

THE HIDDEN COORDINATION LAYER

You Automated Workflows. Coordination Stayed Human.

You've automated hundreds of processes between your systems of record. But keeping them aligned still runs on spreadsheets, exceptions, and people. You thought automation reduced coordination, it multiplied it. Every project solved a local problem; together they became a coordination layer no one owns.

WHERE THE TAX SHOWS UP

Stale licenses

No trusted Software Position exists across usage, entitlement, ownership, and contracts. Entitlements live in spreadsheets across hundreds of app owners, so unused seats keep billing, and you can't reclaim what you can't see.

Zombie mobile lines

No trusted Employee Position connects HR changes to carrier actions. Carrier charges run for months after an employee leaves, because nothing closes the line when HR says they're gone.

Renewals no one's ready for

No trusted Vendor Position exists before the negotiation window closes. You see the renewal the week before; the vendor has worked your account all year and holds the upper hand.

Calendar-based refresh

No trusted Device Position exists across performance, health, and actual need. Endpoints are replaced on a fixed clock, so devices with healthy life left get retired early, and you buy replacements you never needed.

IT OPS AS HUMAN MIDDLEWARE

The biggest line item isn't a tool, it's the people. Skilled staff across IT, security, and shared services spend their days reconciling exports, chasing approvals, escalating exceptions, and updating one system to match another. No budget line names it; every enterprise pays it. **Humans became the middleware between systems that never learned how to agree.**

MODELED AT \$1K-\$1.5K PER EMPLOYEE, PER YEAR

\$10-15M

At 10,000 employees

\$25-37M

At 25,000 employees

\$50-75M

At 50,000 employees

Every automation project solved a local problem. Together they built a coordination layer no one owns. Modeled from observed enterprise environments and industry benchmarks (Gartner, IDC).

- You've automated hundreds of processes, yet backlogs, exceptions, and headcount keep growing.
- Every new app, vendor, acquisition, or reorg spawns more coordination logic, workflows, recipes, integrations, scripts, and each one encodes assumptions that must be maintained as the business changes.
- Cloud and Kubernetes run on a software control plane; enterprise operations run on human middleware, and it doesn't scale.

THE SYSTEM OF ACTION

Your System of Action Is People. XOPS Makes It Software.

Today that system of action is your people. XOPS makes it software. Your systems of record stay the source of truth; XOPS sits above them as the System of Action that continuously reconciles state across systems, determines the required outcome, and executes it end-to-end, deterministically, the same way every time, not a probabilistic best guess, across the stack you already run.

What exactly is XOPS maintaining? XOPS maintains the operational Position of every employee, device, software entitlement, vendor relationship, AI assistants, and autonomous agents: what is true now, who owns it, what policy applies, and what should happen next. Instead of encoding coordination logic in workflows and recipes, and rewriting it every time the business changes, you declare outcomes, and XOPS derives and executes them.

Workflows automate the expected path. XOPS is the System of Action that handles reality, the exceptions the workflow never anticipated.

CONNECTS TO YOUR STACK

Workday

ServiceNow

Okta

Microsoft Intune

Flexera

Coupa

Carriers

+ 200 more

Across every system: people · identity · devices · software · vendors · communications · workspaces · AI agents, one continuously reconciled Position that determines the next action and executes it across the stack you already run.

CERTIFIED & COMPLIANT

ISO/IEC 27001:2022

CERTIFIED

Information Security

ISO/IEC 27018

CERTIFIED

Privacy Protection

ISO/IEC 42001:2023

CERTIFIED

AI Management

SOC 2 Type II

CERTIFIED

Security & Availability

GDPR

COMPLIANT

Privacy Protection

DECLARED OUTCOME

Onboard marketing hires to full productivity on day one. XOPS derives what the role needs from their peers and delivers it, with no checklist and no coordination team.

REALITY CHANGES

A marketing new hire's start date lands in Workday. XOPS creates the employee's Position from peer reality: required applications, access, device standard, AI entitlements, and policies, so nothing is specified by hand.

XOPS OPTIMIZES

Sequenced by dependency and policy: assembles the full bundle, software licenses pulled from existing pools, group and app access, security policy, and a device matching the team's spec, the cheapest compliant path, no workflow defined.

EXCEPTION RESOLVED

No Canva seats remain in the pool, and local device stock is empty. XOPS reclaims an idle Canva seat; when the in-region order won't beat the start date, it pulls a device from another region and ships it, tracked at every handoff until the new hire logs in.

XOPS EXECUTES

Assigns the pooled licenses and the reclaimed Canva seat, grants group and app access in Okta, applies security policy, dispatches the device, and updates the CMDB, every action audited.

100%

DAY-ONE READINESS: FULLY
EQUIPPED BEFORE THE START
DATE

From peers

REQUIREMENTS DERIVED FROM
THE TEAM, NO CHECKLIST

Delivered

DEVICE PULLED CROSS-REGION,
TRACKED TO FIRST LOGIN

Assigned

LICENSES FROM POOL; CANVA
SEAT RECLAIMED

Illustrative example, details shown to demonstrate the operating model, not a live result.

See the coordination layer hiding in your operations.

A 15-minute working session maps where coordination is costing you most: licenses, devices, integrations, and people.

[Request a demo →](#)

Not another system of record. Your systems of record capture what happened; XOPS is the System of Action that executes what happens next, the deterministic System of Action for enterprise operations. Your systems are automated. The coordination between them should be too.

MAKE IT TRUE.