WeThinkCode is a university in South Africa that caters to practical learning for underprivileged youth (Software Engineering | WeThinkCode\_, 2021). The Cape Town campus had a bit of a crisis 3 years ago, and the entire management staff from CEO all the way down to campus manager were replaced by new staff members. This was due to poor performance and dubious values and ethics portrayed by the exiting staff members. The previous campus manager was far to harsh on students, causing them to drop out of the course at a phenomenal rate. With fewer than required students on hand, sponsor companies looking for interns started cancelling their contracts with WeThinkCode as they felt that the return on financial investment was severely lacking. And the previous director supposedly embezzled money from the organization on top of that as well. The organization replaced the management team swiftly with people who are experienced in turning companies around. They created two new jobs that didn’t exist before; they ensured that psychosocial support was available to students on a permanent basis so as to stay connected with students on the ground, to prevent drop outs, and they also employed a contact person permanently just to keep their relationships with sponsor companies spotless. The students initially resisted the change as it was quite an overwhelmingly large change for them all at once, but eventually as they started seeing improvements, adjusted and accepted it.

References:

Software Engineering | WeThinkCode\_. (2021). WTC\_ Applications. https://www.apply.wethinkcode.co.za/

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