

Indonesia 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 50 Cargill Scholars from Indonesia who completed the program between 2016-2019. 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%

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 Indonesian Scholars'



100%

Appreciation for different cultures



100%

Personal growth



100%

Leadership abilities

"The values and skills that Cargill Global Scholars Program has shared to me have shaped me to be the best version of myself, especially in leading a team... I can share the experience I got with the other students and fortunately, they feel motivated."

(FEMALE, INDONESIA, COHORT 6)



"[In 10 years, I see myself] helping Cargill achieve their goals with 50% of the C-suite level being women by 2030."

(FEMALE, INDONESIA, COHORT 7)

The CGSP grows the next generation of leaders.

95% of Indonesian 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. Indonesian Scholars' top areas of professional skill improvement were:



Diversity awareness

98%



Intercultural communications

95%

"From the CGSP... I learned so much on communicating effectively... When in the past I had struggle on stating my thoughts and vision, these days I find myself to be more comfortable in stating my opinion even in public level."

(FEMALE, INDONESIA, COHORT 4)

The CGSP fosters international relationships and collaborations.

Indonesian Scholars connected with peers from Indonesia (100%) and from other countries (82%). Building deeper, personal relationships with peers from the program helped Indonesian Scholars increase their knowledge of other countries' cultures.

88%

of Indonesian 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 feel that my leadership capabilities and personal growth have deeply grown after joining this program, and that has enabled me to further grow in terms of my professional career."

(MALE, INDONESIA, COHORT 6)

Cargill Global Scholars Program: Indonesia *(continued)*

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

The CGSP provided opportunities for Indonesian Scholars to become more familiar with Cargill. Indonesian Scholars learned most about **Cargill's leadership principles (90%)** during their time in the program.

100%
OF INDONESIAN
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 believe that whatever we do in this world we must always keep in mind not only ourselves, but our surroundings and our collective future. [As Cargill always says], sustainability is fulfilling the needs of today without compromising the hopes of tomorrow." (MALE, INDONESIA, COHORT 4)



100%
OF INDONESIAN ALUMNI
remained engaged with the
CGSP after their program.



84%
OF INDONESIAN SCHOLARS
said that their participation in the
program made them more likely to
pursue a career at Cargill.



**AISYA ALMA
ASMIRANTI
KARTIKA**

Cohort: 6,
Alumni board
member

**Undergraduate
university:**
Federal University
University of
Gadjah Mada)

Field of study:
Biological Sciences

What am I doing now: I am a Biomolecular Analyst volunteer at Infectious Diseases Hospital Prof. Dr. Sulianti Saroso, Jakarta, a national referral hospital for handling Covid-19 in Indonesia. I am responsible for examining SARS-Cov-2 specimens via RT-PCR analysis and interpreting results. I joined this volunteer program as a tangible way to implement the skills and knowledge I gained from my campus to help my community and country in dealing with the Covid-19 outbreaks.

My favorite CGSP memory: My favorite CGSP memory is the Global Leadership Seminar GLS in Minneapolis. Visiting the Cargill HQ was a remarkable experience. I met many inspiring Cargill leaders who taught me how to be an authentic leader, how to build trust, and also how important core values are in my work and everyday life.

Biggest ways the program impacted me: During the in-country seminar, I met many new friends, seniors, Indonesian International Education Foundation staff, and Cargill leaders who encouraged me to become a better person. I also learned so much about how to manage myself to create work-life balance from my mentors, who inspired me to pursue higher education.



**MUHAMMAD
ROIS IVAND
NOVYANTO**

Cohort: 3

**Undergraduate
university:**
University of
Brawijaya

Field of study:
Agro-industrial
Technology

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.**

98%
OF INDONESIAN
SCHOLARS

looked to their
Mentors to
discuss long-term
career plans

Mentors supported Indonesian 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 Cargill Mentor] told me how to be a person who always prioritizes "self-development" in life. Things like that mean a lot for me in determining my values in the workforce." (FEMALE, INDONESIA, COHORT 3)

91% OF INDONESIAN
SCHOLARS SAID THEIR
MENTORS CREATED
an open and safe environment for them to
speak freely and ask for advice.