



Promoting gender equality,  
advancing the economy

# JUMP HUB

## The corporate gender equality network



# Welcome!

The JUMP Hub is the network of corporate diversity officers dedicated to the exchange of best practices on gender equality at work



# Next sessions

- **How to engage men in gender equality?**
  - 29 September 2015 (12:30-15:30)
  - *Hosted by Euroclear in Brussels*
- **How to manage parenthood at work for better gender equality?**
  - 10 December 2015 (12:00 to 15:30)
  - *Hosted by BNP Paribas Fortis in Brussels*

Increase your knowledge on corporate equality management  
and network toward the HR community!



# Take part in the JUMP Forum Paris

- Boost your **female talent** pool and **engage men** in gender equality
- Most **brilliant experts** in gender equality
- Innovative **talent management** tools
- 18 June 2015
- Topic:
  - The Female Economy : Comment profiter du plus grand marché au monde et du pouvoir grandissant des femmes dans le business?
- Participation fees
  - 750€ +VAT /person





# Become corporate ambassador for gender equality

- Make your **commitment** to further gender equality visible
- Benefit from a **personalised assessment** of your organisation's inclusion efforts

Apply for the Wo.Men@Work Award 2015!

- This Award rewards the **CEO who works hardest** to achieve gender equality within his or her company based in Belgium
- Previous winners are:
  - Michèle Paque (Quintiles)
  - Janneke van der Kamp (Novartis)
  - Tom Declercq (Deloitte)
  - Christel Verschaeren (IBM)
  - Albert Ragon (Danone)

Will you be  
the next one?

Applications will  
open soon...



# Commitment gifts for your colleagues or diversity network



Show your support to women or/and to gender equality with our **JUMP Badges**!

Offer one **JUMP Sorority Bead** to a Woman whose career you commit to support!



# Thank you and enjoy the session!





# thrive™

Helping  
people and  
organizations  
*thrive*

**The story of Cargill begins  
and ends with the people  
and organizations who work  
with us...**





...our diverse stakeholders:

Customers  
Suppliers  
Consumers  
Candidates  
Investors

Governments  
Employees  
NGOs  
Communities

With more than  
**150,000**  
employees



across nearly  
**70**  
businesses

located in  
**67**  
countries



our purpose  
is singular:  
**to be  
the global  
leader in  
nourishing  
people**





# We operate within four key business segments:



We provide food and beverage manufacturers, food service companies and retailers with high-quality ingredients, meat and poultry products, and health-promoting ingredients and ingredient systems.

We buy, process and distribute grain, oilseeds and other commodities to makers of food and animal nutrition products. We also provide products and services to crop and livestock producers.

We provide our food, agricultural, industrial and financial customers around the world with risk management and financial solutions.

We serve industrial users of energy, salt, starch and steel products. We also develop and market sustainable products made from agricultural feedstocks.



**The work we do calls for thought leadership and deep awareness of complex social, economic and environmental concerns.**

**We funnel our efforts into four main areas:**

**Enriching  
our communities**

**Working to  
feed the world**

**Operating responsible  
supply chains**

**Conducting  
business  
with integrity**

# Dual Career at Cargill

Jump – Hub  
May 2015

# WHAT

a situation in which both people in a marriage or relationship have a job: *Employees are increasingly turning down overseas posts, citing family concerns, including dual careers and elder-care responsibilities.*

a situation in which someone has two jobs: *At only 18, he has dual careers as a singer and actor.*

Source : Cambridge dictionary online

# WHAT



# SO WHAT

## Project objectives - WHAT

### WHAT

**Vision:** Be employer of choice for female talent globally  
**Mission:** Across the globe, platforms and functions - attract, develop, **advance** and retain - the most talented women for Cargill

### In Scope

✓Enterprise wide: Across all business & functions  
✓Globally: Across all regions  
✓Target level: Associate professional+  
✓Life Cycle: Attraction – retention and development of women

### Alignment:

✓GID strategy and culture of inclusion  
✓Talent Recruitment – Talent COE -  
✓Business resource groups - CWN

### Objectives:

✓Define differentiating factors that will allow Cargill to become the employer of choice for female talent  
✓Help Cargill attain its Corporate Gender Goal  
✓Identify and address barriers for the attraction, retention and development of women globally  
✓Be strategic – intentional and pragmatic in the scope and implementation of the plan  
✓Leverage internal and external best practices



"A world that is good for women is good for everyone." Jump newsletter 21-12-12

Cargill Confidential SEE NOTES PAGE

## Equilibrium – Global study

No unique high level Insights

There is a need to ...

1. Attract more women to the organization.

2. Maximize and expand development opportunities for women

3. Increase opportunities for advancement

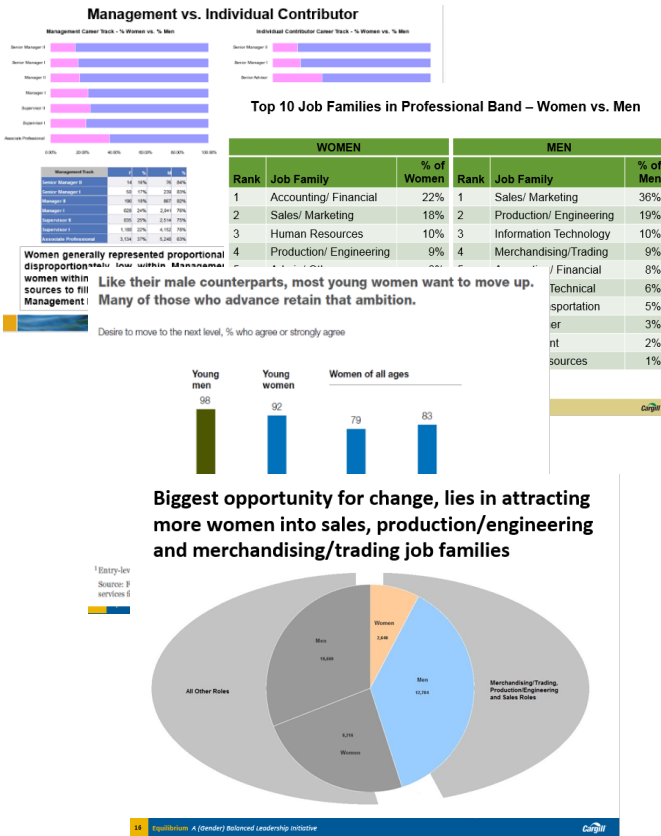
4. Focus on retention

HOWEVER ..... When you put the pieces together

# Insights from our Global Study

## EQUILIBRIUM

Enabling the right gender balance



## Some possible correlation between findings and Expat assignments

1. Woman typically more in Individual contributor roles
2. Woman are more highly represented in functional roles ( ex finance)
3. Lower representation of women in commercial roles ( operations – engineering – sales)
4. Woman have the same ambitions as men

⇒ woman typically not in roles that are primary focus for expat assignments

Key opportunity – increase woman in commercial roles

# SO WHAT

YOUR CAREERS CANNOT PEAK AT THE SAME TIME

**Approach and challenges per se are not different for men or woman it is the expat experience that might be different**

IF YOU ARE BOTH PASSIONATE - YOU NEED TO  
OVERCOME THE DOGMA'S AND INVEST NOW

**I am an early career female and the last few years I  
have been wanting to solve the dilemma of work or  
family**

THE SUCCESS FOR ALL PARTIES INVOLVED IS  
FLEXIBILITY AND A LONG TERM VISION WHICH ALLOWS  
FOR SHORT TERM COMPROMISES



# NOW WHAT

- Not called out as a specific focus area or work stream
- Hot topic among female professionals
- Ongoing conversation at Inclusion & Diversity and network events
- Look at it one individual at a time
- Clear initiatives around role models – accelerated

development, ...

Helping people in organizations thrive

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# *What advantages are there for women in such roles?*

- Unique personal & professional experience
- More exposure & sponsorship
- Part of talent program – investment in the future