LinkedIn’s "Operation InVersion" is a case where the company paused adding new features for two months to focus on fixing old issues in their system. After LinkedIn’s 2011 IPO their main program called Leo was struggling to handle the load. It was crashing often and was hard to update which made it difficult for engineers to add new features. Instead of continuing to push new features onto this shaky system, LinkedIn's VP of Engineering Kevin Scott decided to stop all new projects and have everyone focus on improving the core infrastructure. This break allowed engineers to rebuild parts of the system, split Leo into smaller more manageable services, and automate testing and deployment.

After Operation InVersion LinkedIn could release updates multiple times a day instead of every two weeks. This cut down on late night fixes and allowed developers to focus on innovation rather than constantly solving system issues.

### **Lessons Learned**

1. **Technical Debt**: Ignoring old issues in your system (technical debt) can slow down progress and make systems unreliable. Regularly addressing these problems is necessary for growth.
2. **Short-Term Sacrifice for Long-Term Gains**: Sometimes it is better to stop adding new features temporarily to fix core issues which will make everything easier in the long run.
3. **Leadership Support**: Leadership can set priorities to build a better engineering culture. In the study Scott focused on stability and safety which helped LinkedIn grow without constant breakdowns.
4. **Improvement Culture**: By paying down technical debt and splitting up Leo LinkedIn set up a foundation for ongoing improvements which allowed them to scale faster and more easily.