

Lessonly

Andela Engineers Help Company Move Upmarket With Enterprise Solutions

PRODUCT

Lessonly

A cloud-based learning management platform



CHALLENGE

Finding top engineers that can add and improve enterprise-class features and products customers demanded



SOLUTION

Global engineers that solve big problems fast



RESULT

Engineers that have been "vital to the growth of our products as we move upmarket."

Indianapolis-based Lessonly is a cloud-based learning management system that allows businesses to build, share, and track world-class training materials and activity from a single interface. It's a powerful, simple platform used by more than 1,000 companies and 3 million employees to learn, practice, and do better work.

THE CHALLENGE

Hiring Talent to Deliver Enterprise Solutions

Lessonly's software enables businesses to quickly and easily build "powerfully simple" training that enables teams to learn and grow. As the company was moving upmarket, it needed new products and features and some existing ones had to be upgraded.

"We were trying to take our product to the next level for enterprise clients and needed to add senior developers that could take ownership and understand our products and our customers," said Product Owner Alec Remaly. "We were competing for talent with some global tech companies that had come to Indianapolis, and the cost and time needed to hire locally was a huge challenge."

THE SOLUTION

Global Enterprise-Class Engineers

"We turned to Andela and have found the cream of the crop of global developers," Alec said. "We have been blown away by their skill, their initiative, and their commitment."

The Andela engineers have become part of the Lessonly team. "We really don't think of them as contractors, and don't want that kind of transactional relationship," Alec said. "We work with them just like we do with our

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Alec Remaly
PRODUCT OWNER, LESSONLY

internal hires, and they are just as invested in our success as the rest of our employees.”

It helps that the Andela engineers thrive on contributing to the team. “Andela engineers have tremendous confidence and willingness to speak up and suggest new ways of doing things,” Alec said. “They have quickly solved problems that we had struggled with for some time. They have a great understanding of our product and help us make it better.”

This long-term remote teammate model has delivered added value during the pandemic when the Lessonly team went all-remote. “We took the tools and processes that we used to make our remote work with Andela successful and replicated those practices team-wide,” Alec said. “We already had a playbook for how to work together without being in the same office.”



Better Work Starts Here.

Lessonly transforms how teams learn, practice, and Do Better Work.

THE RESULTS

Long-Term Teammates that Bring Value

Andela engineers have been instrumental in helping Lessonly improve existing features products and building new ones with dramatic results. Key contributions include:

- Fixing a broken page. “One engineer came in and immediately redesigned a failing page—shaping the design with a senior engineer and building a new UX

in his first month and a half,” Alec said. “We were all equally stunned.”

- Meanwhile, enterprise clients were not happy with the speed of the search function for their training content on Lessonly. “We pride ourselves on being super-responsive to our customers. Search is one of our most important features, and calls were taking 16-18 seconds,” Alec said. “We put an Andela engineer on the project and the search time went down to 0.5-1.0 seconds. This was a really, really hard, complex problem that he solved.”
- Another challenge was launching Lessonly’s: “Linked Elements” product. When content with data common to multiple elements had to be updated, updates had to be done manually wherever that content was used. For enterprise users there could be hundreds of elements, making updates painfully slow. Linked Elements allows users to update all elements with shared content at once. “This product was another example of something that was really important to our enterprise clients and Andela engineers made up most of the team that built it, Alec said. Adoption has been fantastic, and it has been one of our most successful product launches.”

Andela has provided hundreds of U.S. companies with thousands of top mid and senior engineers and has developed a robust support infrastructure to source, assess, and scale talent with partner businesses. All Andela engineers are fully trained in remote development and teamwork best practices and arrive at customer teams ready to deliver.

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