





FOR CFOS, COOS & TRANSFORMATION LEADERS

Your Systems Are Automated. The Work Between Them Isn't.

Every department runs on systems of record — HR, finance, procurement, IT, operations. But the work **between** them — reconciling, coordinating, escalating, following up, updating one system to match another — is still done by people. **That coordination layer is the fastest-growing line in your operating cost**, and it scales with headcount, not with the software you've already bought. **XOPS eliminates it** — turning the work between systems into autonomous action.

- Years of workflow automation, RPA, and AI optimized the work **inside** systems — the work **between** them never went away
- So operating cost still rises with **headcount**, not with the software you've already paid for
- Outcomes stay **unpredictable** — you can't forecast the coordination, so you can't protect the margin

THE FOUR COSTS OF COORDINATION

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Rising operating cost
 Every system you buy automates a task — but the work between systems still falls to people. As the business grows, that coordination work grows with it, so operating cost keeps rising even as you "automate."
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Eroding operating leverage
 Revenue scales — and so does the coordination work behind it. Without a system that executes between your systems, cost grows in lockstep with the business. You add volume, but you don't add leverage.
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Stranded capital & leakage
 Assets sit unrecovered, licenses keep billing, contracts renew unaligned, spend commits before anyone sees it. Financial leakage accumulates in the gaps between systems — money already on the books that no one is positioned to catch.
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Unpredictable execution
 Outcomes depend on manual follow-up across teams. You can't model the headcount that a separation, audit, reorg, or integration will take — so you can't forecast the cost or protect the margin until the work is already done.

THE HIDDEN LINE ITEM: HUMAN MIDDLEWARE

The largest coordination cost in most enterprises isn't a software license — it's the labor that makes disconnected systems behave like one process. Across IT, finance ops, procurement, and shared services, thousands of people spend part of every day reconciling, escalating, following up, and updating one system to match another. No budget line names it. Every enterprise pays for it — because the systems don't coordinate, so people do, and the enterprise becomes the workflow engine.

OPERATING LEVERAGE, IN PRODUCTION

\$10M+

cost controlled
across the estate

Zero

added headcount
as volume grew

92%

of operations
run autonomously

"We didn't replace a single system. We declared the outcome — and the work between them stopped landing on people."

— Chief Operating Officer · Fortune 100 enterprise

See the cost of coordination hiding in your operating model.

A 15-minute working session maps where headcount is doing the work your systems should.

[Request a demo →](#)

Declare the Outcome. Eliminate the Coordination.

You don't define workflows or stand up a coordination team — you **declare the outcome**. XOPS continuously reconciles operational reality across every system and **executes the work between them**: the reconciling, escalating, following-up, and updating your people do today, done autonomously.

Systems of record know what happened. XOPS **is the system of action that makes what's next happen — without the people in the middle.**

XOPS · System of Action
always reconciling · 0 coordination team

DECLARED OUTCOME
Deliver the cost reduction cleanly — every system reconciled, every cost controlled, full audit trail — without standing up a coordination team.

CONTINUOUSLY RECONCILED — OPERATIONAL REALITY ACROSS EVERY SYSTEM
A **cost-reduction program** triggers a **600-person reorganization** — exits, transfers, and role changes fan out across HR, identity, devices, software, telecom, facilities, and finance, each in its own system

XOPS OPTIMIZES — SEQUENCED BY FINANCIAL IMPACT
Determines, per person, what transfers, what's recovered, what's reclaimed, what's deactivated, and what's released — the cheapest compliant path, with no workflow defined and no team assembled

EXCEPTION RESOLVED — COMPETING CONSTRAINTS BALANCED
Vendor contract minimums, mid-project licenses, and 80 relocations complicate the picture. XOPS preserves what must stay, times the notices, and still captures the rest

XOPS EXECUTES — ACROSS EVERY SYSTEM
Provisions, recovers, reclaims, deactivates, and releases; reconciles every record from HRIS to ERP; and files the audit trail — 17 teams' worth of coordination, with no coordination team

OUTCOME ACHIEVED

<p>ANNUAL COST CONTROLLED \$4.2M stopped & recovered across the reorg</p>	<p>EVENTS EXECUTED 600+ people processed, no queue</p>	<p>MANUAL COORDINATION Zero 17 teams' work — automated</p>	<p>AUDIT TRAIL Filed every action evidenced</p>
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Illustrative example — details shown to demonstrate the operating model, not a live result.

CONNECTS TO YOUR STACK

Workday

ServiceNow

Okta

Microsoft Intune

Flexera

Coupa

Carriers

+ 200 more

Across every system and lifecycle: people · devices · software · vendors · communications · workspaces — one continuously reconciled graph, prioritized and executed by financial impact.

CERTIFIED & COMPLIANT

<p>ISO 27001:2022 CERTIFIED Information Security</p>	<p>ISO 27018 CERTIFIED Cloud Privacy</p>	<p>ISO/IEC 42001:2023 CERTIFIED AI Management</p>
<p>SOC 2 Type II CERTIFIED Security & Availability</p>	<p>GDPR COMPLIANT Data Protection</p>	

Not another system of record. You've already automated the systems — **XOPS is the enterprise system of action** on top of them, automating the **work between them**: the coordination layer your people have quietly become. Declare the outcome; XOPS executes across the systems you already run, prioritized by impact and backed by a full audit trail.