

# 2025 EMA™ Radar for Workload Automation and Orchestration

## *Summary Report Spotlighting Stonebranch*

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By **Dan Twing**, President and COO

*Intelligent Automation*






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## Introduction

Preparing for the 2025 EMA Radar for Workload Automation and Orchestration required the most significant revision to the scoring model since the Radar was first introduced in 2009. While the framework is refreshed with each new edition, this year marks the first time that core dimensions of functionality, architecture, and vendor strength were redefined at such depth. The change reflects not only vendor innovation, but also the reality that the workload automation market has evolved into a far broader and more strategic discipline.

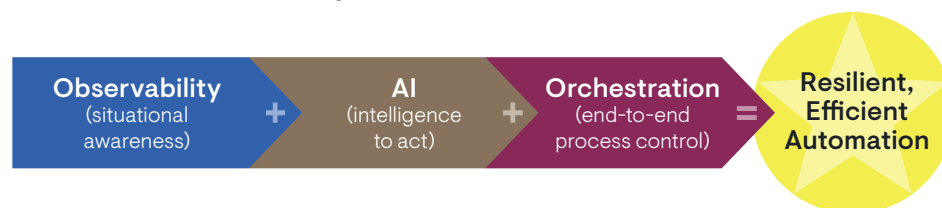
The industry's migration from batch scheduling to workload automation, adding the flexibility to manage event-driven, cloud-hosted, and distributed workloads, defined the 2010s. By the early 2020s, vendors largely achieved parity in supporting multi-cloud, containerized environments and data pipeline orchestration. The 2023 Radar reflected this convergence by formally recognizing orchestration as a primary category, highlighting workload automation's role in coordinating multi-domain processes.

Now, the market has shifted decisively toward orchestration as the foundation for enterprise automation. Traditional scheduling evolved into intelligent coordination across hybrid and multi-cloud environments, DevOps pipelines, and data ecosystems. What began as automation of workloads is becoming orchestration of outcomes—linking execution with awareness, reasoning, and business context. What distinguishes 2025 is the rise of agentic AI across nearly every major software category. The requirement is no longer limited to orchestrating applications and infrastructure; vendors are now expected to orchestrate the outputs and actions of intelligent agents and their own embedded orchestrators, spanning ERP, observability, service management, DevOps pipelines, and more.

In parallel, two other innovation threads continue to reshape the market. Observability is now inseparable from orchestration, with SLA monitoring, dependency awareness, and anomaly detection integrated into closed-loop remediation. Data pipelines have become a core workload class, requiring

first-class orchestration of ingestion, transformation, and lineage handoffs. Together, these capabilities define the new baseline for enterprise automation maturity—breadth of orchestration, observability alignment, and intelligent, AI-assisted decision-making.

### Observability is the Fuel for Smarter Automation



## Research Methodology

The EMA™ Radar Report provides an objective, structured evaluation of vendors in the workload automation and orchestration market. Vendors are measured against a defined set of key performance indicators (KPIs) grouped into five categories: Functionality, Architecture & Integration, Deployment & Administration, Cost Advantage, and Vendor Strength.

Each KPI is scored internally on a 10-point scale and presented externally on a five-point word scale: None, Limited, Solid, Strong, and Outstanding. This balances transparency for readers with flexibility for analysts, ensuring consistent comparative evaluation across vendors.

Vendor scoring is informed by multiple inputs, including vendor surveys, product briefings, customer references, and EMA's independent market and product analysis. The Radar model is updated for every report cycle to reflect current market realities while maintaining continuity across years.

What’s Changed in 2025

The 2025 Radar introduces the most significant update to the KPI model since the program launched in 2009. In earlier years, adjustments were incremental—adding or refining individual KPIs—and differences were shown as highlights in the appendix. For 2025, the scope of change is broader, with collapsed categories, expanded measures, and a new KPI domain for AI Capabilities. Below is a summary of the key structural changes.

Why This Matters

- Most leading vendors achieved mid-maturity parity in foundational capabilities—cloud support, container execution, and baseline data pipeline management. The 2025 Radar deliberately raises the bar, demanding richer orchestration of data workloads, tighter integration of observability, and forward-looking capabilities in agentic AI.
- As a result, competitive differentiation is shifting away from coverage of legacy features toward the ability to deliver intelligent, observable, and orchestrated automation at scale.

KPI Evolution: 2023 to 2025

2023 KPI	2025 KPI	Change
Cloud Orchestration	<b>Data Workload Orchestration</b>	Refocused on pipelines, lineage, and data quality context handoff
<i>Cloud Orchestration (dependency view)</i>	<b>Observability and Dependency Awareness</b>	Expanded to capture SLA clocks, anomaly surfacing, and observability links
<i>Visualization &amp; Dependency Mapping</i>	<b>Orchestration Intelligence &amp; Visualization</b>	Expanded with health overlays, SLA impact projections, and risk explanation
<i>Logging and Audit</i>	<b>Logging, Traceability, &amp; Audit Controls</b>	Expanded with immutability, correlated traces, and auditor-ready evidence
— (No equivalent in 2023)	<b>AI Capabilities (new domain)</b>	Introduces agentic orchestration, AI assistants, predictive analytics, and self-healing

See Appendix A for a full review of the KPIs used in the analysis.



## Vendors Included in This Report

### Evaluation Criteria

Each product feature was required to fulfill the following three criteria to be credited with a specific element or capability.

1. **General availability:** The features needed to be generally available in the solution set at the time of the evaluation. Features that were in beta testing or were scheduled to be included in later releases of the management suite were not eligible for consideration. The cutoff date was July 31, 2025.
2. **Included in cost:** All features in the evaluation also had to be priced into the total product cost. To evaluate the total cost for each product, EMA provided each vendor with four hypothetical customer scenarios to evaluate comparable list pricing.
3. **Documentation:** All reported features had to be clearly documented for verification in publicly-available resources, such as user manuals or technical papers.

## EMA Workload Automation and Orchestration Radar Results

The total product value is defined by comparing the overall product strength of each WLA solution (y-axis) with its cost-efficiency (x-axis). Product Strength combines evaluation scores for Functionality and Architecture & Integration. Cost-Efficiency is calculated from the scores achieved from the Cost Advantage and Deployment & Administration categories. The size of each vendor's bubble indicates the vendor's strength as identified in its individual review.

## Key Changes Compared to the 2023 Radar

Comparing the 2025 Radar with the 2023 Radar, EMA highlights several market shifts:

- Fewer vendors in scope. Nineteen products were evaluated in 2023; only ten are included in 2025. This reflects consolidation through acquisitions and raising the bar around observability, AI, and orchestration.
- Exclusions due to limited innovation. Arcana, Flux, Vinzant, and Activeeon were not included since they are not addressing the major innovation areas.
- Vertical specialization. SMA now focuses on automation specifically for banking and credit unions, and was excluded.
- Post-acquisition consolidation. In 2023, Redwood's acquisitions of ActiveBatch and Tidal led to all three products being listed separately. For 2025, only Redwood RunMyJobs is evaluated, reflecting Redwood's strategic focus.
- Vendor evolution. InfiniteDATA's AutomateNOW! was listed under its product name in 2023 while the Beta Systems acquisition closed. In 2025, it is represented as the Beta Systems ANOW! Suite, which now includes Automate and Observe.
- Acquisition disruption. Honico did not submit data, citing limited progress in the innovation areas and the transition following its acquisition by Stonebranch.
- Spin-out effects. Fortra divested JAMS, making it an independent company. JAMS did not submit data for 2025.
- Return of prior participant. Arvato Systems (streamworks) returns to the Radar after not being included in 2023.

VALUE RATING



VENDOR STRENGTH







### BMC Control-M

BMC continues to solidify Control-M as a central orchestration layer spanning application, data, and infrastructure workflows. With embedded SLA monitoring, early agentic AI pilots, and orchestration reach across ERP, DevOps, and AI platforms, Control-M advances the “orchestrator of orchestrators” role. SaaS adoption is accelerating, supported by AWS-based deployment and a unified hybrid console, though full feature parity with on-premises remains in progress. BMC’s focus on visibility, governance, and platform consistency continues to set the benchmark for enterprise orchestration maturity.



### Beta Systems ANOW! Suite

At the core of Beta Systems’ portfolio, ANOW! Automate delivers powerful orchestration across ERP, DevOps, data pipelines, and cloud native environments, supported by deep SAP integration and more than 500 prebuilt connectors. Its container-native design, jobs-as-code framework, and full SaaS/on-premises feature parity make it a flexible and cost-efficient choice for large enterprises. Complementing Automate, ANOW! Observe extends the suite with OpenTelemetry-based dashboards, anomaly detection, and predictive analytics, positioning Beta Systems at the forefront of observability-driven orchestration.



### Broadcom Automic Automation/AAI

Broadcom’s Automic Automation combines main-frame-grade resilience with modern orchestration and observability through Automation Analytics and Intelligence (AAI). AAI provides predictive SLA tracking, cross-scheduler correlation, and anomaly detection, while ASK\_AI introduces AI-driven assistants for workflow design and troubleshooting. SaaS delivery achieves full feature parity with on-premises, supporting hybrid adoption and governance continuity. Broadcom’s strength lies in scale, governance, and integration breadth, positioning Automic as an enterprise control plane bridging legacy systems and AI-enabled operations.



### HCL HWA/UNO Orchestrator

HCL advances Workload Automation (HWA) and Universal Orchestrator (UnO) as a unified suite that blends legacy scheduling depth with modern orchestration intelligence. UnO extends orchestration into human-in-the-loop workflows, observability integration, and agentic AI through the Agentic AI Builder. HCL’s hybrid and SaaS options offer modernization without disruption, while its innovation cadence rivals larger incumbents. The combination of continuity and rapid innovation reinforces HCL’s position as one of the most forward-looking enterprise orchestration providers.





### Redwood RunMyJobs

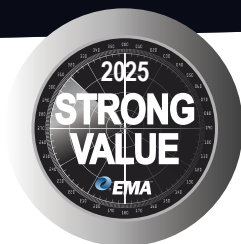
Redwood's RunMyJobs stands out as a true SaaS-native orchestrator with deep ERP integration and embedded managed file transfer via JSCAPE. Its declarative, goal-driven orchestration model spans finance, supply chain, data, and IT operations, supported by SLA intelligence, AI assistance, and predictive analytics. Redwood's structured migration methodology and 97%+ retention rate demonstrate execution excellence. While mainframe coverage is limited, RunMyJobs leads in SaaS maturity, extensibility, and business-aligned orchestration design.



### Stonebranch Universal Automation Center

Stonebranch's Universal Automation Center (UAC) combines real-time, event-driven orchestration with open extensibility. The platform unifies workload automation, managed file transfer, and hybrid orchestration under one framework, supported by its Integration Hub marketplace and agentless connectors. Embedded AI through Robi and an agentic framework based on MCP and LangChain elevate UAC toward goal-driven orchestration. With SaaS, on-premises, and hybrid parity, Stonebranch delivers a mature, extensible platform for enterprises pursuing event-driven and AI-augmented automation.





### Absyss Visual TOM

Absyss strengthens its midmarket leadership with Visual TOM, a workload automation platform emphasizing usability, governance, and hybrid readiness. Kubernetes-native deployment, AI-enriched workflows, and observability through Visual BAM and external exports support modern operations without complexity. Global scale remains modest, but customer satisfaction, pragmatic delivery, and cost-efficiency make Visual TOM a high-value choice for organizations seeking agility with minimal overhead.



### IBM IWA

IBM Workload Automation demonstrates balanced evolution through integration with Watsonx for predictive analytics, Instana for observability, and Turbonomic for resource optimization. This combination advances IBM's orchestration maturity across AI, capacity-aware placement, and real-time insight. SaaS availability on AWS with regional compliance and a unified console improves accessibility, though parity with on-premises is still developing. IWA remains a trusted anchor within IBM's automation stack—stable, scalable, and integrated with the broader IBM ecosystem.



### Rocket Software Rocket Orchestrator/ZEKE/Zena

Rocket's portfolio combines mainframe depth with hybrid orchestration and SaaS-based predictive intelligence. Enterprise Orchestrator unifies Zeke and Zena under a single governance layer, while Predictive Pulse adds cross-scheduler analytics and anomaly detection, spanning even competitor tools, like Control-M and AutoSys. Rocket's flexible architecture, security integrations, and high availability options make it a credible choice for enterprises seeking modernization without abandoning mainframe reliability.





### Arvato Systems Streamworks

Arvato Systems differentiates by operating Streamworks as part of its own data center service portfolio, emphasizing cost-efficient, pragmatic automation over aggressive innovation. Streamworks excels in ERP and SAP orchestration, flexible licensing, and customer-led product evolution. Observability and AI adoption remain measured, but operational reliability and strong customer intimacy define its appeal. With emerging SaaS options and a service-driven support model, Streamworks offers a dependable platform for organizations prioritizing stability and total cost control over rapid technological change.



## Innovation as the Defining Differentiator

Innovation has become the critical axis of differentiation in workload automation and orchestration. While product strength, scalability, and cost-efficiency remain essential, the market's trajectory is now shaped by vendors fusing orchestration intelligence, observability, and AI-driven reasoning into a cohesive automation fabric. EMA's 2025 analysis identifies three interconnected innovation domains—Agentic AI and Orchestration, Observability-Enabled Automation, and Next-Generation Orchestration Architecture—each capturing a distinct dimension of this transformation.

### Agentic AI and Orchestration

Agentic AI is redefining automation by enabling systems to reason, interpret context, and collaborate dynamically. Four vendors lead this evolution:

Rocket Software advances autonomous orchestration maturity, embedding reasoning-based logic that allows workflows to adjust dynamically to policy and environmental context.

Broadcom extends AI enablement across its Automic Automation suite, combining predictive analytics, contextual orchestration assistance, and early Model Context Protocol (MCP) support to enhance interoperability between orchestrators and intelligent agents.

BMC Software deepens orchestration intelligence through Control-M, leveraging predictive analytics and optimization to align workflow execution with business intent while maintaining operational precision.

HCL Software integrates reasoning directly into orchestration architecture through HWA (HCL Workload Automation) and UNO, blending contextual automation with human-in-the-loop collaboration and AI-guided orchestration design.

Together, these vendors represent the vanguard of agentic orchestration, where automation systems evolve from executing rules to interpreting goals.

### Observability-Enabled Automation

Observability has become foundational to resilient and adaptive automation. It transforms orchestration from a black-box execution engine into an insight-driven control plane capable of continuous optimization. Four vendors lead this convergence:

Beta Systems spearheads the field with its ANOW! Suite, embedding OpenTelemetry-based observability and predictive analytics directly into orchestration workflows. This integration enables proactive correction and process tuning from within the automation layer itself.

HCL Software extends observability across hybrid environments through HWA and UNO, correlating orchestration events with business outcomes and providing contextual insight into process health and dependencies.

Redwood Software delivers SaaS-native observability that connects automation performance with service-level metrics, allowing operations teams to measure business impact in real time.

Broadcom bridges observability and AI analytics through Automation Analytics & Intelligence (AAI) and MCP interoperability, turning orchestration telemetry into predictive insight and fostering closed-loop automation visibility.

Collectively, these vendors illustrate how observability is becoming intrinsic to automation intelligence, closing the loop between sensing, understanding, and acting.

### Next-Generation Orchestration Architecture

Orchestration is undergoing a structural reinvention, from schedule-driven workflow management to dynamic, service-aware coordination across automation domains. EMA identifies four vendors that exemplify this architectural modernization:

HCL Software leads with its HCL Workload Orchestration Suite, uniting the reliability of HWA with the intelligence of UNO. The result is adaptive orchestration that links business priorities, AI reasoning, and human oversight in real time.

BMC Software remains the benchmark for mission-critical orchestration with Control-M, tying with HCL on EMA's Agentic Orchestration KPI for predictive, context-aware workflow intelligence while maintaining unmatched operational governance.

Stonebranch advances event-based orchestration through its Universal Automation Center (UAC), delivering API-driven integration and real-time connectivity across hybrid, cloud, and SaaS ecosystems.

Redwood Software redefines orchestration for the digital era with a SaaS-native, service-centric platform that merges workload, event, and process orchestration within a unified, low-code environment.

These four vendors demonstrate how orchestration is expanding beyond scheduling toward full enterprise coordination by combining scale, agility, and contextual intelligence.

### Innovation Leadership Across Domains

The innovation themes collectively illustrate how leadership in workload automation and orchestration is evolving across multiple fronts. HCL Software is the only vendor to appear prominently in all three domains—Agentic AI, Observability, and Orchestration—demonstrating comprehensive innovation momentum across architecture, intelligence, and operational insight. BMC Software and Broadcom each appear in two domains, underscoring their strength in orchestration intelligence and AI enablement. Redwood Software and Stonebranch also span two innovation categories, balancing architectural modernization with enterprise readiness. Beta Systems leads one domain outright—Observability-Enabled Automation—while also showing strong advancement in Agentic AI Orchestration, reflecting a precision focus on embedding reasoning and analytics directly into automation flows. Rocket Software likewise concentrates its innovation in one domain, but does so with outsized impact, pushing the boundaries of agentic orchestration maturity across hybrid environments.

Beta Systems, in particular, is entering a pivotal phase of growth. Having driven industry innovation through its ANOW! platform well ahead of competitors, the company is channeling its focus toward enterprise scale by expanding its global reach, strengthening customer success operations, and deepening delivery capacity. This transition marks a natural progression from product innovation leadership to organizational maturity.

Together, these vendors define the innovation fabric of the 2025 Radar. HCL leads the charge toward reasoning-based orchestration, BMC and Broadcom advance intelligent control and AI integration, Redwood and Stonebranch modernize enterprise orchestration architectures, and Beta and Rocket each dominate their respective innovation lanes with precision and depth.

These overlapping innovation profiles demonstrate that leadership in automation is no longer defined by one discipline: it is achieved through convergence. The recognitions that follow reflect this balance between innovation depth, architectural maturity, and enterprise readiness across the vendor landscape.

## Recognitions for Excellence



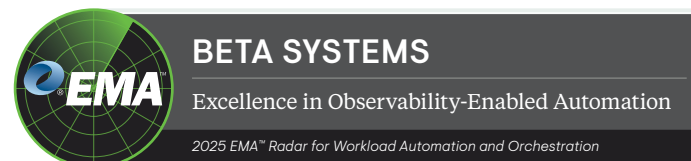
### **Absyss — Recognition for Excellence in Right-Sized Automation for the Midmarket**

Absyss delivers a balanced blend of power and simplicity through Visual TOM, aligning enterprise-grade control with usability suited to midmarket and departmental teams. Its intuitive interface, governance controls, and expanding container-native capabilities make it a practical choice for organizations seeking dependable automation without unnecessary complexity.



### **Arvato Systems — Recognition for Excellence in Service-Led Value**

Arvato Systems distinguishes Streamworks through its service-oriented model, combining dependable ERP orchestration with cost-efficiency and customer-driven development. Operated by the same practitioners who use it daily, Streamworks emphasizes long-term partnership, predictable pricing, and operational simplicity for enterprises prioritizing reliability over scale.



### **Beta Systems — Recognition for Excellence in Observability-Enabled Automation**

Beta Systems' ANOW! Suite exemplifies the convergence of orchestration and observability, embedding OpenTelemetry-based telemetry and predictive analytics directly within automation workflows. With ANOW! Automate and ANOW! Observe forming a unified control and insight layer, Beta transforms monitoring data into actionable orchestration intelligence. This observability-enabled foundation elevates automation visibility, reliability, and adaptability across hybrid and multi-cloud environments.



### **BMC Software — Recognition for Excellence in Mission-Critical Orchestration**

BMC Control-M continues to set the standard for orchestrating complex, infrastructure-intensive business processes across data, applications, and IT operations. Its unified hybrid architecture, deep policy governance, and maturing SaaS delivery demonstrate why Control-M remains foundational for large enterprises running mission-critical workloads.



## BROADCOM

Excellence in Agentic AI Orchestration

2025 EMA™ Radar for Workload Automation and Orchestration

### Broadcom — Recognition for Excellence in Agentic AI Orchestration

Broadcom's Automic Automation exemplifies enterprise readiness for agentic AI, combining reasoning-based orchestration intelligence, AI-assisted workflow design, and policy-bounded governance. Early support for the Model Context Protocol (MCP) positions Automic as a broadly prepared orchestrator for multi-agent interoperability, integrating AI systems within governed enterprise frameworks. Broadcom's disciplined and scalable approach defines a practical path toward fully agentic automation across hybrid IT environments.



## HCLSOFTWARE

Excellence in Broad Orchestration Vision and Strategy

2025 EMA™ Radar for Workload Automation and Orchestration

### HCL Software — Recognition for Excellence in Broad Orchestration Vision and Strategy

HCL advances one of the most comprehensive orchestration strategies in the market, uniting HCL Workload Automation with the UnO Orchestrator to bridge IT operations, business workflows, and human-in-the-loop processes. This forward-looking approach extends orchestration beyond infrastructure into enterprise collaboration, demonstrating a model for next-generation automation platforms.



## IBM

Excellence in Ecosystem Integration

2025 EMA™ Radar for Workload Automation and Orchestration

### IBM — Recognition for Excellence in Ecosystem Integration

IBM distinguishes itself through seamless integration of workload automation (IWA) with complementary IBM technologies—Watsonx, Instana, and Turbonomic—creating a unified ecosystem that blends orchestration, AI, observability, and optimization. This synergy reinforces IBM's role as a trusted anchor for enterprises standardizing on an integrated automation stack.



## REDWOOD SOFTWARE

Excellence in Business-Centric Orchestration

2025 EMA™ Radar for Workload Automation and Orchestration

### Redwood Software — Recognition for Excellence in Business-Centric Orchestration

Redwood's RunMyJobs delivers SaaS-native orchestration optimized for ERP and finance-driven workflows, extending automation deep into the business layer. Its SAP Endorsed App status, integrated JSCAPE file transfer, and AI-enabled orchestration roadmap establish Redwood as a leader in aligning automation outcomes with core business objectives.





## ROCKET SOFTWARE

Excellence in Predictive Orchestration Intelligence

2025 EMA™ Radar for Workload Automation and Orchestration

### **Rocket Software — Recognition for Excellence in Predictive Orchestration Intelligence**

Rocket Software receives EMA's Recognition for Excellence in Predictive Orchestration Intelligence for its innovative use of SaaS-based predictive analytics through Predictive Pulse, delivering anomaly detection, what-if simulation, and proactive optimization across heterogeneous schedulers. Built on Digitate ignio technology, Predictive Pulse exemplifies the next generation of real-time orchestration intelligence, complementing Rocket's strong mainframe and hybrid scheduling foundation.



## STONEBRANCH

Excellence in Event-Driven Orchestration

2025 EMA™ Radar for Workload Automation and Orchestration

### **Stonebranch — Recognition for Excellence in Event-Driven Orchestration**

Stonebranch's Universal Automation Center integrates real-time, event-driven orchestration with an open integration framework and embedded AI assistant, Robi. Its blend of responsiveness, extensibility, and AI enablement sets a high standard for orchestrating dynamic hybrid IT environments in which agility and control must coexist.





## EMA Perspective

The 2025 EMA Radar for Workload Automation and Orchestration represents a sharpened evaluation of an increasingly mature market. EMA raised the bar for inclusion this year by emphasizing three innovation domains—Agentic AI, Observability, and Orchestration—each requiring demonstrable advancement in design, interoperability, and intelligence. As a result, the field was deliberately narrowed to focus only on those vendors with proven enterprise depth, architectural scalability, and modernization intent. Every participant in this report is already among the most capable and forward-looking providers in the workload automation ecosystem. The analysis that follows differentiates not between strong and weak, but between the strongest among the strong—those pushing the frontier of orchestration maturity and intelligent automation.

The 2025 EMA Radar for Workload Automation and Orchestration reflects more than market movement: it captures a turning point in how enterprises define automation itself. For this year's edition, EMA raised the bar for inclusion, focusing on three interdependent innovation domains that together define the new standard for intelligent automation. In doing so, the field was deliberately narrowed to highlight vendors demonstrating not just operational excellence, but also active innovation leadership. Every vendor in this report is already among the strongest in enterprise automation; what follows is not a separation of capable from incapable, but of visionaries from followers and of strategic maturity from functional adequacy.

This year's findings make clear that the workload automation market has entered a decisive new phase. Legacy batch control has given way to continuous orchestration, and orchestration itself is evolving into systems of awareness and reasoning. Leadership no longer stems from scale alone, but from the ability to sense, decide, and act—linking intelligence to execution. The result is a market alive with purpose, in which established vendors are reinventing themselves as orchestration platforms and innovators are learning to operationalize their bold ideas at scale.

BMC Software continues to set the overall standard for enterprise orchestration, maintaining the strongest composite performance across all five Radar categories. Its dominance reflects deep operational maturity, global reach, and proven scalability—qualities that remain difficult to replicate. Yet, even BMC has accelerated its modernization initiatives in response to the innovation tempo established by younger competitors. Its move toward SaaS-native architecture and predictive analytics underscores the shifting baseline of customer expectations: orchestration must now be intelligent, adaptive, and as fluid as the hybrid environments it governs.

No vendor illustrates that shift more dramatically than Beta Systems. Born from InfiniteDATA's drive to out-innovate incumbents, Beta redefined the pace of modernization—pushing the boundaries of orchestration intelligence and establishing observability as a core dimension of automation. In many respects, BMC's SaaS modernization and Broadcom's renewed AI investment can be traced to the disruptive benchmark Beta set years earlier. The acquisition of InfiniteDATA by Beta Systems marked not a pause in innovation, but a recognition that breakthrough technology required enterprise-scale execution to realize its full potential. Since then, Beta has continued to advance observability-enabled automation through the ANOW! Suite, embedding analytics and real-time insight directly into orchestration flows while simultaneously strengthening its global reach, delivery operations, and customer success. The result is a product evolving from a pure innovation disruptor into a disciplined, enterprise-class leader—one that continues to shape the modernization agenda across the entire automation market.

HCL Software occupies a unique position as both an innovation engine and an enterprise powerhouse. By combining the depth of HCL Workload Automation (HWA) with the intelligence and human-in-the-loop design of UnO, HCL is the only vendor to be strongly represented across all three innovation domains. HCL's orchestration architecture clearly defines the current state of the art, and

its consistent presence across all domains underscores unmatched innovation breadth. The company's pace of development continues to shape the leading edge of orchestration modernization, and its growing enterprise adoption reflects the success of aligning architectural evolution with practical delivery strength.

Stonebranch represents balance—innovating steadily while maintaining an execution-first mindset. Its Universal Automation Center (UAC) continues to stand out for real-time orchestration, extensibility, and cross-domain integration. The recently announced HONICO acquisition—occurring after the scoring period—will further deepen Stonebranch's already strong SAP automation capabilities and expand its footprint in enterprise application orchestration. Stonebranch exemplifies measured innovation: the ability to scale methodically without losing precision, reliability, or customer intimacy.

IBM remains a trusted cornerstone of enterprise automation, but has become increasingly dependent on shared innovation within the HCL Workload Automation (HWA)/IBM Workload Automation (IWA) codebase. IBM continues to advance its own AI and ecosystem integrations, particularly within its hybrid cloud and observability frameworks, but the most significant platform innovation now originates from HCL. With UnO emerging as a distinctly HCL-driven evolution beyond HWA, IBM currently lacks an equivalent innovation path of its own. As HCL continues to focus its next-generation orchestration strategy around UnO, IBM risks a gradual differentiation gap unless it develops complementary innovation beyond the shared foundation.

Among mid-tier leaders, Rocket Software demonstrates the most forward momentum. Its progress in Agentic AI Orchestration—linking reasoning-based logic with hybrid mainframe and distributed automation—positions Rocket as one of the few vendors genuinely bridging legacy reliability with AI-driven adaptability. While its enterprise footprint remains smaller than BMC's or IBM's, Rocket's focused innovation strategy and pragmatic AI enablement suggest it is poised for significant upward mobility.

Broadcom and Redwood Software both operate in transitional phases. Broadcom's integration of CA Technologies and Automic Automation has advanced and renewed investment in MCP-based interoperability and AI assistance signals a reawakening of innovation capacity. Redwood, conversely, remains strong on SaaS-native orchestration, but faced the operational strain of rapid expansion and leadership transition. Each must convert their architectural strengths into sustained innovation rhythm to regain differentiation among the leaders.

At the value end of the spectrum, Absyss (Visual TOM) and Streamworks continue to deliver reliable, cost-effective workload automation, appealing to managed service providers and regional markets that prioritize stability over experimentation. They remain proof that strong execution and focused use-case delivery can sustain relevance even in a market dominated by modernization narratives.

Taken together, these dynamics portray a market defined by convergence rather than consolidation. BMC retains the broadest enterprise command, Beta Systems exemplifies innovation evolution into scale, HCL sets the innovation tempo across multiple domains, and Stonebranch provides architectural agility with operational precision.

Broadcom and Redwood Software both operate in transitional phases. Broadcom's investment in CA Technologies and Automic Automation is now fully bearing fruit, as the company's focus shifts decisively toward innovation. Emerging capabilities in MCP-based interoperability and AI assistance highlight how Broadcom is now translating strategic investment into visible innovation momentum. Redwood, likewise, is managing the challenges of rapid expansion following the integration of ActiveBatch, Redwood, and Tidal under new ownership. The company scaled quickly, expanding its team, customer reach, and product scope while maintaining a clear focus on innovation. Redwood is transitioning from the top of the midsize vendors toward the scale and presence of the industry's largest providers.

Absyss and Streamworks round out the field with focused, dependable offerings that serve specific operational niches.

Collectively, these trajectories confirm that workload automation has entered the age of agentic orchestration—in which reasoning, observability, and adaptability replace schedule-driven control as the defining measures of platform intelligence and enterprise value.

## Future Outlook

The introduction of observability, agentic AI, and expanded orchestration in 2025 marks a structural transformation in workload automation. These domains will not evolve at the same pace, but their convergence will define the next era of automation maturity. Unlike prior shifts—such as cloud integration or container orchestration—that reached parity within a few release cycles, this wave introduces deeper architectural, operational, and cultural complexity.

No vendor can lead in all three domains simultaneously. Instead, EMA observes distinct patterns of specialization:

some vendors lead with reasoning and agentic orchestration, others extend dominance through observability and closed-loop intelligence, and others focus on scaling orchestration architectures to span enterprise and cloud

native ecosystems. This asymmetry is not a weakness—it is the signature of a market in active transformation. As vendors deepen their capabilities, enterprises gain flexibility to align automation investments with their own maturity path. Over time, EMA expects renewed convergence as these disciplines fuse into unified, self-optimizing orchestration fabrics in which sensing, reasoning, and action occur as one continuous loop.

By 2027, orchestration platforms will evolve into autonomous control systems capable of:

- Coordinating both human and AI agents within governed workflows
- Integrating observability data directly into execution logic
- Delivering dynamic optimization against business outcomes rather than static SLAs

EMA anticipates that the next phase of Radar evaluation will move beyond measuring functional maturity to assessing orchestration intelligence—the degree to which automation platforms can understand, predict, and adapt in real time.

The journey from workload automation to agentic orchestration has begun; by the next Radar cycle, the leaders will be those that make it operational, measurable, and inseparable from enterprise decision-making.



### STONEBRANCH

Workload Automation and Orchestration 2025



### STONEBRANCH

Excellence in Event-Driven Orchestration

2025 EMA® Radar for Workload Automation and Orchestration

## Overview



Stonebranch is positioned in the 2025 EMA Radar for Workload Automation and Orchestration as a Value Leader with its flagship Universal Automation Center (UAC). Stonebranch earns EMA's Recognition for Excellence in Event-Driven Orchestration for uniting real-time automation, open extensibility, and AI-enabled control within UAC. As a real-time hybrid IT automation platform, UAC unifies workload automation, managed file transfer, cloud and container orchestration, and DevOps integration under a single framework. The platform delivers identical functionality across SaaS, on-premises, and hybrid deployments through a 100% web-based interface.

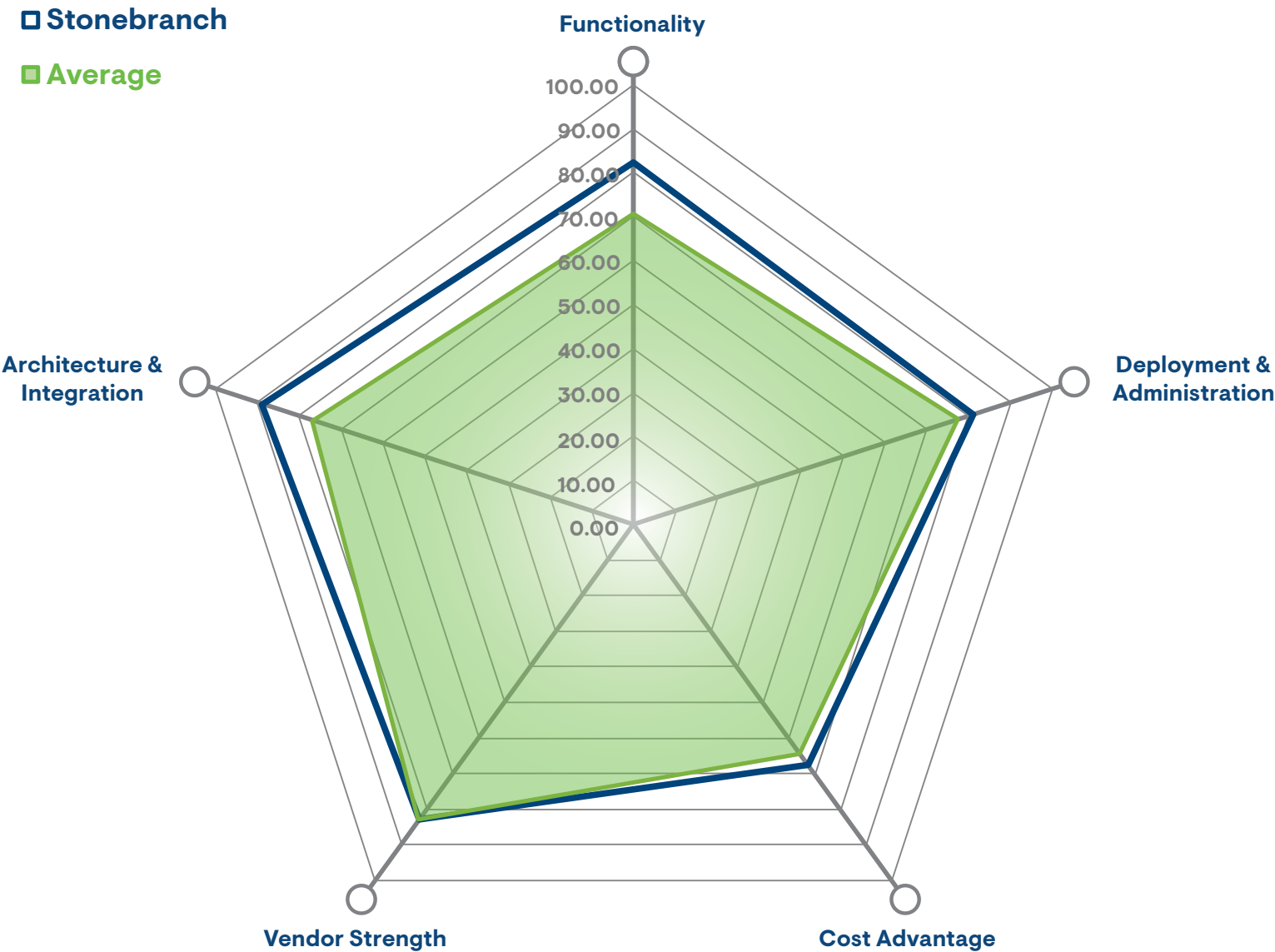
The UAC platform includes Universal Controller for enterprise-class scheduling, Universal Agent for vendor-independent execution, Universal Data Mover and Data Mover Gateway for secure file transfers, and Universal Connectors for SAP and PeopleSoft. Its Universal Integration Platform and Integration Hub enable customers and partners to build and share integrations through an open, community-driven marketplace.

Stonebranch differentiates through event-driven automation, webhook triggers, and dynamic decision intelligence that allow workflows to adapt instantly to IT and business events. The Universal Portal extends this accessibility to citizen developers and business users with a no-code self-service environment. Additionally, citizen automators may access UAC via integrations into familiar collaboration and ITSM tools, such as ServiceNow, Jira, Microsoft Teams, and Slack.

AI is embedded throughout the platform via Robi AI, Stonebranch's conversational assistant, and a modular AI engine built on Model Context Protocol (MCP), LangChain, and LangGraph. This foundation supports agentic orchestration and natural-language workflow creation, reinforcing Stonebranch's vision of low-code, goal-driven automation for both technical and business personas.

With more than 550 enterprise customers worldwide, Stonebranch maintains a high-touch engagement model through UserVerse community events, professional services, and structured success programs. With unified deployment, event-driven intelligence, and an open integration fabric, Stonebranch positions UAC as a modern orchestration backbone bridging legacy, hybrid, and AI-enabled automation.





## Key Features Summary

Stonebranch's Universal Automation Center (UAC) unifies workload automation, hybrid IT orchestration, and AI-driven innovation.

### Universal Controller for Workload Automation

At the core of UAC, Universal Controller delivers enterprise-class workload scheduling and orchestration across distributed, mainframe, and cloud environments. It provides advanced SLA monitoring, event-driven execution, and centralized governance for hybrid IT.

### Universal Agent for Cross-Platform Execution

The lightweight Universal Agent executes tasks across heterogeneous environments, independently of underlying vendor schedulers. Its modular design supports scalability, dynamic workload distribution, and deployment in both traditional and containerized environments.

### Managed File Transfer with Universal Data Mover

Stonebranch integrates secure, policy-based managed file transfer natively through Universal Data Mover and Data Mover Gateway. This eliminates reliance on third-party tools while supporting encryption, audit trails, and event-driven file movement within orchestrated workflows.

### Universal Integration Platform and Integration Hub

The Universal Integration Platform and Integration Hub provide a framework for building, sharing, and consuming prebuilt integrations. Customers gain access to an open, community-driven marketplace of connectors spanning ERP, SaaS, DevOps, cloud platforms, and security tools.

### Real-Time and Event-Driven Automation

UAC emphasizes real-time orchestration through webhook triggers, dynamic workload adjustments, and event-based decision logic. This enables workflows to adapt instantly to business events, improving responsiveness and reducing reliance on static schedules.

### Citizen Automator Enablement

The Universal Portal extends automation access to business and citizen developers through a no-code, self-service interface. Users can trigger, monitor, and manage workflows via web, mobile, and collaboration tools, such as ServiceNow, Jira, Microsoft Teams, and Slack.

### Observability and SLA Management

UAC delivers SLA-based monitoring, dashboards, and predictive analytics for workload health and business impact. Integration with third-party observability tools allows enterprises to correlate automation telemetry with application and infrastructure metrics.

### AI Enablement and Conversational Automation

Robi AI, Stonebranch's embedded AI assistant, provides natural-language interaction for workflow creation, troubleshooting, and reporting. The platform also integrates agentic AI engines based on Model Context Protocol (MCP), LangChain, and LangGraph, positioning UAC as an orchestrator of AI-driven agents.



## Cloud and Container Orchestration

Stonebranch supports container-native orchestration for Kubernetes and OpenShift, as well as cloud native services across AWS, Azure, and GCP. Hybrid orchestration capabilities unify cloud pipelines with legacy workloads and on-premises systems.

## Customer Engagement and Ecosystem

With more than 550 enterprise customers worldwide, Stonebranch emphasizes community and ecosystem engagement through UserVerse events, a strong partner network, and high-touch success programs. This customer-first model reinforces adoption and long-term retention.



## Innovation Focus

Stonebranch is advancing its Universal Automation Center (UAC) across the three defining innovation areas of the 2025 Radar cycle—observability, agentic AI, and orchestration—while also expanding SaaS delivery models and maturing innovation areas emphasized in the 2023 Radar cycle.

### Observability

UAC provides SLA-based monitoring, dashboards, and predictive analytics, enabling real-time visibility into workload performance and business impact. Observability is extended through integration with APM and monitoring platforms, correlating automation telemetry with broader application and infrastructure health. This approach supports proactive remediation and tighter alignment with service-level commitments.

### Agentic AI

Stonebranch is embedding AI throughout its platform. Robi AI, the conversational AI assistant, enables natural-language workflow design, troubleshooting, and reporting. Beyond this, UAC incorporates an agentic AI framework powered by Model Context Protocol (MCP), LangChain, and LangGraph, positioning the platform as an orchestrator of external AI agents as well as internal AI-driven assistants. This architecture allows UAC to evolve toward goal-driven, context-aware orchestration while retaining governance and observability controls.

### Orchestration

UAC extends beyond traditional workload scheduling into real-time, event-driven orchestration across hybrid IT. It spans mainframe, distributed, and cloud platforms, including Kubernetes, OpenShift, and major hyperscalers. The Universal Integration Platform and Integration Hub provide extensibility through a community-driven marketplace of prebuilt connectors, while event triggers and webhook support allow workflows to adapt dynamically to business and IT events.

### SaaS Delivery

Stonebranch offers UAC as SaaS, on-premises, or hybrid with identical feature parity. SaaS delivery ensures continuous updates and reduced administrative overhead, while hybrid options provide flexibility for customers with compliance or sovereignty requirements.

### Earlier Innovation Areas

Innovation areas first highlighted in the 2023 Radar cycle have matured. Real-time, event-driven orchestration expanded with broader webhook support and dynamic decision intelligence. Managed file transfer deepened with enhanced encryption, auditing, and policy-driven integration into workflows. DevOps alignment strengthened with jobs-as-code, REST APIs, and container-native orchestration. These maturing areas reinforce Stonebranch's position as a vendor blending innovation with stability.

Through these initiatives, Stonebranch positions UAC as a converged orchestration backbone that combines enterprise workload automation with modern event-driven design, AI-driven intelligence, and SaaS-based delivery while sustaining its strengths in extensibility, governance, and customer engagement.

## EMA Perspective

Stonebranch carved out a distinct position in the workload automation and orchestration market by building its Universal Automation Center (UAC) around real-time, event-driven design and open extensibility. While many vendors still focus primarily on schedule-based batch orchestration, Stonebranch leans into the shift toward workflows that respond dynamically to business and IT events. This strategy aligns closely with enterprise demand for agility in hybrid IT, where static scheduling is insufficient to manage continuous change.

Stonebranch earns EMA's Recognition for Excellence in Event-Driven Hybrid Orchestration, highlighting its advanced real-time automation model that unifies IT and business responsiveness. This recognition reflects the maturity of the Universal Automation Center's event-based triggers, webhook-driven logic, and open integration framework. By combining agent-based precision with API-native extensibility,

Stonebranch delivers one of the most adaptive orchestration platforms in the market—capable of responding instantly to operational change while maintaining governance and control.

Beyond its event-driven strengths, the emphasis on extensibility through the Integration Hub marketplace also reflects a pragmatic understanding of customer environments. By enabling organizations to build, share, and consume connectors, Stonebranch effectively distributes innovation across its ecosystem. This approach reduces vendor lock-in and ensures that UAC can adapt to heterogeneous, fast-changing technology stacks.

Stonebranch's early and deep investment in AI further differentiates the company. Robi, the embedded conversational assistant, lowers the barrier for both IT operators and citizen automators to engage with automation. At the same time, the adoption of emerging standards, such as the Model Context Protocol (MCP), and frameworks like LangChain and LangGraph signal

a forward-looking vision: UAC as an orchestrator not only of IT workflows, but also of AI agents. This direction positions Stonebranch well as enterprises experiment with AI-driven operations and look for governance frameworks to keep autonomy in check.

Customer engagement rounds out the picture. With more than 550 enterprises, high-touch services, and active community events, Stonebranch balances its innovation agenda with strong customer relationships. The result is a platform that is both stable and progressive—reliable enough for mission-critical scheduling, yet adaptive enough to serve as a backbone for AI-enhanced, event-driven orchestration.

For enterprises seeking a vendor that bridges traditional workload automation with modern orchestration and AI innovation, Stonebranch represents a credible and differentiated choice.

## Evaluation Summary

### Deployment & Administration

Deployment Time/Effort	Outstanding
Conversion Facilities	Outstanding
Job Discovery and Import	Strong
Staff Training	Outstanding
SaaS Deployment	Strong

### Support and Services

Customer Support	Strong
Professional Services	Strong

### Ease of Administration

Console Ease of Use	Outstanding
Automation of Management	Outstanding
Upgrade Process	Solid
SaaS Administration	Outstanding

### Cost Advantage

Flexibility of Pricing Model	Strong
Pricing Scenarios	\$\$
SaaS Offering	Strong

### Architecture & Integration

Architecture	
Automation Triggers and Dependencies	Outstanding
Scalability	Strong
Dynamic Workload Placement and Execution Targeting	Outstanding
Capacity-Aware Orchestration & Resource Optimization	Strong
Disaster Protection	Strong
Execution Environments	Outstanding
DevOps/GitOps Enablement	Outstanding
Observability and Dependency Awareness	Outstanding
Data Workload Orchestration	Outstanding
SaaS Architecture	Outstanding
Mainframe Support	Strong

### Architecture & Integration

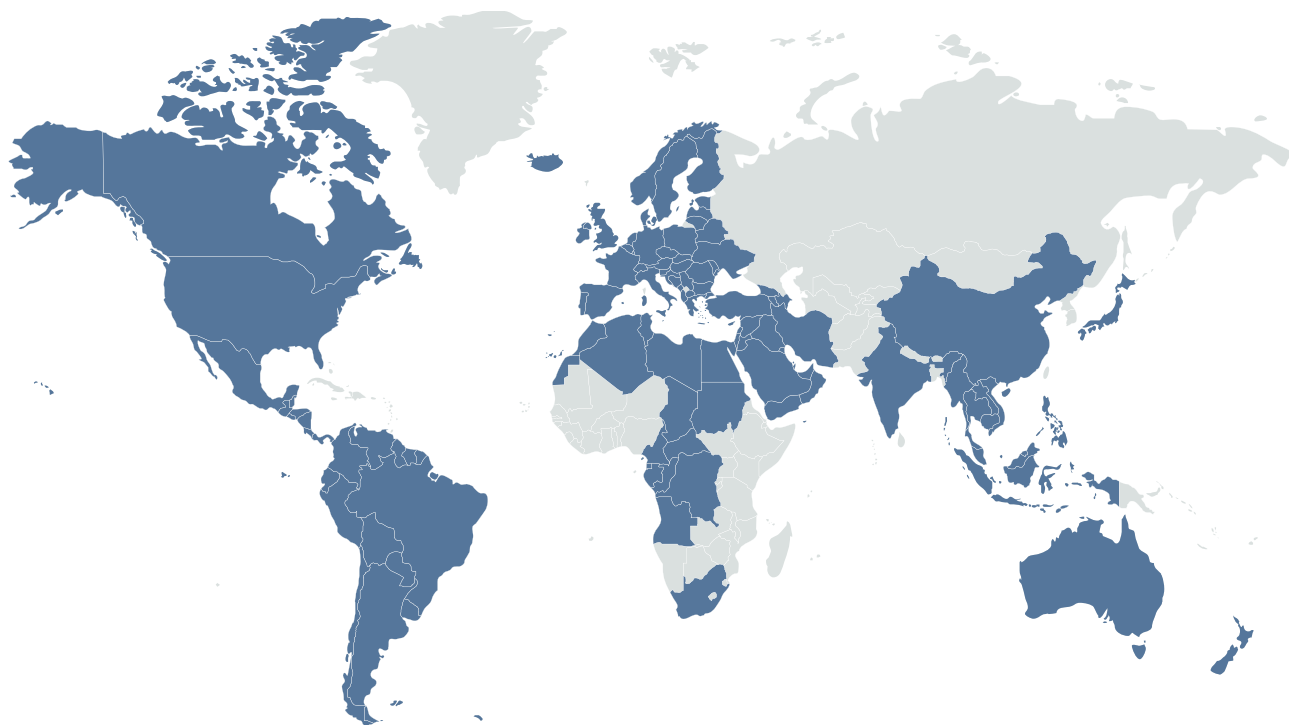
Integration & Interoperability	
Third-Party and Cross-Tool Integration	Outstanding
IT Infrastructure Integrations	Outstanding
Analytics, Machine Learning, and BI Platform Integrations	Outstanding
SQL Database Support	Outstanding
ETL and Data Pipeline Tool Integrations	Outstanding
ERP System Integrations	Outstanding
Robotic Process Automation (RPA) Integrations	Strong
Enterprise Messaging and Communication Integrations	Outstanding
ITPA Integration	Outstanding
Third-Party MFT Integrations	Outstanding
Support for Custom and Unsupported Business Applications	Outstanding
Identity Management Integration	Outstanding

Functionality	
Features	
Automation Design Flexibility	Strong
Monitoring and Event Sensors	Outstanding
Critical Path Analysis	Outstanding
Runtime Variables and Context Passing	Strong
Reusability and Parameterization	Outstanding
Load Distribution and Endpoint Optimization	Outstanding
External Data Enrichment	Outstanding
Business User Features	Strong
Dashboard Views and Execution Monitoring	Strong
Orchestration Intelligence and Visualization	Strong
Business Context Awareness	Strong
Human Workflow Automation	Outstanding
Triggering Mechanisms and Event Initiators	Strong
SLA Monitoring and Response Capabilities	Strong
Container-Based Workload Support	Outstanding
Compliance-Aware Automation Capabilities	Outstanding
Scenario Simulation and Prescriptive Recommendations	Strong

Functionality	
Features	
Forecasting, Analytics, and Reporting	Strong
Alerting	Strong
Security	Strong
Tenant Isolation and SaaS Readiness	Strong
Logging, Traceability, and Audit Controls	Outstanding
Native File Transfer Capabilities	Outstanding
AI Capabilities	
Agentic Orchestration	Strong
AI-Driven Interfaces & Assistants	Strong
Root Cause Analysis & Self-Healing	Solid
Predictive Analytics	Strong
AI-Enhanced Migration & Optimization	Strong
Agentic Automation Capabilities	Strong
Ease of Use	
Simplicity of GUI	Outstanding
Mobile Device Support	Outstanding
Language Support	Outstanding
Available Help Resources	Outstanding

Vendor Strength	
Vision	Outstanding
Strategy	Strong
Financial Strength	Strong
Research & Development	Strong
Partnerships/Channel	Strong
Customer Success Engagement	Outstanding
Market Credibility	Outstanding
Geographic Coverage	Outstanding

## Active Clients



### Product Available In:

English, French, German, Spanish,  
Italian, Portuguese, Dutch

## Number of Customers:



 = 100       = 1000

# Appendix A

The EMA Radar scoring model evaluates vendors against a structured set of key performance indicators (KPIs). This appendix describes what each KPI measures in the 2025 evaluation model.

The scoring framework was substantially reorganized this year; the items highlighted below reflect only the major new areas rather than a full enumeration of all structural changes. The KPIs are described in their new form below.

## What’s New in 2025

- **AI Capabilities (New 2025):** Agentic orchestration, AI-driven interfaces/assistants, predictive analytics, and self-healing
- **Observability (Expanded 2025):** Built-in insights, dependency awareness, SLA monitoring, and auditability integrated with orchestration
- **Broader Orchestration (Expanded 2025):** Evaluates maturity toward an “orchestrator of orchestrators” role across domains

Ease of Deployment (Deployment & Administration)	
KPI	Description
Deployment Time/Effort	Measures initial setup speed, prerequisite complexity, and availability of automation to provision, configure, and harden environments across on-prem and cloud targets
Disaster Protection	HA/DR patterns, RPO/RTO targets, quorum behavior, cross-region options, and backup/restore validation processes
Execution Environments	Runtime breadth (mainframe, distributed, containers, serverless), agent models, runners, and controlled remote execution
DevOps/GitOps Enablement	Jobs-as-Code flows, versioning, policy checks in CI, artifact promotion, and environment consistency gates
Observability and Dependency Awareness	Provides native visibility into dependencies and critical path execution, SLA countdowns, and anomaly detection, with direct tie-ins to ITSM and monitoring tools for closed-loop operations. Expanded in 2025 to emphasize observability alignment, integrating orchestration health with broader system, application, and network monitoring.
Dynamic Workload Placement and Execution Targeting	Policy-based placement across clusters/clouds/zones with constraints, affinities, and fallbacks, evaluates cost/perf/SLA tradeoffs
Capacity-Aware Orchestration & Resource Optimization	Incorporates live capacity/queue metrics into dispatch and throttling, preemption and back-pressure handling to protect SLAs
Data Workload Orchestration	First-class orchestration for data pipelines, including ingestion, transformation, and load (ETL/ELT) workflows, with lineage and context handoff to analytics and observability systems
Automation Triggers and Dependencies	Supported trigger types (time, event, API, message, file, data quality, custom) and richness of dependency graphs with conditional/latency handling



**Support and Services**

KPI	Description
Customer Support	Coverage hours, channels, SLAs, escalation practices, cloud vs. self-hosted parity, and effectiveness of knowledgebases and community resources
Professional Services	Depth of advisory/implementation services, repeatable accelerators, migration toolkits, health checks, and collaboration with partners

**Ease of Administration (Deployment & Administration)**

KPI	Description
Console Ease of Use	Information design, navigation, task ergonomics, search/filter, and consistency across web/mobile, assesses learning curve for frequent ops tasks
Automation of Management	Degree of policy-driven admin (auto-discovery, agent lifecycle, patch/upgrade orchestration, drift detection), including templated standards enforcement
Upgrade Process	Predictability and automation of upgrades/patches, rollback, compatibility assurances, and blue/green or canary patterns for low-risk change
SaaS Administration	Admin experience unique to SaaS: change windows, tenant controls, log/export access, audit views, and transparency into release cadence

**Cost Advantage**

KPI	Description
Flexibility of Licensing Model	Mix of subscription/perpetual/SaaS options, metering dimensions (nodes, jobs, endpoints, capacity), and ability to shift models as usage evolves
Pricing Scenarios	Assesses competitiveness of licensing and subscription costs across realistic deployment mixes, including hybrid and cloud native environments. Expanded in 2025 to evaluate data-intensive and container-heavy workloads, elastic scaling patterns with sharp demand spikes, and modeled growth step-ups. Also considers multi-year total cost of ownership under varied expansion paths.
SaaS Offering	Currency/region support, data egress considerations, included platform services, and cost transparency for hybrid connectivity and scale out



Architecture & Integration	
Architecture	
KPI	Description
Automation Triggers and Dependencies	Supported trigger types (time, event, API, message, file, data quality, custom) and richness of dependency graphs with conditional/latency handling
Scalability	Proven scale (jobs/day, endpoints), horizontal elasticity, queue management under burst, and capacity planning signals
Dynamic Workload Placement and Execution Targeting	Policy-based placement across clusters/clouds/zones with constraints, affinities, and fallbacks, evaluates cost/perf/SLA tradeoffs
Capacity-Aware Orchestration & Resource Optimization	Incorporates live capacity/queue metrics into dispatch and throttling, preemption and back-pressure handling to protect SLAs
Disaster Protection	HA/DR patterns, RPO/RTO targets, quorum behavior, cross-region options, and backup/restore validation processes
Execution Environments	Runtime breadth (mainframe, distributed, containers, serverless), agent models, runners, and controlled remote execution
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Data Workload Orchestration	First-class orchestration for data pipelines, including ingestion, transformation, and load (ETL/ELT) workflows, with lineage and context handoff to analytics and observability systems
SaaS Architecture	Isolation model, multi-tenant safeguards, noisy-neighbor controls, and data residency/compliance features
Mainframe Support	Depth of integrations, security/auth, dataset scheduling, and cross-domain orchestration with distributed/cloud

Architecture & Integration	
Integration/Interoperability	
KPI	Description
Third-Party and Cross-Tool Integration	Breadth of off-the-shelf connectors, SDKs, and plugin frameworks, speed to add new tech via templates or low-code adapters
IT Infrastructure Integrations	Hooks to virtualization, cloud infrastructure, serverless, storage, and network events for policy-driven orchestration
Analytics, Machine Learning, and BI Platform Integrations	Native steps/connectors for ML/BI stacks and model/data refresh orchestration with dependency management
SQL Database Support	Operational support for major RDBMS engines (connectivity, credentialing, error handling, transaction control)
ETL and Data Pipeline Tool Integrations	Airflow/ADF/Informatica/Databricks/Snowflake/Spark connectors, parameter/secret handling, and return-code normalization
ERP System Integrations	SAP/Oracle/other ERP orchestration steps, transactional safety, and alignment to business calendars/closing cycles
Robotic Process Automation (RPA) Integrations	RPA bot invocation/coordination, error policies, and reconciliation with application/data workflows
Enterprise Messaging and Communication Integrations	Triggers/actions via queues, topics, webhooks, and chat/notification platforms, dead-letter and retry strategies
ITPA Integration	Integration with IT process automation tools for remediation and service request fulfillment under policy control
Third-Party MFT Integrations	Coordinating external MFT platforms with job flows; error handling, retries, and SLA alignment
Support for Custom and Unsupported Business Applications	Low-code/custom plugin patterns to cover proprietary systems without brittle scripting
Identity Management Integration	SSO/SAML/OIDC support, SCIM/JIT provisioning, role mapping, and credential vault partnerships

Functionality	
Features	
KPI	Description
Automation Design Flexibility	Modeling richness (templates, subflows, parameters), reusability, and standards enforcement in design time
Monitoring and Event Sensors	Event sources, correlation, severity handling, and tie-ins to remediation playbooks
Critical Path Analysis	Identification and tracking of path-of-record jobs with projected SLA impact and slack
Runtime Variables and Context Passing	Secure, typed variables and context propagation across steps/tools/environments
Reusability and Parameterization	Library quality, parameter substitution, and inheritance to reduce duplication
Load Distribution and Endpoint Optimization	Workload placement balancing, queue control, and intelligent fan-out/fan-in
External Data Enrichment	Incorporating reference data/metadata to influence orchestration decisions
Business User Features	Role-appropriate views/actions for non-technical users (status, rerun/hold with guardrails)
Dashboard Views and Execution Monitoring	Real-time and historical views; filters, drilldowns, and custom perspectives
Orchestration Intelligence and Visualization	Delivers visual dependency maps, critical-path overlays, and health/risk indicators. Expanded in 2025 to include real-time explanation of blocking factors, SLA risks, and bottlenecks for proactive resolution.
Business Context Awareness	Calendars, fiscal/closing windows, and business-hour policies embedded in flows
Human Workflow Automation	Tasking/approval steps with SLAs, reminders, and escalation policies
Triggering Mechanisms and Event Initiators	File, message, webhook, API, schedule, and data-condition triggers
SLA Monitoring and Response Capabilities	SLA definitions, countdowns, risk flags, preemptive actions, and reporting
Container-Based Workload Support	Native steps/agents for Kubernetes/containers; image, secret, and namespace handling
Compliance-Aware Automation Capabilities	Policy controls that enforce separation of duties, approvals, and audit capture
Scenario Simulation and Prescriptive Recommendations	“What-if” runs and prescriptive adjustments based on modeled constraints

Functionality	
Features	
KPI	Description
Forecasting, Analytics, and Reporting	Historical trend analysis, capacity forecasts, and KPI reporting packs
Alerting	Multi-channel, deduplicated, and policy-aware notifications with on-call routing
Security	Encryption, secrets handling, key rotation, and least-privilege enforcement
Tenant Isolation and SaaS Readiness	Logical/physical segregation, data boundaries, and noisy-neighbor protections
Logging, Traceability, and Audit Controls	Provides immutable logs, correlated traces, and end-to-end audit trails suitable for compliance and regulatory review. Expanded in 2025 to highlight auditor-ready evidence exports, correlation of events across domains, and immutability of records.
Native File Transfer Capabilities	Built-in MFT features linked to workflows (retries, resumes, checksum, and policy)
AI Capabilities	
Agentic Orchestration	Ability to coordinate AI/agent actions as first-class workflow steps; policy-bounded autonomy with human-in-the-loop controls
AI-Driven Interfaces & Assistants	Generative assistants for design/troubleshooting; guardrails, approval capture, and audit of AI-assisted changes
Root Cause Analysis & Self-Healing	Analytics and rule/ML-driven remediation to shorten MTTR; validated action libraries and rollback safety
Predictive Analytics	Forecasting of SLA risk, queue/capacity hotspots, and proactive throttling/placement recommendations
AI-Enhanced Migration & Optimization	Evaluates the use of AI to streamline migration from legacy schedulers or adjacent tools, including intelligent mapping of job definitions, parameter conversion, anomaly detection in migrated flows, and automated tuning of workloads for cost, performance, or SLA adherence after cutover.
Agentic Automation Capabilities	Measures the platform's ability to embed autonomous, agent-based decision logic into orchestration flows. Includes support for policy-bounded agents that can negotiate dependencies, coordinate across multiple domains (e.g., ERP, observability, ServiceOps), and adapt actions dynamically while maintaining auditability and human-in-the-loop control.

Functionality	
Ease of Use	
KPI	Description
Simplicity of GUI	Clarity, responsiveness, and cognitive load for frequent tasks, consistency across modules
Mobile Device Support	Mobile-friendly status, approvals, and limited safe operations for on-call
Language Support	Localized UI/docs and cultural conventions (time/date, numeric formats) for global teams
Available Help Resources	In-product help, contextual tips, searchable docs, tutorials, and community content
Vendor Strength	
Vision	Long-term view of enterprise automation, road-map coherence, and alignment to industry shifts
Strategy	Execution clarity, market focus, and investment priorities that back the vision
Financial Strength	Revenue/stability signals (private/public), funding, and ability to sustain R&D/support globally
Research & Development	Release cadence, quality, and the ratio of net-new capabilities vs. maintenance work
Partnerships/Channel	Breadth/quality of alliances, SI/MSP strength, and co-sell/co-build velocity
Customer Success Engagement	Proactive success motions, adoption programs, and lifecycle health management
Market Credibility	Enterprise penetration, references, wins, and sentiment among practitioners
Geographic Coverage	Sales/support presence, localization, and regional partner ecosystems



#### About Enterprise Management Associates, Inc.

Founded in 1996, Enterprise Management Associates (EMA) is a leading IT research and consulting firm dedicated to delivering actionable insights across the evolving technology landscape. Through independent research, market analysis, and vendor evaluations, we empower organizations to make well-informed technology decisions. Our team of analysts combines practical experience with a deep understanding of industry best practices and emerging vendor solutions to help clients achieve their strategic objectives. Learn more about EMA research, analysis, and consulting services at [www.enterprisemanagement.com](http://www.enterprisemanagement.com) or follow EMA on [X](#) or [LinkedIn](#).

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