

USA 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 48 Cargill Scholars from the U.S. 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%

felt the experience enabled them to contribute to their home communities

93%

would recommend the program to a friend or colleague

90%

agreed the program met their expectations

The CGSP had the biggest impact on U.S. Scholars'



83%

Appreciation for different cultures



74%

Personal growth



68%

Professional advancement

"CGSP [opened] my eyes to the multitude of diversity between different countries and cultures and bolstered my want to work on the international level and learn more about my personal cultural and historical background."
(MALE, U.S., 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, **53% of U.S. Scholars from the program's 8 Cohorts identified as female or non-binary individuals.**

The CGSP grows the next generation of leaders.

92% of U.S. Scholars indicated the program cultivated their leadership skills. By the end of the program, **97% 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. U.S. Scholars' top areas of professional skill improvement were:



Diversity awareness

79%



Intercultural communications

75%

"Working with other students, primarily on large engineering projects, requires a lot of teamwork skills, and I try my best to manage conflicts, respond to feedback and bring people to solutions when I take on projects with team members."

(MALE, U.S., COHORT 3)

The CGSP fosters international relationships and collaborations.

U.S. Scholars connected with peers from the U.S. (98%) and from other countries (65%).

Building deeper, personal relationships with peers from the program helped U.S. Scholars increase their knowledge of other countries' cultures.

85%

of U.S. 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've met wonderful people with varying interests from around the world. Their friendship and input will inevitably help me in my future endeavors, whether personal or professional."
(FEMALE, U.S., COHORT 6)

Cargill Global Scholars Program: USA *(continued)*

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

The CGSP provided opportunities for U.S. Scholars to become more familiar with Cargill. U.S. Scholars learned most about **Cargill's leadership principles (71%)** during their time in the program.

71% OF U.S. 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.

96% OF U.S. ALUMNI remained engaged with the CGSP after their program.

The CGSP acted as a springboard to careers and encouraged Cargill Global Scholars to reflect on their personal life trajectories.

14 CARGILL GLOBAL SCHOLARS have worked with Cargill through internships or full-time employment

13 Scholars have held internships

9 Alumni have held full time positions

6 Alumni have turned internships into full-time employment

61% OF U.S. SCHOLARS said that their participation in the program made them more likely to pursue a career at Cargill



NATALIE HANSON

Cohort: 3, Alumni board member

Undergraduate university: Iowa State University

Field of study: Biological Systems Engineering

What am I doing now: I currently work as the Food Safety, Quality and Regulatory (FSQR) lead for Project Symphony – Cargill Protein North America's SAP deployment project. In this role, I communicate with FSQR teams at impacted production facilities to understand their processes and requirements, collaborate with the project team as they develop the SAP solution, and come alongside end-users as we go live with the new system.

My favorite CGSP memory: My favorite memory will always be the boat cruise during the Global Leadership Seminar in Minneapolis. I also loved chatting with various scholars and hearing about how they use their specific talents to lead in all areas of their lives.

Biggest ways the program impacted me: Being a part of a group where every person was passionate about meeting a need and making an impact was an incredible experience. The CGSP helped me realize the value of working with diverse teams as well as how to identify and overcome some of the challenges that diversity brings. I am thankful to receive unique insight into Cargill's organization, values, and goals so early in my career.



ANDREW SHEA

Cohort: 4, Alumni board member

Undergraduate university: Ohio State University

Field of study: Sustainability, Environmental Economics

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.**

91% OF U.S. SCHOLARS looked to their Mentors to discuss long-term career plans

Mentors supported U.S. 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

"[Conferences and my mentor's advice] helped me recognize the importance of taking opportunities outside of [my] expectations or comfort zone."
(FEMALE, U.S., COHORT 3)

81% OF U.S. SCHOLARS SAID THEIR MENTORS CREATED an open and safe environment for them to speak freely and ask for advice.