

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. Automation didn't reduce coordination. **It multiplied it.** Every project solved a local problem; together they built a coordination layer no one owns.

WHERE THE TAX SHOWS UP

Stale licenses

No trusted Software Position spans usage, entitlement, ownership, and contracts. Entitlements sit in spreadsheets across hundreds of app owners — enterprises typically reclaim 25% of license spend once they can finally see what's unused.

Ghost agents, live spend

No trusted AI Position connects identity to consumption. Agents and API keys keep running after the owner leaves — XOPS found five in one environment, unused, billing \$2,900–\$4,100 a month each.

Offboarding that doesn't finish

No trusted Employee Position closes access when HR says someone's gone. One departed employee's SaaS access kept billing for 90 days and \$48K before anyone caught it — eight admin consoles never got the signal.

Calendar-based refresh

No trusted Device Position spans performance, health, and actual need. Fixed refresh schedules retire devices 1–2 years before end of life — healthy inventory, replaced anyway.

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, 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.** Now a second workforce is adding to the load — AI agents acting with delegated authority, governed by none of the controls built for employees.

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

Modeled from observed enterprise environments and industry benchmarks (Gartner, IDC).

Every new app, vendor, acquisition, or reorg adds more coordination logic to maintain — and none of it survives the next change to the business.

IT built a control plane for infrastructure. It never built one for operations — you're paying the difference in headcount.

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, continuously reconciling state, determining the required outcome, and executing it end-to-end. Deterministically. The same way, every time. Not a probabilistic best guess.

ALREADY RUNNING IN FORTUNE 500 PRODUCTION

Broadcom · Cencora · Corteva · S&P Global

\$40M raised
Featured in The Wall Street Journal**What exactly is XOPS maintaining?**

The operational Position of every employee, device, software entitlement, vendor relationship, and AI agent: what's true now, who owns it, what policy applies, and what should happen next. Instead of encoding coordination logic into workflows you rewrite every time the business changes, **you declare outcomes — 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

One continuously reconciled Position — across **people, identity, devices, software, vendors, communications, workspaces, and AI agents** — determines the next action and executes it across the stack you already run. Read-only to start: no rip-and-replace, no data migration, no agents to install.

Illustrative: onboarding a marketing hire to full productivity on day one

DECLARED OUTCOME	Full productivity on day one — no checklist, no coordination team.
REALITY CHANGES	A start date lands in Workday. XOPS builds the Position from peer reality: apps, access, device standard, AI entitlements, policy — nothing specified by hand.
XOPS OPTIMIZES	Sequenced by dependency and policy: licenses pulled from existing pools, access granted, a device matched to spec — the cheapest compliant path, no workflow written for it.
EXCEPTION RESOLVED	No Canva seats left, local stock empty. XOPS reclaims an idle seat and ships a device cross-region, tracked to first login.
XOPS EXECUTES	Assigns licenses, grants Okta access, applies policy, dispatches the device, updates the CMDB — every action audited.

100%

Ready before day one

Zero

Manual specs needed

Cross-region

Device shipped & tracked

Reclaimed

Idle seat, not purchased

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

CERTIFIED & COMPLIANT

ISO/IEC
27001:2022**CERTIFIED**
Information SecurityISO/IEC
27018**CERTIFIED**
Privacy ProtectionISO/IEC
42001:2023**CERTIFIED**
AI ManagementSOC 2
Type II**CERTIFIED**
Security & Availability**GDPR
COMPLIANT**
Privacy Protection**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 — deterministically, the same way every time.

MAKE IT TRUE.