

India 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 61 Cargill Scholars from India 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

100%

agreed the program met their expectations

96%

felt the experience enabled them to contribute to their home communities

The CGSP had the biggest impact on Indian Scholars'



96%

Leadership abilities



93%

Personal growth



93%

Appreciation for different cultures

"My public speaking and communication skills have been endowed with a new sense of conviction and confidence that has inspired many of my peers to take up research in biotechnological engineering as well as apply for this wonderful program."
(FEMALE, INDIA, COHORT 1)



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, **56% of Indian Scholars from the program's 8 Cohorts identified as female or non-binary individuals.**

The CGSP grows the next generation of leaders.

93% of Indian 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. Indian Scholars' top areas of professional skill improvement were:



Diversity awareness

95%



Intercultural communications

88%

"[Cargill has] taught me to stay aware of the diversity, challenges and opportunities around me. It has pushed me to explore innovative solutions and seek diverse opinions for the most optimal solution."
(FEMALE, INDIA, COHORT 5)

The CGSP fosters international relationships and collaborations.

Indian Scholars connected with peers from India (100%) and from other countries (68%). Building deeper, personal relationships with peers from the program helped Indian Scholars increase their knowledge of other countries' cultures.

84%

of Indian 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.

"This program brought to me a group of tight-knit friends that I can always talk to whenever I face any issue or just want to have a person to talk to. I believe that I have become a better global citizen, a person who cares and is accepting of people from different places."
(MALE, INDIA, COHORT 6)

Cargill Global Scholars Program: India *(continued)*

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

The CGSP provided opportunities for Indian Scholars to become more familiar with Cargill. Indian Scholars learned most about **Cargill's leadership principals (93%)** during their time in the program.

96%

OF INDIAN 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've always resonated with Cargill's motto of helping the world thrive. Cargill puts the people associated with the organisation above all else and as a result the quality of the company's service is impeccable."

(FEMALE, INDIA, COHORT 4)



94%

OF INDIAN ALUMNI

remained engaged with the CGSP after their program.



SOUNDARYA BALASUBRAMANI

Cohort: 3,
Alumni board member

Education:
University of National Institute of Technology, Tiruchirappalli (NIT-T): B.S., Chemical Engineering; Columbia University, New York: M.S., Management Science and Engineering and Law

What am I doing now: I'm currently an Associate Product Manager at Salesforce, working out of San Francisco, California. I'm also in the process of launching an online course on the topic of mindful planning.

My favorite CGSP memory: I thoroughly enjoyed all the group activities we were engaged in as part of the two conferences. Specifically, I remember one where we had to build an airplane from Legos. It was a challenge, but somehow we managed to finish it.

Biggest ways the program impacted me: Through the CGSP conferences, I got an opportunity to push myself out of my comfort zone. As an introvert who had a difficult time speaking up in group settings, the international conference hosted in Minneapolis was an eye-opener for me. Meeting 60 scholars from six countries was overwhelming, but so rewarding. The scholars I met inspired me in many ways with their brilliance, courage, and character. And I still keep in touch with a few of them.

I came to the U.S. in 2017 to pursue my master's at Columbia University. The past four years have been nothing short of transformational for me. I condensed and shared what I learned in the form of a book that I published last year, called *Admitted*. I'm so grateful to the CGSP since it was one of the most significant catalysts in pushing me to pursue my dream to study abroad.



SHUBHANKAR MIHIR SETH

Cohort: 6

Education:
Indian Institute of Technology (IIT) Bombay: B.S., Mechanical Engineering

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.**

93%

OF INDIAN SCHOLARS

looked to their Mentors to discuss long-term career plans

Mentors supported Indian 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

93%

OF INDIAN 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'm currently a Business Analyst at McKinsey and Company (Gurugram, India) and a Moelis MBA Fellow at the Wharton School of the University of Pennsylvania (matriculating in 2023).

My favorite CGSP memory: I'll pick the lovely cruise on Lake Minnetonka that had been very thoughtfully organized for my cohort during our 2019 Global Leadership Seminar. It was a magical evening, with scholars from different countries teaching each other dance steps from their own rich cultures. With the sun setting against the gentle waves and a soothing wind running through our hair, we danced the evening away.

Biggest ways the program impacted me: The CGSP has given me people that I'm extremely grateful to have in my life. My co-scholars, mentors, and program members from both Cargill and IIE have all stood by me as I've chased my goals, supporting me at every step.

The program also emphasized developing a deeper understanding of myself. Through the leadership seminars and introspective conversations with my mentors, I learned to identify my core values and the best ways to align them with my decision-making process. I found the courage to step up and lead in bigger, more impactful roles by investing in people, from co-founding a registered edtech start-up to captaining my university aquatics team. This process is ongoing, yet the impact is already transformative. I focus on opportunities that are most meaningful to me, and I'm a happier person.