

## PROFESSIONAL DEVELOPMENT / TRAINING – Mentoring Education Portal

### Overview

Charlotte-based EQmentor Inc. utilizes a unique and innovative approach to increasing the emotional intelligence (EQ) of working professionals through a patent-pending online mentoring process and a cross-community of professional collaboration. Given the formidable challenges today's companies face, EQmentor exists to address the needs of the changing workforce such as globalization and a multi-generational, multi-gender, multi-cultural workforce. In addition, with experts forecasting a mass exodus of Baby Boomers from organizations, the significant void in managerial ranks will force younger generations to occupy senior roles at earlier ages and with less experience. EQmentor meets these challenges by supporting accelerated learning and by allowing its users to apply and retain their newfound knowledge more quickly.



### Business Needs

EQmentor's core business is a subscription-based mentoring program that allows mentees to learn over an extended period of time from a trusted mentor, in a safe environment and at their individual point of need within the EQmentor web tool. The identity of mentors and mentees needed to be kept anonymous and confidential to ensure open, honest, and unbiased communication. In addition, the web tool needed to leverage web-based technology synchronously and asynchronously so the experience of sharing, learning, and building of relationships could be done simply anywhere, and at any time.

### Strategy

From a technology standpoint, it was extremely challenging to have three separate development teams working concurrently towards a final deliverable. With 2.3 million lines of code, the design and implementation had to be carefully planned to minimize code merge (new code that could conflict with previously-written code from another project phase). The isolated nature of LA's Service-Oriented Architecture (SOA) strategy greatly reduced this risk by providing the design with service autonomy, allowing services to maintain control over the logic they encapsulate. Despite creating this autonomy, it was vital to plan the implementation in order to minimize developer code conflict. The 6,000 hours the project required were completed from start to finish in only twelve weeks.

### Benefits

Our innovative solution took advantage of fundamental Service Oriented Architecture (SOA) and the Logical Advantage Application Framework (LAAF®). SOA supported the site's scalability and the rapid implementation of concurrent phases. Since SOA divides logic into services and promotes their reuse, their loose coupling minimizes dependencies between services and only requires that they maintain an awareness of each other. This abstraction and isolation enabled multiple teams to work on different aspects of the application simultaneously. LAAF®, a proprietary technology from Logical Advantage, combines several development tools and a framework, including a code generator and a library of reusable components. The innovative SOA was built upon our LAAF® framework and the new Microsoft Windows Communication Foundation® (WCF). WCF is a rich technology foundation, designed for distributed service-oriented applications for the web that need to be secure, reliable, and scalable. By finding and combining the perfect technologies, we enabled EQmentor's solution to gain both user-friendliness and a robust scalability.

### About Logical Advantage

Logical Advantage is an award-winning, full-service Information Technology consulting and application outsourcing company. We are dedicated to providing high-quality, cost-effective custom software development and consulting services. We specialize in mastering complex business challenges, delivering mission critical solutions backed by our deep expertise and proficiency in Microsoft® technologies.