

The Scala Center



Q 3 2020
Direction Report

Thank you for your participation and support

- COVID-19 changed the world as we knew it
- Global insecurity: social, ecological, political, economical
- Each and every person is touched and is rethinking “basics”

- Your presence means a lot to us, as an organisation, as a team, and as individuals
- It gives us hope and purpose, it keeps us going

Thank you!

Summary

- 1) The Scala Center starting challenges
- 2) How we turned it around, where are we now
- 3) Achievements in Q3 2020
- 4) What is next?
- 5) How can you help?
- 6) Financial report

Within global-crisis context...

The Scala Center faced its own challenges (as per 1:1 meetings with you, and other sources)

- Lack of clear communication about our projects
- Weak internal project management
- Difficulties hiring skilled & experienced people (due to belonging to the Uni)

As well as actually

- Understaffed
- Over-involved (different projects and different areas)
- High expectations from our partners and the community at large

This meant that we had to...

Between January and now:

- Reorganise our internal processes;
- Find best ways to employ/contract people, and fast;
- Set an impactful and mindful onboarding;
- And... create a performant team from a group of people that just met :)
- All while producing & communicating.

Did I mention - this in the middle of COVID-19 rocking our worlds

It is with a feeling of proudness that we succeeded to

Survive, and even thrive!

We all share the sentiment that we turned this wheel around, and are relieved to report:

- Confidently leading our projects
- Managed to coordinate the Scala 3 projects too+ (based on our pipeline, supporting and empowering the project leads)
- Communication is frequent, transparent, clear, and in abundance (always room to improve!)
- We are now a team of 13 people (+Martin), 3 consultants, and closely working with sister Scala teams across the board

Achievement Highlights Q3 2020

- Hiring round
- The performant team
- Scala 3 release coordination
- Tech contributions (!!)- Sebastien's part

What's next? (Q4 2020 and Q1 2021)

- No more hires :)
- Scala 3 release candidate deadline
- Videos, blogs, documentation & migration testing (Adrien's part)
- Community related work: diversity & more

How can you help?

- Keep being our ambassadors
- Continue expanding collaboration with us (giving feedback onwards)
- Send beta testers for the new course
- Test our Migration guide (more in Adrien's part)
- 1:1 meetings with me in January

Financial report

MOOCs

- Q1 and Q2 MOOCs revenue slightly lower, but around 30% increase in attendees
- We can only have a better understanding once Q3 and Q4 numbers come in about the “COVID-effect”
- We are releasing the new course in December, hopefully it will also generate some revenue in Q1 & Q2 of 2021

AB members

- 7 paying members + VirtusLab

To keep the team, we will need to engage at least 2 more AB members in the next Q

Diversity and inclusion

- Omnipresent and ongoing
- Team is coming up with projects we can put in place and that are impactful and sustainable
- In talks with sister organisations about how to create a safe space online
- Taking more time than originally estimated a) lack of resources within the team b) high priorities put on growing the team to survive this stage.