity and personal growth.

100%

would recommend the program to a friend or colleague

98%

felt the experience enabled them to contribute to their home communities

98%

agreed the program met their expectations

The CGSP had the biggest impact on Brazilian Scholars'



100%

Appreciation for different cultures



98%

Personal growth



92%

Leadership abilities

"I think the program has impacted my professional goals, because I could learn and believe in my leadership and the type of leader I am. [Now,] I'm sure that wherever i'm working, I'll be able to be an incredible leader and professional."

(FEMALE, BRAZIL, COHORT 2)



The CGSP aligned with Cargill's mission to further gender diversity within executive leadership by increasing opportunities for young leaders of all genders. Contributing to the pipeline of leadership talent, **60% of Brazilian Scholars from the program's 8 Cohorts identified as female or non-binary individuals.**

The CGSP grows the next generation of leaders.

94% of Brazilian Scholars indicated the program cultivated their leadership skills. By the end of the program, **100% had already applied their skills** in on-campus jobs, volunteering efforts, clubs and sports, or entrepreneurial ventures.

The CGSP prepared youth to lead in an increasingly globalizing world. Brazilian Scholars' top areas of professional skill improvement were:



Intercultural communications

100%



Diversity awareness

90%

"In this past year, I was able to apply my leadership skills now that me and a group of other students are opening a junior company in our college. I need to use many skills like: Proactive behavior, team work, listening, planning, engage the team."

(FEMALE, BRAZIL, COHORT 6)

The CGSP fosters international relationships and collaborations.

Brazilian Scholars connected with peers from Brazil (100%) and from other countries (79%). Building deeper, personal relationships with peers from the program helped Brazilian Scholars increase their knowledge of other countries' cultures.

85%

of Brazilian Scholars expanded their worldviews throughout their time in the program

They expressed identifying as global citizens, learning more about life in other countries, and making space for those from other backgrounds to make their voices heard.

"Getting to know the staff at Cargill, including their experiences and their goals helped me to trace my plans and to be even more motivated to pursue them."

(FEMALE, BRAZIL, COHORT 6)

Cargill Global Scholars Program: Brazil *(continued)*

Cargill Global Scholars are ambassadors for Cargill's values and work.

The CGSP provided opportunities for Brazilian Scholars to become more familiar with Cargill. Brazilian Scholars learned most about **Cargill's leadership principles (92%)** during their time in the program.

89%
OF BRAZILIAN
SCHOLARS

reflected that Cargill's values—such as *Put People First, Do the Right Thing, and Reach Higher*—remain relevant in their lives even one year after the program.

"I [see] Cargill's values as a parameter to analyze the other companies because I consider Cargill as a model."
(FEMALE, BRAZIL, COHORT 3)



100%

ALUMNI FROM BRAZIL
remained engaged with the
CGSP after their program.



88%

OF BRAZILIAN SCHOLARS
said that their participation in the
program made them more likely to
pursue a career at Cargill.



**LAÍS TEIXEIRA
E SILVA**

Cohort: 1

**Undergraduate
university:**
Federal University
of Uberlândia
(UFU)

Field of study:
Agronomy

What am I doing now: I've been working at Cargill since 2016: the first three years, I worked at BU CASC (Cargill Agriculture Supply Chain) in Uberlândia, Minas Gerais State, and Rio Verde, Goiás State. Now, I'm working at BU GEOS (Global Edible Oils Solutions) in Itumbiara, Goiás State as an FSQR Operations Supervisor. I'm so excited to accomplish my life mission: contributing to feeding the world in a responsible, sustainable, and safe way.

My favorite CGSP memory: One of the most special moments was a conversation about agriculture with a friend from the Russian Cohort. I could realize then how the program might impact my career, giving me the opportunity to learn from other cultures about my field of study. Two years later, I had the opportunity to host that friend in Brazil, and we're still friends to this day.

Biggest ways the program impacted me: I realized how capable I was of changing the world, changing myself, tearing down obstacles, and expanding my perspectives and boundaries that had previously limited my mindset. Professionally, the CGSP was the path to accomplish my biggest dream: working at Cargill, helping the world thrive.



**WEMBLEY
CASTRO**

Cohort: 6, Alumni
board member

**Undergraduate
university:** Federal
University of Goiás
(UFG)

Field of study:
International
Relations

Mentorship facilitates meaningful connections between young leaders and Cargill staff.

Throughout the program's history, **over 340 Cargill employees have volunteered to mentor Cargill Global Scholars.**

100%
OF BRAZILIAN
SCHOLARS

looked to their
Mentors to
discuss long-term
career plans

Mentors supported
Brazilian Scholars by:

- Helping them identify professional goals
- Encouraging them to pursue new activities to help them reach their goals
- Sharing personal experiences and professional networking opportunities

"Being mentored by a professional of the commercial area has opened my mind and made me think about specializing in management, which I had never done before."
(FEMALE, BRAZIL, COHORT 3)

81% OF BRAZILIAN
SCHOLARS SAID THEIR
MENTORS CREATED

an open and safe environment for them to
speak freely and ask for advice.

What am I doing now: I'll be joining McKinsey & Company as a Fellow Business Analyst in São Paulo as my first job after graduation.

My favorite CGSP memory: One of my favorite memories was receiving a handwritten letter from the CEO of Cargill, David MacLennan, in response to a thank you note I had sent him. It was a wonderful reminder of the network of support helping me along every step of the way.

Biggest ways the program impacted me: At my university, I was surrounded by inspiring thinkers, but when I joined the Cargill's Global Scholars Program, I found myself surrounded by inspiring doers. The experience helped me discover and expand my own capacity for creating a positive change in the world. After completing the CGSP, I felt inspired to look for other opportunities to continue developing my international relationships and professional skills. I was accepted to a scholarship in Spain with the Botín Foundation, and I also decided to study abroad in Argentina. I'm beyond grateful that Cargill believed in me as a leader three years ago, and I will proudly carry everything I learned through the program with me wherever I go.