

Leadership in Action –



Ethiopia

Addis Ababa, Ethiopia became fertile leadership training ground for 41 Dow employees who have been deployed to the African nation to work on important community improvement projects with non-governmental organizations (NGOs), and social entrepreneurs.

Their work is part of Leadership in Action, a novel program that joins the company's Dow Sustainability Corps (DSC) and Human Resources to offer a unique twist on leadership development.

DSC is part of Dow's approach to meet the world's most basic needs by matching interested and capable employee(s) with organizations that need support for sustainable development projects, especially in emerging geographies and areas of growth for Dow.



"This program made me realize the great human resource we have in this company. We are building relationships that will deliver long-term rewards. In 50 years, we will be doing business here supported by the foundations we're building now."

— **Jesus Atias**, Dow Canada,
Market Development Manager Company Team

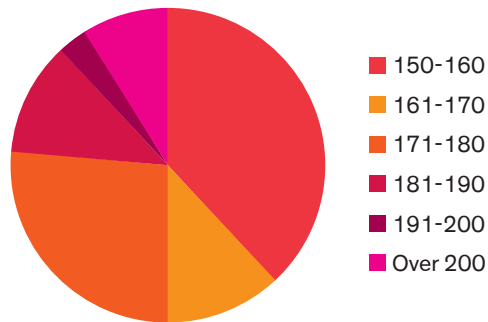
By the Numbers



8142

Estimated total number of employee engagement hours.

Volunteer Hours Reported



Dow believes this approach to leadership development will create superior leaders by introducing them to real world experiences that test their ability to lead courageously, collaborate effectively and deliver innovative solutions that generate value.

“Being immersed with people that have so little and yet prosper in that environment helped me to realize that I need to stop fixating on things I can’t do and simply identify the basics of what I need to be successful. This starts with being humble and seeking out collaborative partners for success.”

— **Tara Conley**, Dow Delaware Valley, International Medical Corps Team

Dow’s holistic approach to corporate citizenship helps “set the standard for sustainability” as outlined in the company’s 2015 Sustainability Goals and enables Dow to creatively address some of the world’s most pressing challenges.

“This was an amazing program and opportunity. The initial week really opened my eyes to Dow’s leadership philosophies and it was inspiring to discuss leadership and Dow’s future with the senior management. Working on projects to help parts of the world much less fortunate than me was personally very rewarding.”

— **David Stenhouse**, Dow United Kingdom, Ethiopian Institute of Agricultural Research

Projects and Partners

1. Improving laboratory research processes to produce more nutritional food

Partner: Ethiopian Institute of Agricultural Research

2. Helping to create and launch a Chamber of Commerce Academy for training and business development

Partner: Ethiopian Chamber of Commerce Academy and Sectorial Association

3. Creating a sustainable business model to convert corn into polyethylene

Partner: Addis Ababa Institute of Technology

4. Creating innovative solutions to address common sanitation challenges

Partner: International Medical Corps, working in partnership with IBM

5. Expanding educational reach of programs to add an online learning system platform

Partner: St. Mary’s University College

6. Identifying sustainable practices for converting solid and liquid waste into fertilizer

Partner: Population Services International

7. Assisting local agricultural start-up companies with entry into market

Partner: Precise Consult International

8. Providing educational and leadership development opportunities for high school students

Partner: International Leadership Academy of Ethiopia

