Cargill Global Scholars Program (CGSP) Goals

1. Develop local talent in Cargill markets who demonstrate academic achievement and leadership potential
2. Build a global network of leaders who have a connection to Cargill and share Cargill values
3. Enrich the communities in which Cargill employees work and live
4. Enhance Cargill’s global and local brand

Goals measured through success indicators

Goal 1 Academic performance
Self-reported changes in professional skills
Leadership assessment

Goal 2 Network analysis
Communication with mentor

Goal 3 Community involvement

Goal 4 Interest in Cargill career
Knowledge gained about Cargill values and brand

Monitoring and Evaluation activities aim to:
1. To evaluate progress made toward overarching and intermediate CGSP goals;
2. To assess the expected outcomes and impacts of the CGSP on the scholars and their mentors; and
3. To assess program implementation and identify lessons learned in order to guide any follow-on activities and potential future programming related to leadership fellowships.

Data Collection

Quantitative
- Baseline Survey
- Cohort 1 (C1) Year 2 Survey
- Cohort 1 (C1) Year 2 Focus Group
- Mentor Survey

Qualitative
- Cohort 1 (C1) Year 2 Focus Group

Both Baseline and C1 Year Two Surveys yielded high response rates (96% or higher)

The mentor survey yielded a 56% response rate

Demographics

Over 600 applications received
10% global acceptance rate

Gender Breakdown

62.5% 37.5%
More than half of the scholars are female

Age

Majority of scholars are either 20 or 21 years

Brazil has the oldest scholars while the youngest scholars are from China

English Language

84% of scholars have at least an intermediate understanding of English

Program Satisfaction

Scholars from all countries except Russia were most satisfied with the funding component of the CGSP
Scholars from Russia were most satisfied with the mentorship component

In this evaluation snapshot, we focus on Cargill Global Scholars Program (CGSP) Goals, Goals measured through success indicators, Goals assessed through monitoring and evaluation activities, Data Collection, Demographics, Gender Breakdown, Age, English Language, Program Satisfaction, and the Cargill Global Scholars Program (CGSP) Goals.
Study Habits

In the past academic year...

- Scholars from United States and India spent the most amount of time studying for classes
- 28% of scholars spent 3-4 hours studying for classes each night*
- 50% of scholars spent 1-2 hours studying for classes each night*

*Hours spent studying does not significantly differ from before CGSP participation

Work Habits

There is a 16% increase in the number of scholars who are employed for pay than before program participation

- Scholars who reported paid employment are interning, conducting research, or tutoring
- Previously employed scholars are working more hours than before

GOAL 1

100% of scholars from United States, Russia, and India have been able to sustain or exceed the GPA they had prior to their program participation

Professional Skills

All scholars indicated some level of improvement in their professional skills

- U.S. --> Understanding of business ethics
- Russia --> Understanding of business ethics
- China --> Presentation Skills*
- India --> Ability to work as a team member
- Brazil --> Sense of responsibility*

*Indicates significantly higher improvement than other participating countries at p<0.05 significant level

Leadership Skills

- Approximately one third of scholars (30.4%) indicated that the program will help them learn strategies for leadership from other scholars and mentors.
- A smaller percentage of scholars (14.3%) noted that the program will help them reflect on their leadership style.

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Other comparisons to note:

- Scholars from China score themselves consistently higher on every category in comparison to scholars from other countries
- Context score is the lowest score amongst all countries except U.S.
- Listening Score is the highest score in Brazil, China, and Russia.

*Only statistically significant differences are shown
GOAL 2
Professional Network Analysis

Scholars cited their mentors, Cargill staff, and fellow scholars as part of their professional network.

Means represent impact scores from 1 (lowest impact) to 10 (highest impact).

- **China**: M = 8.25
- **Brazil**: M = 7.57
- **Russia**: M = 7.17
- **U.S**: M = 6.78

Scholars from **China** rated their mentor having the **highest impact** on their program experience.

The majority of all scholars (more than 80%) agreed or strongly agreed that they were compatible with their mentor and that their mentor created an open and safe environment for them to speak freely.

**58% of scholars** communicated with their mentor approximately once a month.

Most common forms of communication included phone (85%), email (83%), and in-person meetings (55%).

GOAL 3

**More scholars (+3%)** are participating in unpaid activities (1-4 activities) than **before** CGSP participation.

**83%** of scholars have a **leadership role** in their unpaid activities.

Almost one out of every ten scholars spends **more than 20 hours** per week engaging in extracurricular activities.

**Scholars learned most about Cargill’s brand (22%) and Cargill’s leadership principles (17%)**.

Analysis of focus group discussions and open-ended questions also suggest that the scholars have begun to understand and internalize Cargill’s company values as well the ways in which they underpin the company’s activities.

“Cargill is a company that puts a lot of emphasis on its social responsibilities.” -- Scholar, India

“I have become more motivated. I am aware that there is much I can do to prepare for my profession in the future.” -- Scholar, China

“The Cargill Global Scholars program opened my eyes to the possibility of a career in sustainable agriculture” -- Scholar, U.S

GOAL 4

**80% of scholars** are interested in pursuing a career with Cargill **after graduation**.

Before CGSP participation, a majority of scholars had **never heard of Cargill (36%)** or had heard of the name, but **knew nothing about the company (36%)**. After the first and second year of CGSP, **90%** of scholars indicated that they had the chance to **learn about Cargill’s organizational values**.

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Conclusions

The findings of this report suggest that most scholars have been satisfied with the components and implementation of the CGSP. The program has made significant progress toward achieving its goals.

Goal 1 Scholars have demonstrated academic and leadership potential by sustaining a high Cargill GPA requirement and gaining self-awareness and confidence. As evidenced by pre- and post- analyses, scholars have significantly improved their strategic thinking.

Goal 2 Scholars have developed a professional network within and outside Cargill. Most scholars (70.4%) communicated with other scholars in their country at least once a month. More than half of scholars (58.7%) met with their mentor at least once a month. The majority of scholars (82.2%) agreed that their mentor created an open and safe environment for them to speak freely.

Goal 3 Scholars have enriched their local communities by volunteering more than before CGSP participation (increase of 3.4%). The majority of the scholars (83%) have a leadership role in their unpaid activities.

Goal 4 A majority of scholars (90.3%) indicated that they learned about Cargill’s organizational values as a result of the program. Scholars learned most about Cargill’s brand and Cargill’s leadership principles. Scholars learned more about Cargill’s operations if they had frequent communication with their mentor. Eighty percent of scholars have shown an interest in pursuing a career at Cargill.