Global BPM & GRC Trends 2025 – Driving Intelligent Transformation for Future-Ready Businesses

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The Future of BPM and GRC: 7 Key Trends to Watch in 2025

By 2025, Business Process Management (BPM) and Governance, Risk, and Compliance (GRC) will be more essential than ever as foundations of business success. With rapid digitization, evolving regulations, and the complexities of global markets, companies are challenged to adapt and improve continuously. Innovative BPM and GRC trends are set to play a vital role in making processes more efficient, identifying risks sooner, and meeting compliance requirements proactively.

In this whitepaper, we'll explore seven forward-thinking trends that will shape the future of BPM and GRC in 2025. Get inspired and prepare to master the challenges of digital transformation with these advanced strategies.

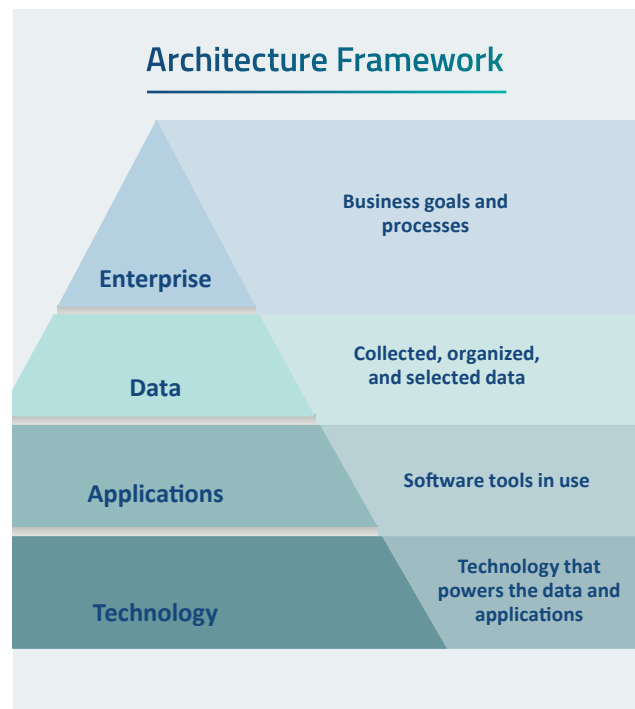## EAM and BPM: Building an Agile Business Structure Together

> "It is not the strongest of the species that survives, nor the most intelligent; it is the one most adaptable to change."

This insight from Charles Darwin is more relevant than ever in today's fast-paced, digital business world. With growing digitization and competition, companies need structures that are flexible and future-ready.

This is where Enterprise Architecture Management (EAM) and Business Process Management (BPM) come into play. Together, they help businesses not only respond to change but also proactively design structures and processes that stay adaptable and resilient through transformation.

Closing the gap between business and IT with EAM

EAM is a strategic approach that helps companies design their structures and IT systems to align seamlessly with their business goals. Its purpose is to build a unified architecture that supports business processes effectively and accelerates digital transformation. EAM gives companies a clear view of their entire IT landscape, helping them tackle future challenges. In doing so, it brings together all essential areas into one cohesive framework – from business processes and data to applications and technology.

Architecture Framework

Enterprise	**Business goals and processes**
Data	**Collected, organized, and selected data**
Applications	**Software tools in use**
Technology	**Technology that powers the data and applications**

Benefits of EAM: efficiency, flexibility, and strategic alignment

Enterprise Architecture Management provides companies with valuable advantages that go beyond just optimizing IT. It helps create a responsive, future-ready organization.

1. Clear IT landscape

EAM offers a transparent view of all IT systems and how they relate to each other. This clarity makes it easier to spot bottlenecks and outdated technologies, allowing for targeted upgrades.

2. Alignment of IT and business strategy

By closely connecting IT architecture with business objectives, EAM ensures that technology investments are made where they'll have the most significant strategic impact.

3. Flexibility

EAM lays the groundwork for a flexible and adaptable IT landscape that can quickly respond to changes in the market or business environment. This agility helps companies seize opportunities and stay competitive.

4. Cost savings

By consolidating resources and eliminating redundant technologies, EAM enhances resource efficiency, lowers costs, and boosts IT performance.

5. Promotion of innovation

EAM facilitates the rapid integration of new technologies and processes, improving market competitiveness and making it easier to implement enhancements.
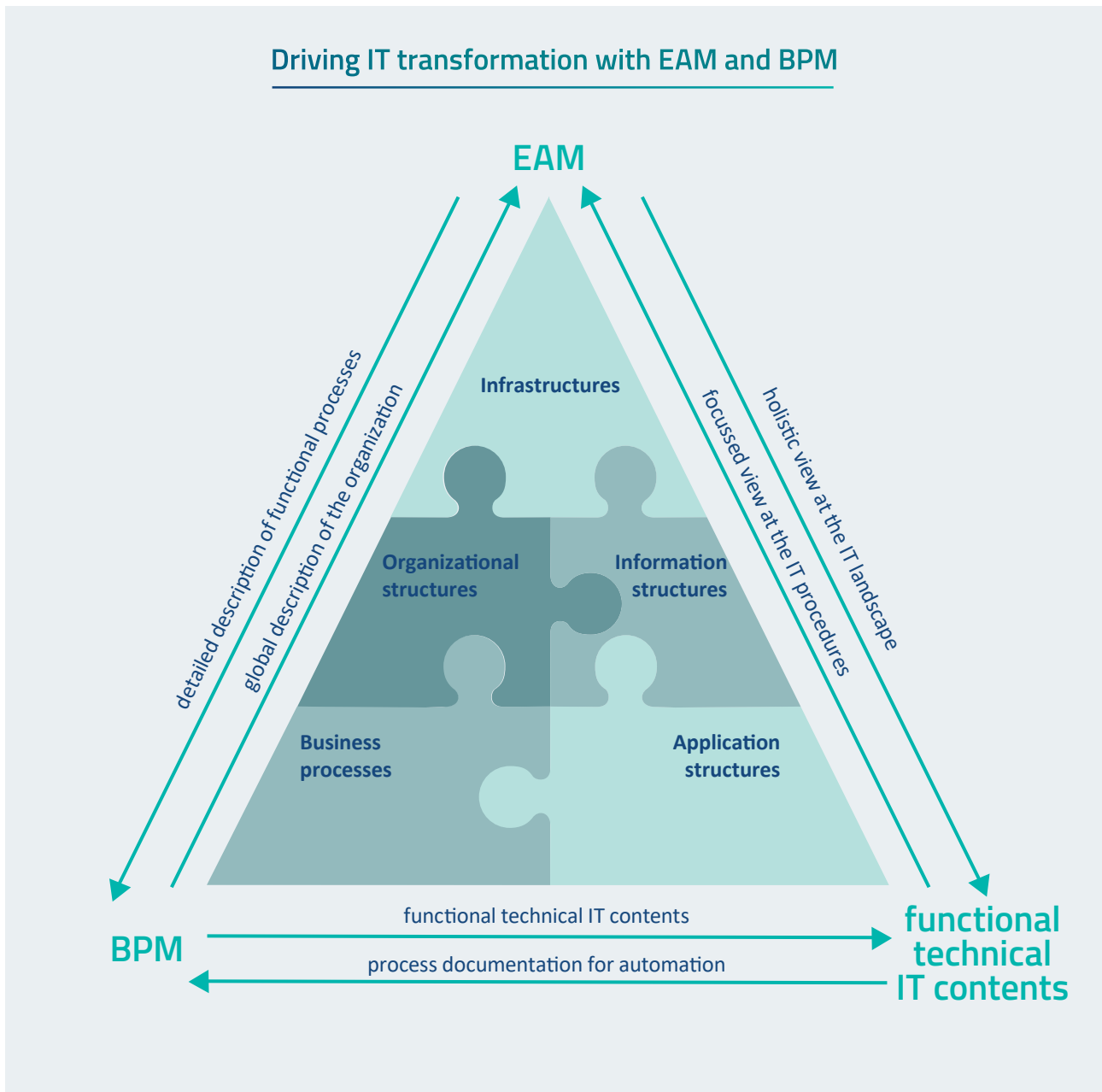
Using EAM tools, companies gain a clear view of their applications, processes, and dependencies. This insight is essential for seamlessly linking IT systems with business processes, ultimately creating a flexible and future-ready organization.

Achieving successful IT transformation with EAM and BPM

Combining Enterprise Architecture Management and Business Process Management is key to effectively connecting business and IT strategies. EAM brings transparency and modernization to the IT landscape, while BPM focuses on defining and optimizing processes. Together, they enable comprehensive analysis, speed up IT transformations, and achieve full end-to-end optimization of both processes and IT systems.

The future of EAM

Enterprise Architecture Management plays a key role in digital transformation, helping companies organize their IT landscape, align business and IT strategies, and foster adaptability and technological progress. EAM not only provides solutions for managing complexity but also creates a foundation for efficiency and cost savings. As we move further into a digital world, the significance of EAM will keep increasing. Companies that leverage EAM strategically will be better equipped to take advantage of digital opportunities and maintain their competitive edge in the long term.

Driving IT transformation with EAM and BPM

EAM

detailed description of functional processes

global description of the organization

holistic view at the IT landscape

focussed view at the IT procedures

Infrastructures

Organizational structures

Information structures

Business processes

Application structures

BPM

functional technical IT contents

process documentation for automation

functional technical IT contents

Building Security Through Structure: Uniting EAM and IT Security Management

A chain is only as strong as its weakest link – this is especially true for a company's IT landscape. In today's world, where cyberattacks are getting more sophisticated, just one unsecured entry point can put a company at serious risk. By 2025, the costs of cybercrime could soar to $10.5 trillion.[1] That's why a systematic and strategic approach to IT management is key.

[1] Cobalt: Top Cybersecurity Statics for 2024

(Top Cybersecurity Statistics for 2024 | Cobalt)

Enterprise architecture and cybersecurity management are essential in this context. EAM enables you to spot potential cybersecurity risks early by giving you a clear overview of your entire IT landscape. Security management tools allow you to effectively handle these risks and take proactive steps before any issues arise.

IT security management as an integral part of enterprise architecture

Cybersecurity is no longer just an afterthought that comes into play once IT systems are in place. Instead, it needs to be integrated into the planning and design of the IT landscape right from the start. EAM provides the perfect foundation for incorporating security requirements across all areas of IT. With the transparency that EAM offers regarding systems and their dependencies, organizations can manage risks way more effectively. It provides a "digital blueprint" for the entire IT structure, showing how different systems and applications interact and helping to identify and close potential security gaps.

Optimized use of resources

With EAM, you can effectively align your business goals with your IT resources while implementing cybersecurity solutions to ensure everything runs as smoothly and risk-free as possible. This approach allows you to use your resources efficiently, stay flexible, and protect your company from potential threats all at once.

Ensured compliance

Companies must be increasingly vigilant about meeting cybersecurity regulations. Two recent examples in the EU are NIS2 (Directive on Network and Information Security) and DORA (Digital Operational Resilience Act). By combining EAM and GRC, you can ensure that your IT systems and processes always comply with legal requirements. This proactive approach helps prevent IT outages and malicious cyberattacks, providing lasting protection for your business.

Secure transformation and innovation

To drive innovation, secure digital transformation is key. By combining Enterprise Architecture Management – which helps you set clear business goals and make the best use of resources – with robust cybersecurity, you create a strong foundation for success. This approach not only builds stakeholder trust but also boosts your long-term market opportunities.

AI and HumanTech: The Future of Process Automation

In recent years, digital transformation has greatly advanced process automation. Artificial intelligence (AI) and HumanTech – the blend of human expertise and technological innovation – are fundamentally changing how businesses operate and design their processes. This combination allows us to create workflows that are more efficient, flexible, and intelligent.

According to the KPMG study on "Generative Artificial Intelligence 2024," eight out of ten German companies are actively developing strategies to harness the potential of generative AI to boost efficiency. At the same time, they face challenges related to adapting their workforce and complying with new EU regulations, such as the AI Act.

Symbiosis of humans and technology

HumanTech isn't just about using advanced technologies; it's about bringing together human creativity and technological precision. The aim is to leverage the strengths of both: machines handle repetitive and error-prone tasks, freeing up humans to focus on more strategic and creative work. Today, AI acts as a valuable partner in many areas of process automation, playing key roles such as:

✓ **Real-time data analysis**
AI systems can analyze huge amounts of data in real-time, quickly identifying risks and suggesting proactive measures. This helps companies respond more swiftly and efficiently to market changes while minimizing risks.

✓ **Automated process modeling**
Modern AI systems can automatically model entire process landscapes, which greatly reduces manual effort. This automation also allows companies to adjust processes dynamically in response to changing conditions.

✓ **Voice and gesture control**
Interactions between humans and machines are becoming more intuitive. Smart interfaces that use voice or gesture control enable users to operate machines effortlessly, optimizing workflows in the process.

The evolution of process automation

In recent years, automation has mainly focused on standardized, repetitive tasks. However, we are now entering the era of hyper-automation, which combines advanced technologies like AI, machine learning, and robotics to automate increasingly complex processes. These technologies not only help complete tasks faster but also open the door to new business models.

Another key aspect of automation is certainly collaborative AI. Instead of replacing humans in processes, AI serves as a helpful partner, continuously providing improvement suggestions, identifying errors, and proposing real-time optimizations. This collaboration enhances productivity and improves the quality of decision-making.

AI as a catalyst

As we look toward 2025, it's clear that AI will increasingly take on a central role in many areas of business. However, success isn't just about having the technology; it's about how we integrate it into our existing structures and combine it with human skills. AI-powered translations will continue to enhance global collaboration, making process documentation more accessible around the world.

This will enable teams to work efficiently across different locations and implement complex multinational projects more quickly.
Additionally, AI is speeding up innovation cycles, allowing processes to be developed, tested, and launched faster. This significantly reduces the time it takes to bring ideas to market and boosts a company's ability to innovate.

The future of process automation

Integrating HumanTech and AI into the business landscape is no longer a distant vision; it's happening right now and holds great potential for further innovations by 2025. By embracing these technologies early on and continuously improving our processes, we can become more efficient and resilient in the face of challenges in today's global and dynamic economy.

Green BPM and ESG Management: Driving Social Responsibility and Sustainable Transformation

With climate change and its immediate effects on humanity, there's a growing expectation for companies to operate sustainably and minimize their impact on the global ecosystem. Alongside international regulations like the CSRD in the EU, customers and other stakeholders are increasingly demanding transparency and accountability from businesses.

To address this new reality, companies need to act quickly – sooner rather than later. Two effective strategies to consider are Green BPM and ESG management.

Building future-ready business processes with Green BPM

Green BPM is a process management approach aimed at minimizing the environmental impact of business operations. This method involves several key steps that prioritize ecological and sustainable goals, following this sequence:

1. Analyze
- Which business processes should we analyze?
- How do these processes impact the environment, both positively and negatively?
- What process model will we use to present our findings?

2. Model
- How can we highlight environmental impacts in our process models?
- What sustainability KPIs should we track, and what thresholds will we set?
- What actions and controls do we need to regularly assess environmental damage?

3. Execute
- How can we promote sustainable practices within our organization?
- How will we implement these processes?
- What steps can we take to ensure the processes are executed correctly over the long term?

4. Manage/Monitor
- How will we regularly check that we meet the established thresholds?
- How can we spot problems and deviations early?
- What should our control intervals be?

5. Improve
- How can we continuously enhance our sustainability efforts?
- What data will help us optimize our processes?
- How can we lower our environmental impact while boosting efficiency and cutting costs?

ESG management as a comprehensive approach to sustainability

ESG management is closely linked to Green BPM but takes it a step further by addressing not only environmental goals but also social issues and corporate governance. Its focus is on managing sustainability risks and opportunities that are relevant for businesses.

Today, ESG management is essential for many companies. This necessity arises partly from international laws that require annual sustainability statements. Additionally, more stakeholders – especially investors and customers – expect businesses to meet specific ESG criteria to show their commitment to sustainability and ethical standards.

All that makes ESG management a strategic must-have that can greatly influence a company's reputation, competitiveness, and future success.

You can find a complete and detailed guide to ESG management here.

Synergies between BPM and ESG management

There's a growing trend towards practical, ready-to-use solutions that seamlessly combine Green BPM and ESG management. This powerful partnership offers significant advantages and creates valuable synergies at different levels:

Efficient processes and sustainable practices

Green BPM helps identify and improve processes that impact the environment negatively. Meanwhile, ESG management helps companies understand how their actions affect sustainability. By blending these two approaches, businesses can easily integrate sustainable practices into their everyday operations, use resources more efficiently, and boost their overall environmental performance.

Early detection of risks and opportunities

When companies include sustainability in their process improvements, they can better assess environmental and social risks while also spotting new opportunities for value creation. This allows them to react faster to market changes and identify potential new business avenues.

Risk mitigation and compliance

Ongoing monitoring of processes and ESG criteria helps companies catch potential risks early on so they can respond appropriately. An integrated BPM and ESG solution allows for systematic risk management and ensures that all necessary data is ready for the required sustainability report.

Improved data quality and transparency

Combining Green BPM and ESG management on a single platform makes it easier to collect and analyze data. This setup enables real-time tracking of important KPIs and helps companies take focused actions for improvement. The increased transparency that comes with it allows businesses to clearly communicate their sustainability efforts and social responsibility progress to various stakeholders.

Clear competitive advantage

Companies that successfully connect Green BPM and ESG management stand out in the market by positioning themselves as industry leaders. This helps them build trust and loyalty among their stakeholders, enhance their reputation, and gain easier access to sustainable financing options.

Integrated BPM and GRC: A Comprehensive Approach to Sustainable Business

Process and risk management go hand in hand. Business processes include risks that need to be spotted and managed quickly. At the same time, effective risk management itself involves processes that organizations should handle efficiently and improve continuously.

Integrating Business Process Management and Governance, Risk, and Compliance is therefore a trend that is becoming increasingly relevant – especially when it comes to unifying both areas within a single, easy-to-use system. By standardizing process documentation and simultaneously identifying risks, businesses can automate workflows, manage data better, and tackle risks more effectively.

An integrated BPM and GRC platform covers everything from modeling, managing, executing, and optimizing processes to handling crucial GRC aspects such as risk and opportunity management, internal controls, sustainability management, information security, data protection, business continuity, and audit management. The advantages of having such an integrated solution are numerous:

Flexible scalability in every direction
Businesses today want solutions that are adaptable and can grow alongside their changing needs. Software with integrable solutions offers this flexibility. It allows you to easily expand current features (vertical scaling) and add new modules (horizontal scaling) to address the latest challenges in process and risk management. This approach not only saves time and money but also ensures that all teams can access important functions through a central, user-friendly system.

Individual adaptability
There's a clear trend in the GRC and BPM market toward solutions that are ready to use and can be quickly set up. However, every company has unique needs that often require custom adjustments to their management systems. This is where an integrated platform shines: it usually provides pre-built solutions that can easily be tailored to fit individual needs. This means businesses can configure features and workflows themselves – fast, straightforward, and without complicated setup processes.

Central management system for all risk areas
Risks exist in many forms – from business and process risks to sustainability, data protection, and information security risks. Companies are looking for a way to manage all these risks in one central system. By bringing all relevant information and processes together, an integrated BPM and GRC software helps identify and address risks more quickly. This creates a clear structure, improves efficiency, and enhances security across the entire organization.

Risk management as part of the company culture
By integrating risk management into daily business processes, it becomes a natural part of your company's DNA. This helps raise awareness of risks among employees and strengthens collaboration between departments. Integrated solutions facilitate this shift and promote a culture of accountability and proactive risk management.
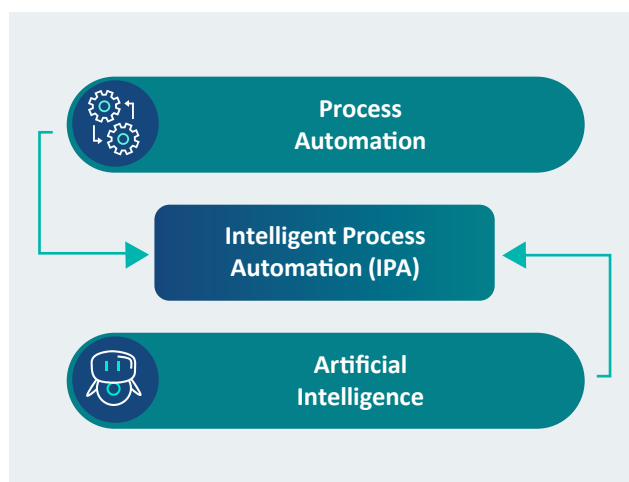
Intelligent Process Automation: Boosting Efficiency and Innovation

Intelligent Process Automation (IPA) brings together advanced technologies like Artificial Intelligence (AI), Machine Learning (ML), and Robotic Process Automation (RPA) to streamline and enhance business processes. This powerful combination helps companies tackle repetitive tasks more efficiently and intelligently. IPA plays a key role in digital transformation, unlocking exciting new ways to improve efficiency, adaptability, and innovative capabilities.

What makes IPA unique?

IPA takes traditional automation to the next level by using AI and ML. This means that instead of just following set rules, IPA can adapt to changes, learn from data, and keep getting better over time. Unlike basic RPA, which mainly handles repetitive tasks, IPA allows for the complete automation of entire processes from start to finish.

Trends in intelligent process automation

Hyper-automation
IPA takes automation to the next level by managing complex, interconnected workflows, not just simple, isolated tasks. It creates a comprehensive system that intelligently controls processes from start to finish.

Cognitive automation
With the power of artificial intelligence and machine learning, IPA can handle both structured and unstructured data, including text, images, and audio files. This means it can take on new tasks that would have previously needed human input.

Process optimization
IPA goes beyond just automating processes; it continuously improves them. By using real-time data analysis and predictive analytics, companies can spot and address potential bottlenecks before they become issues.

End-to-end transparency
With IPA, businesses gain a clear view of their entire process landscape. The automation solutions provide a summary of all operations, enabling informed decision-making based on accurate, real-time data.

Benefits of IPA for companies

IPA provides companies with significant advantages – in particular the boost in efficiency. By minimizing manual tasks, employees can concentrate on activities that add real value. This shift not only leads to faster and more accurate automated processes but also results in lower costs. Additionally, IPA enhances flexibility, allowing businesses to quickly adapt their processes in response to market changes. The ability to analyze data in real time further improves decision-making, enabling companies to spot trends early and respond proactively.

Future-oriented technologies for sustainable success

As AI and automation become more integrated into business practices, IPA is set to play a crucial role in shaping the future of work. These automation solutions will not only speed up processes but also make them smarter and more adaptable. Self-optimizing systems that use machine learning to continuously improve their efficiency will soon be the norm. This means that companies embracing IPA will be well-equipped to tackle complex challenges with innovative automated solutions.

IPA as the key to boosting efficiency and innovation

In 2025, intelligent process automation will do more than just automate tasks; it will empower companies to respond more dynamically and agilely to market changes. The shift towards self-optimizing and learning systems creates exciting opportunities to unlock efficiency and drive innovation. By embracing IPA today, companies are positioning themselves for a clear competitive edge in the digital economy of tomorrow.

Digital Twins of Organizations: Virtual Models Transforming the Real World

Digital Twins have become essential tools for companies aiming to boost their efficiency and innovation. Essentially, Digital Twins of Organizations (DTOs) are detailed virtual models of business processes. They allow companies to monitor, simulate, and optimize these processes in real time. By capturing the behavior of entire organizations or their key processes, Digital Twins are constantly updated with data, simulations, and new information.

What makes Digital Twins particularly valuable is their ability to answer questions about how business processes work and what might happen if those processes are changed or optimized. This capability makes them a powerful asset in driving digital transformation.

Achieving success with Digital Twins

DTOs help companies better understand how people, processes, data, and technology work together. They provide a range of benefits that go beyond just improving efficiency:

✓ **Process optimization:**
Identify and eliminate inefficient workflows

✓ **Real-time monitoring:**
Keep an eye on processes and systems continuously

✓ **Increased efficiency**
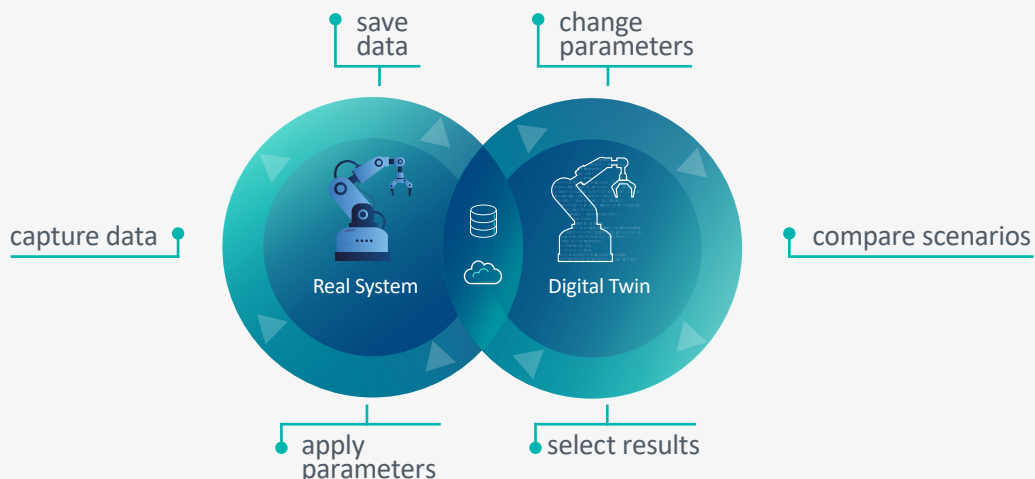Improve operations and make better use of resources

✓ **Faster decision-making**
Make informed decisions quickly with real-time data

✓ **Cost reduction:**
Lower operating costs through optimized processes

✓ **Risk management:**
Spot potential risks early and reduce their impact

✓ **„What-if" analyses:**
Simulate different scenarios to evaluate changes effectively

Digital Twins in practice

Thanks to major technological advancements, especially with regard to the Internet of Things (IoT), Digital Twins have become essential decision-making tools for companies in various industries. Here are some real-world examples of how Digital Twins are being used successfully:

• **Manufacturing:** In production settings, Digital Twins monitor and manage facilities, supply chains, and logistics. They help identify and fix potential bottlenecks early through simulations and analyses.

• **Energy providers:** Energy companies use Digital Twins to simulate and optimize wind farms. This allows them to monitor wind turbine performance in real time and make adjustments to maximize energy output.

• **Smart cities:** Modern cities like Singapore leverage Digital Twins to simulate traffic patterns, energy use, and emergency response plans. By using real-time data, these cities can forecast needs, manage resources efficiently, and practice for disaster scenarios before they happen.

• **Healthcare:** In hospitals, Digital Twins optimize resource use, reduce wait times, and improve the efficiency of medical equipment.

Exemplary illustration of a digital twin

save data

change parameters

capture data

Real System

Digital Twin

compare scenarios

apply parameters

select results

The future of data-driven decision-making

Digital Twins are becoming increasingly essential, especially with the addition of AI and Machine Learning. These technologies don't just simulate processes – they can also automatically suggest ways to optimize them. With the growing Internet of Things (IoT), DTOs now have access to more data, allowing for sharper analyses and better decisions.

In the future, DTOs could even make decisions and implement changes on their own, without needing human input. Virtual and augmented reality will also help visualize complex business processes, facilitating decision-making even further.

DTOs are also becoming more accessible for small and medium-sized businesses, with more standardized, user-friendly solutions available. These empower companies to respond flexibly to changing markets and help them operate more efficiently and sustainably.

> "The market for software and services that enable Digital Twins is expected to reach $150 billion globally by 2030, compared to $9 billion in 2022."
> *Gartner Press Release, October 2022*

Digital Twins as a catalyst for digital transformation

With benefits in efficiency, flexibility, and sustainability, DTOs are set to become a foundational technology for the future, as they help companies improve efficiency across the entire lifecycle of their processes. By applying Digital Twins throughout their BPM lifecycle, businesses can leverage their advantages at every stage, making digital transformation much more effective. In the long run, DTOs could pave the way for a new era of data-driven decision-making, where agile adjustments are standard, and companies gain a significant competitive edge through their use.

Comprehensive Business Transformation with GBTEC's AI-Driven Power Platform

GBTEC's Power Platform is an all-in-one suite for AI-driven transformation across processes, IT, and GRC. With our integrated toolkit, you can quickly map out business processes, IT structures, and risks, easily spot areas for improvement, automate tasks effortlessly, and track your transformation progress in real time. Enjoy best-in-class technology, user-friendly design, and robust features that make transformation easy and extremely effective. Our Power Platform supports every step of your transformation journey, enabling end-to-end optimization across business processes, IT infrastructure, and GRC management. With our consulting expertise and services such as our Online Academy, we ensure a fast start and record-speed implementation for your business.

BIC Platform

Best-in-Class Softweare for AI-powered Business Transformation

BIC Process Design	BIC EAM	BIC Process Execution	BIC Process Mining	BIC GRC
Process Mapping & Analysis	Integrated Enterprise Architecture Management	No-code/ Low-code Process Automation	Process Measuring & Monitoring	Governance, Risk & Compliance Management
• AI-driven Process Mapping and Re-engineering • Analysis & Simulation • Process and Collaboration Portal • Governance Workflows • Document Management • SAP SolMan Integration	• Enterprise Architecture Mapping • IT Decision Making and Planning • Operational Enterprise Architecture • EA Governance • IT & Portfolio Transformation	• AI-driven No-code & Low-code Development • Digital Forms • DMN Decision Engine • Document Processing • Easy Integration of IT Systems with Open REST API • Performance Monitoring	• Process Discovery & Predictive Process Monitoring • Conformance Checking & Variant Analysis • Performance Mining • BPMN 2.0 Integration • Plug-and-play SAP Interface	• Digital Risk and Control Recording • Internal Control • Business Continuity • Information Security • Enterprise Risk Management • Risk Simulation

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Accelerate your transformation with our Power Platform and step confidently into a more efficient, sustainable future.

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Want to learn more?

Interested in exploring our Power Platform and kickstarting your transformation?
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Explore BIC Platform

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