

Russia 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 59 Cargill Scholars from Russia 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

86%

agreed the program met their expectations

83%

felt the experience enabled them to contribute to their home communities

The CGSP had the biggest impact on Russian Scholars'



95%

Appreciation for different cultures



94%

Leadership abilities



91%

Personal growth

"The Cargill Global Scholars Program has had an impact on my appreciation for different cultures; before I had no [opportunity] to chat with representatives of other cultures in person. Now, I can confidently say that I am a man of the world.

(MALE, RUSSIA, 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, **57% of Russian Scholars from the program's 8 Cohorts identified as female or non-binary individuals.**

The CGSP grows the next generation of leaders.

77% of Russian 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. Russian Scholars' top areas of professional skill improvement were:



Business ethics

91%



Diversity awareness

89%

"Participation in the program allowed me to understand my leadership potential, to understand the basics of managing a team. Today, I am conducting a business based on the principles of openness and honesty, which allows me to easily find new contractors and build professional contacts."

(FEMALE, RUSSIA, COHORT 4)

The CGSP fosters international relationships and collaborations.

Russian Scholars connected with peers from Russia (96%) and from other countries (55%). Building deeper, personal relationships with peers from the program helped Russian Scholars increase their knowledge of other countries' cultures.

86%

of Russian 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.

"Prior to the Program, I usually enriched my goals myself and now I'm learning how to build groups with common interests and goals."

(MALE, RUSSIA, COHORT 5)

Cargill Global Scholars Program: Russia *(continued)*

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

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

71%
OF RUSSIAN
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.

“The main value is people. I am becoming more convinced of this, and in my work and volunteering this has become the basis.”

(MALE, RUSSIA, COHORT 5)



85%

OF RUSSIA ALUMNI

remained engaged with the CGSP after their program.



77%

OF RUSSIAN SCHOLARS

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



NIKITA FEDIK

Cohort: 2

Undergraduate university:
Southern Federal University

Field of study:
Chemistry

What am I doing now: I am completing a Ph.D. program at Utah State University in the U.S. Our group is focused on the computational design of new materials and applications of machine learning to augment existing methods. Following an internship in the summer of 2020, I also work for Los Alamos National Laboratory, which finances my position at the University.

My favorite CGSP memory: Perhaps, the first meeting of the Russia Cohort in Moscow. We all were extremely excited and slightly shy because we were seeing each other for the first time. But after breaking the ice, we enjoyed every second of our communication and the event and spent all evenings together exploring the city and chatting.

Biggest ways the program impacted me: I met lots of amazing and interesting people during our session. Some of them became my close friends for many years. Even though our paths eventually split, I am grateful for the sleepless nights spent in debates about business, politics, science, and our plans for future. Overall, I believe the program strengthened my desire to seek career opportunities outside my country and made me think globally.



POLINA TARASOVA

Cohort: 6, Alumni board member

Undergraduate university:
St. Petersburg State University of Veterinary Medicine

Field of study:
Veterinary Medicine

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.**

82%
OF RUSSIAN
SCHOLARS

looked to their Mentors to discuss long-term career plans

Mentors supported Russian 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

“I'm really thankful for my mentor. The last time I had a conversation, we discussed growth and fixed mindset. She thought that it would help me with my career anxiety and it actually did.” (FEMALE, RUSSIA, COHORT 3)

89% OF RUSSIAN 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 took a gap year during the pandemic to think about what impact I can make on society. During that time, I realized a huge passion for developing social networks and helping people. Now I plan to get back to veterinary medicine in the 2022 winter semester, and I am also willing to work on the organization of social and charity events.

My favorite CGSP memory: I remember the day we volunteered at the Sheridan Story. The organization fights against children's hunger in Minnesota. I respect that Cargill cares about people and teaches young leaders this important value.

Biggest ways the program impacted me: At CGSP, I learned that people can make mistakes and that is fine, and it is never late to chase your dream. Due to this mentality, I feel more confident going in a different direction. I am sure that it will shape me to be the best specialist I can be.

Thanks to my mentor, I was opened up to new business horizons instead of only doing a medical practice with my degree. I took a business English course where I studied the work of start-ups and how to make a business plan.