# Access rights follow the organization, not the other way around

## The problem: access rights no longer follow the organization

In most organizations, access rights accumulate over time: arrivals, moves, departures, contractors, technical accounts, SAP roles, document access and business applications. Risk appears when the organization changes faster than access rights.

**Key challenges:**

- **Know who has access to what,** at any time, across the entire IS.
- **Automate joiners, movers and leavers** to avoid obsolete rights.
- **Reduce the attack surface** linked to dormant accounts, excessive rights and orphaned access.
- **Control SoD** and authorization conflicts, especially on SAP.
- **Produce reliable audit evidence** without heavy manual campaigns.
- **Govern application, document and process access** from the same organizational logic.

ROK IGA is based on a simple idea: **the org chart says who does what, IGA says who has access to what.** When the organization changes, access rights follow.

## The ROK response: the organization becomes the access foundation

- **Dynamic org chart as the source of truth:** positions, sites and associated processes determine access rights. These rights are no longer managed as isolated technical objects, but as a consequence of the real organization.
- **Automated identity lifecycle:** each IN / MOVE / OUT event triggers the assignment, modification or removal of rights: onboarding, internal mobility, offboarding, contractors and subcontractors.
- **Complete access mapping:** view by employee, application, position, rights or scope. ROK lets you quickly answer the question: “who has access to what, why, and since when?”
- **Continuous risk control:** SoD, privileged access, dormant accounts, orphaned rights, temporary access and anomalies are detected and tracked over time.
- **Native SAP management:** profiles, roles, authorizations, SoD and SAP licenses are managed from ROK, with a complete assignment history and possible license optimization.
- **Compliant-by-design:** rights, processes and controls remain consistent by design. The audit trail is continuously available, without rebuilding evidence at control time.

## Proof points: results observed with our clients

### Novares
**(industry, 23 countries, multi-subsidiary)**

- Organization and IGA unified across 23 countries.
- Single repository continuously updated.
- HR validation reduced from several weeks to 24 h after alignment of the organization.

### Elis
**(ERP, international rollout)**

- Standardized and automated ERP/SAP access across an international scope.
- Rights delivered 5× faster.
- Administration costs divided by 10, with more reliable governance of access rights.

### Transdev
**(supplier repository / P2P)**

- Supplier repository made reliable.
- More than 1,000 requests per month processed via workflows, OCR/RPA and controls.
- Strengthened traceability and compliance.

**ROK supported 7,000 agents HSBC in aligning with a single repository compliant with ACPR requirements, with structured governance of positions, processes and access rights.**

**In practical terms:** the same mechanisms can be activated to govern access rights, make repositories reliable, automate regular IT access controls and produce audit evidence at any time.

## Key ROK modules

### A. Access mapping

- View by employee: active access, source, justification, history.
- View by application: authorized users, access level, anomalies.
- View by position: rights associated in the org chart.
- Detection of orphaned access, excessive rights and dormant accounts.

### B. Identity lifecycle

- Management of joiners, movers and leavers from HR events.
- Automatic assignment and removal of rights based on position, site and profile type (employee, contractor, temporary worker, technical account).
- Management of employees, contractors, subcontractors, technical accounts and temporary access.
- Immediate access removal when someone leaves or changes position.

### C. Automatic provisioning

- Assignment of application, document and process rights according to the organization.
- Provisioning to ERP, CRM, HRIS, business applications, DMS, SharePoint, shared drives and ROK workflows.
- Reduction of IT tickets, manual errors and assignment delays.

### D. SoD, risks and compliance

- Real-time detection of segregation of duties conflicts.
- Periodic access reviews with managerial approval.

- Documented compensating controls.
- Compliance reports available on demand: SOX, GDPR, ISO 27001, NIS2.

### E. SAP, roles and licenses management

- Management of SAP profiles, roles, authorizations and SoD from ROK.
- Conflict detection before rights assignment.
- Complete assignment history ready for SAP audit.
- Identification of unused or underused licenses, released when someone leaves or changes role.

### F. Access to documents and processes

- Document rights linked to the position and associated processes.
- Automatic inheritance of rights during mobility.
- Access to ROK workflows according to authorized roles.
- Unified view of application, document and process rights.

### G. Organizational security by design

- Access follows from the real structure of the company.
- Consistency between organization, rights and processes is maintained continuously.
- Security becomes a consequence of the architecture, not a module added afterwards.

## Expected benefits

- **Security:** reduction of excessive rights, dormant accounts, orphaned access and out-of-process access.
- **Compliance:** audit evidence continuously available, standardized reviews, SoD controlled.
- **IT efficiency :** fewer tickets, less rework, faster rights assignment and removal.
- **SAP control:** better governed roles, profiles, SoD and licenses, with a complete history.
- **Management:** dashboards on active access, access at risk, ongoing reviews and anomalies.
- **Organizational consistency:** each right is linked to an identified position, application or process.
- **Shadow IT reduction:** fewer applications outside governance, more visibility into real business flows.

**Shall we schedule a 15-minute discussion?**

**Who does what. Who accesses what. Everything stays aligned.**
**ROK Solution**

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