

## China 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 90 Cargill Scholars from China 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](mailto:REL@iie.org).

### The CGSP furthers diversity and personal growth.

100%

felt the experience enabled them to contribute to their home communities

97%

would recommend the program to a friend or colleague

97%

agreed the program met their expectations

The CGSP had the biggest impact on Chinese Scholars'



98%

Appreciation for different cultures



98%

Personal growth



94%

Leadership abilities

"I now have a deeper understanding of my own character and strengths and weaknesses, and continue to adjust and optimize. In addition, I began to weigh my strengths and my likes, and now I am more in pursuit of what I love."

(FEMALE, CHINA, COHORT 6)



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, **66% of Chinese Scholars from the program's 8 Cohorts identified as female or non-binary individuals.**

### The CGSP grows the next generation of leaders.

**92% of Chinese Scholars** indicated the program cultivated their leadership skills. By the end of the program, **99% 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. Chinese Scholars' top areas of professional skill improvement were:



Ability to work on a team

97%



Intercultural communications

95%

"[The CGSP] not only opens my eyes to the world but also makes me responsible for my job and life. Communicating with a boss or colleagues is so easy as well for me. These all help me to create more professional & valuable networks."

(FEMALE, CHINA, COHORT 3)

### The CGSP fosters international relationships and collaborations.

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

91%

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

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

"I realized the importance of learning from[...] people from different backgrounds and decided to transfer...to [a university abroad]. Without Cargill, I wouldn't be who I am today."

(FEMALE, CHINA, COHORT 3)

# Cargill Global Scholars Program: China *(continued)*

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

The CGSP provided opportunities for Chinese Scholars to become more familiar with Cargill. Chinese Scholars learned most about **Cargill's leadership principles (97%)** during their time in the program.

**86%**  
OF CHINESE  
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.

“Cargill provides me with a platform so as to facilitate me in pursuing my personal goal. Besides, I have long been looking [to make] contributions for society, and Cargill recognizes it and highly values this...which confirms my determination to do more voluntary work in the future.”

(MALE, CHINA, COHORT 1)



**86%**

OF CHINA ALUMNI

remained engaged with the CGSP after their program.



**90%**

OF CHINESE SCHOLARS

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



**XUAN YANG**

**Cohort:** 1

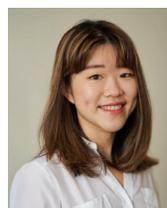
**Education:**

University of International Business and Economics: B.S., Management and Law

**What am I doing now:** I started my own business very early and have founded and invested in some technology companies over the past eight years.

**My favorite CGSP memory:** I still remember the inspiring story one Cargill employee shared in summer 2013. His department had a batch of meat products that were not up to Cargill's quality standards, though still above national quality standards. Between releasing the products into the market and destroying them, he chose the latter because of the values that Cargill has always advocated. My friend asked him if he was doing it because Cargill was large and rich enough. He replied, “Cargill wasn't always so huge. The company started from a small barn and always lives up to our values.”

**Biggest ways the program impacted me:** During these years, I was honored to build and maintain a good friendship with other scholars. Some of them have even become my best friends. Although we are in different fields, we often encourage each other and communicate. I have also kept in touch with my Cargill mentor, and I often go to Cargill's Shanghai office from time to time to learn from and communicate with her.



**JINYU (CALYPSO) LU**

**Cohort:** 6, Alumni board member

**Education:**

China Agricultural University: B.S., Food Quality and Safety; Columbia University: M.S., Public Health

## 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.**

**92%**  
OF CHINESE  
SCHOLARS

looked to their Mentors to discuss long-term career plans

Mentors supported Chinese 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

“My mentor shared his teamwork experiences with me... I benefited from his story and also found strength from cooperation with my colleagues.”

(FEMALE, CHINA, COHORT 6)

**84%** OF CHINESE SCHOLARS SAID THEIR MENTORS CREATED

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