***Operation InVersion at LinkedIn: A New-Age Analysis***

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**Introduction:**

Using the information that I found from the Operation InVersion at LinkedIn, I’ve learned that DevOps is much more than a set of practices; it’s a cultural paradigm that challenges how we view and think about software development: specifically, as it pertains to failure and the quality of work produced. One of the most profound lessons is the way DevOps redefines "success" (in comparison to the commonality that we've often been accustomed to). In traditional development models, success was about meeting deadlines with a feature-packed release that would blow the end-user away with awe-struck feelings. With DevOps, however, success is a continuous improvement that never ends. It’s not just about getting a product out on time but ensuring that it’s consistently evolving based on real-time feedback and rapid iteration of solutions and innovation. This shift allows us to release smaller updates more frequently, which means we can address issues faster without the pressure of big, risky releases.

In my own work with CRM systems, I’ve discovered that incremental changes reduce risk; especially as it pertains to the organizational ecosystem of merge fields [IE: Ghost tags and metadata that further alter additional introspective adjustments]. When we deployed updates in large batches, even minor issues could cause significant disruptions. With smaller, frequent deployments, we spread the risk and can recover quickly from any failures. This also means that errors are easier to trace and fix, reducing system downtime and keeping users happy.

Another key realization has been the concept of quality being everyone’s responsibility. In the past, quality assurance was the job of a dedicated team. But in a DevOps culture, developers, operations, and even product teams all own the quality of the product. This approach has changed how I work with colleagues: instead of waiting for the QA team to find bugs, we actively prevent them through automated tests and continuous integration.

In conclusion, Operation InVersion taught me how DevOps assists in mitigating or eradicating organizational inertia in its natural essence. When moving to a more agile process, the hardest part was not the technology but rather; the changing of mindsets - creating a fully immersive culture where collaboration, skills, and constant improvement are the standard. This shift is challenging, but it’s absolutely necessary for continuous success in several cycles of iterative changes.

**Source:**

Humar, G., Kim, P., & Debois, P. (December, 2021). *The DevOps Handbook: How to create world-class agility, reliability, and security in technology organizations* (2nd ed.).