

## Key Findings

### Goal 1: Leadership and Professional Development

Cohort 1 scholars are applying their leadership skills into their graduate studies or jobs; most notably, their ability to think strategically, solve problems and communicate effectively. They are able to work better on a team and report a greater sense of responsibility in their work. Cohort 2 scholars demonstrate improvement in their active listening, cultural awareness, and authenticity as leaders. All of the Cohort 2 and Cohort 3 scholars have maintained their Cargill academic grade point average (GPA) requirement.

*The ethics and integrity I experienced with [the] Cargill community has shaped my heart a lot. It has had a long-term impact on my professional life.*  
– Scholar, China

### Goal 2: Cargill Network Expansion

Cohort 1 scholars continue to maintain engagement with other Cargill Global Scholars Program (CGSP) scholars in their country (84%) as well as their mentors (52%), revealing the strength of their Cargill network. A large majority of Cohort 2 (66%) and Cohort 3 scholars (75%) have communicated with other scholars in their country at least once a month in the past year, while a smaller portion of them spoke with their mentors frequently (50% for Cohort 2, 55% for Cohort 3).



*Improving communities, integrity, and dignity of labor form the guiding principles of Cargill. – Scholar, India*

Although the scholars' Cargill networks have been developed as a result of the program, these networks could be further strengthened.

### Goal 3: Community Involvement

Cohort 2 (79%) and Cohort 3 (96%) scholars continue to be engaged in extracurricular activities in their communities, with at least three-fourths of them holding a leadership role.

### Goal 4: Cargill Values

Both Cohort 2 and Cohort 3 scholars learned most about Cargill's leadership principles and Cargill's brand and 79% of them are more likely to pursue a career at Cargill after participating in the CGSP. All scholars have developed a greater understanding of Cargill values.



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\*C1 Scholars are not mentioned in some of the goals because they are now alumni of the CGSP and are pursuing employment or graduate school opportunities.