



"This is what role-ready, experienced talent who is known to your business is capable of, even before graduating the programme."

The value of delivery during the learning journey



We recently approached, **Zac Louw, Delivery Manager of redPanda Software** to discuss the performance of redAcademy Senior Sprinters who are currently in the **live client phase of their learning programme**. Our discussion included their **performance (value-add), culture fit and their willingness to learn and contribute** to the broader redPanda Software tech team.



The clear benefits cited?

- Return On Investment on the training programme
- Proven track record of Sprinters in project delivery
- Capacity support of the senior tech team

The feedback is testament to the real work benefit our Sprinters bring to business before even graduating from their year-long programme.

Our Sprinters who are integrated into live delivery teams, show strong adaptability, high engagement, and a clear commitment to delivery. They take ownership of work items and show consistent improvement through exposure, feedback, and iteration within the live environment. They are overseen by redAcademy tech mentors who remain the source of guidance, support and upskilling to ensure there is no drain on our client's resources.

The significance of this integration into live delivery teams is the ability to obtain real-time, feedback from team members and the Delivery Manager which highlights key development areas, all of which align with expected growth at this stage of the programme.

Feedback includes building confidence in initiating tasks, engaging earlier during discussions to clarify uncertainties, and strengthening alignment to immediate team priorities while balancing broader system thinking.

As Sprinters operate across multiple systems within the client's techs stack, there is a continued focus on improving context awareness to ensure consistent, focused delivery which will make their onboarding process, post their redAcademy programme, more efficient.

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Senior Sprinter: Joshua Brown

Zac Louw, Delivery Manager of redPanda Software had the following to share on Joshua's progress, "Joshua demonstrates a solid foundation of knowledge and shows potential for growth within the team. He actively engages by asking questions and has proven to be a fast learner, adapting quickly to new information and processes.

Joshua is a capable and motivated team member whose **willingness to learn and existing knowledge base are valuable assets.**

During the live client delivery phase, Joshua and Eighton contributed to system rebuilds while working on the latest software. Initially focused on smaller backlog tasks, their strong performance led the Delivery Manager to shift them onto new software builds. **This transition highlights the value of introducing junior tech talent into a live delivery environment, demonstrating their ability to add value and earn trust in a short space of time.**

They gained exposure to two Software teams, initially working on low-priority tickets to build their technical competence. From March, they transitioned to the second Team, where they are contributing directly to the current business deliverables.

Most recently, Eighton successfully completed a high-priority ticket within the sprint timeline. Across both roles, their work has included backend and frontend development, documentation, bug fixes, and alert setups.

This feedback is a testament to the success of redAcademy's **Skills-Integration-as-a-Service** model. Through this approach, junior tech talent joins your business with the precise skills and practical experience required, having already delivered on live client projects within your team during a six-month, fully customised programme.



Senior Sprinter: Eighton-Lee Paulse

"Eighton has demonstrated strong enthusiasm and commitment to contributing meaningfully to the team. **His eagerness to prove his worth is evident in the volume of work he produces, and he consistently shows initiative** by asking questions and quickly absorbing new knowledge, says Zac Louw.

Eighton is a **promising contributor whose drive and learning ability are valuable assets to the team.**

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