

Delinea Fastpath

TALENT MANAGEMENT **CASE STUDY**

GP Strategies

GP Strategies strengthens access controls to address SoD risks and compliance demands with Delinea Fastpath

Challenges

As with many companies implementing Oracle's Fusion Cloud ERP solution, GP Strategies received a recommendation from their system integrator to use the native Oracle seeded job roles. The integrator told them the seeded roles "worked fine" and provided the best ability to manage users and their day-to-day business operations.

Following this advice, GP Strategies went live on Oracle Fusion Cloud utilizing the seeded job roles provided by Oracle. Shortly thereafter, however, the problems that often accompany seeded job roles became apparent.

Seeded job roles are fraught with segregation of duties (SoD) conflict challenges. Additionally, the seeded job roles allow extensive sensitive access to individuals who do not require it.

As a publicly traded company, GP Strategies must adhere to the Sarbanes-Oxley (SOX) compliance requirements. This means both management and producing their external auditor report on the adequacy of the company's internal controls over financial reporting.

For many publicly traded companies, SOX imposes heavy regulatory and financial costs as well as compliance burdens. Documenting and testing of financial controls, both manual and automated, take a significant effort and often are the most expensive pieces of SOX compliance.

To help meet SOX requirements and reduce the internal compliance burden, GP Strategies looked for an audit and compliance solution that would integrate well with Oracle Fusion Cloud. The path forward also needed to provide detailed audit reporting,

Background

GP Strategies Corporation is a global performance improvement provider of sales and technical training, e-learning, management consulting, and engineering services. It is a $500M (USD) company with locations in 27 countries.

GPStrategies®

SoD visibility, and sensitive access analysis without increasing overhead and support costs.

Since there is no easy process within Oracle Fusion Cloud to review job roles for SoD intra-role conflicts or cross-role conflicts, GP Strategies also needed a tool that would help review the new custom-built job roles quickly and easily.

Solution

After some initial research, GP Strategies observed that most solutions in the marketplace were cost prohibitive. Delinea Fastpath, proved to be the only cost-effective solution that met their strict compliance requirements. Not only was it within their budget and easy to manage from a functional perspective, but Fastpath solutions also provided greater visibility into SoD conflicts and reduced time-to-issue identification and remediation. Further, Change Tracking, Access Review, and Access Provisioning solutions allowed for additional control functionality that other products did not offer.

It is also important to define content needed to test access control risks. To understand which privileges in Oracle Fusion Cloud are associated to each side of a segregation of duties conflict can be extremely difficult and time consuming to research. GP Strategies looked to a risk advisory partner for this requirement.

GP Strategies engaged with the partner to perform a requirements analysis and supervise the job role customization process. The partner provided an in-depth evaluation of the roles required as well as the change management process associated with customizing roles. It was determined that 65+ custom job roles would be required. An extensive analysis of SoD conflicts would also be required during the role design process.

Results

The greatest benefit of implementing Fastpath solutions is GP Strategies' new-found confidence in the quality and evidence of internal control data produced. With the content provided by the risk advisory partner, they were able to review each new custom job role for SoD conflicts as the design development was in process. This enabled the design team to make updates quickly and the project to move along smoothly.

Once the custom job role design was completed and the pilot was in place, Fastpath was able to provide across-role conflict analysis. This allowed for control mitigations to be put in place where needed and for additional job role design or remediation to be done. GP Strategies is now able to prioritize more than 150 SoD rules by risk, running the highest risk rules on a monthly basis. They are also able to process Role Reviews and Conflict Reviews by user on a quarterly basis to ensure job roles are provisioned correctly, and the mitigations are processed as needed.

Delinea Fastpath is a leader in application access governance, helping organizations automate governance of human and agentic access across business applications to maintain continuous audit readiness. By automating key IT General Controls, including Segregation of Duties (SoD) risk analysis, Delinea Fastpath helps organizations reduce risk, simplify compliance, and strengthen oversight of sensitive applications and data. Organizations can govern access across 100+ cloud and on-premises applications, with more than 30 out-of-the-box native direct connections that enable fine-grained risk analysis down to the lowest securable object.