

A GATHID LABS SERIES: PART 1

# Daily Trust: A Smarter Path to Identity Governance

## The IAM Reality Check: Why Most Organizations Are Stuck

The benefits of identity governance are clear, from clarity and control to regulatory compliance. However, the journey is long, costly, and often underdelivers. Identity governance has long been sold as a pillar of enterprise security and operational maturity. And, in theory, it is.

If an organization can confidently answer:

- Who has access to what?
- Should they have access?
- What changed yesterday?

..then it has already achieved what most regulators, auditors, and security teams expect.

For most enterprises, reality is far messier. Despite years of investment in Identity Governance and Administration (IGA) platforms, cloud identity suites, or custom-built scripts, basic visibility remains elusive.

This isn't for lack of trying. Rather, it's a sign that traditional approaches to identity governance have not evolved fast enough to meet the complexity, sprawl, and speed of today's organizations.

## The Governance Spectrum: All or Nothing?

For years, identity teams have been asked to choose between two extremes:

1. **Full IGA platforms**, which are powerful yet often slow and expensive to implement. These promise granular control, policy automation, and audit-ready workflows. However, it can take 12 to 24 months to reach phase one of deployment, with substantial customization and ongoing consulting often needed to realize full value.
2. **Light IGA offerings**, which are increasingly bundled into larger cloud suites such as Microsoft Entra or Okta. These are quick to deploy and work well for basic use cases including provisioning, single sign-on, and access reviews. However, while they handle the essentials well, deep governance is often out of scope.



As Gartner recently framed in its “[Innovation Insight: Light Identity Governance and Administration](#)”, many organizations are trying to make sense of where they fit between these two options. The decision tree Gartner provides highlights the divide clearly:

- If you don’t have advanced use cases (like SoD enforcement, toxic access checks, legacy and OT systems, and multiple sources of truth), Light IGA may suffice.
- If you do have advanced use cases, then you’ll likely need Full IGA.

Sounds simple, right?

Not exactly.

### **The Messy Magnificent Middle: Where Most Orgs Live**

The challenge is that most organizations land somewhere in the middle.

These organizations:

- Want faster time to value than Full IGA offers
- Need more control and visibility than Light IGA provides
- Can’t keep running manual access audits and deprovisioning scripts
- Have environments that span cloud, on-premise, legacy apps, OT, and physical systems
- Are exploring AI adoption but worry about identity governance gaps and compliance risks

In short, they’re trying to implement identity governance with limited-scope tools that leave gaps. Or, in some cases, without any tools at all.

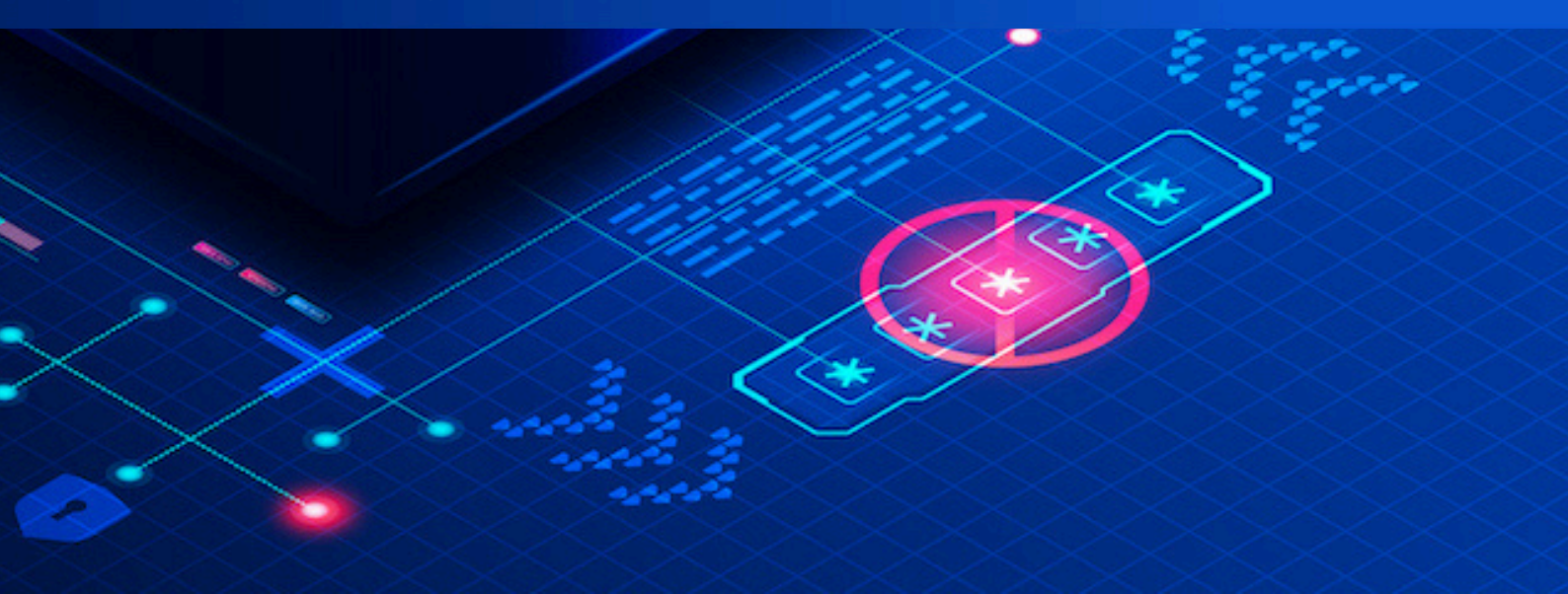
This is the tipping point for what’s known as identity debt. Identity debt is the accumulation of outdated, unmanaged or excessive user access rights and entitlements. It’s similar in concept to technical debt, where shortcuts or delays in system maintenance create long-term complications. Every acquisition, new system, and staffing change compounds the problem. And with today’s hybrid workforces and constant change, the debt grows daily.

Most organizations have little visibility into it.

### **Governance Is No Longer a Project — It’s a Daily Practice**

One of the most telling signs that identity governance needs a reset is that it’s still often treated as a project. It’s something to implement, configure, and walk away from. A ‘One and Done’.

The problem is that access is dynamic. People move. Employees leave. Systems change. Organizations restructure. New SaaS apps are onboarded in minutes and AI and non-human identities now demand access. What was true yesterday is no longer true today.



That's why governance must shift, from episodic to continuous, from siloed to contextual, from static to part of everyday operations.

It's not just about having a tool. It's about embedding the *right level of daily observability* to manage identity risk proactively, catching issues early before they escalate. By transforming governance into a lightweight, daily practice, the overall load becomes lighter, faster and ultimately more cost-effective.

### What This Series Will Cover

In this blog series, we'll walk through the strategic choices facing identity leaders today, using Gartner's Light IGA framework as our foundational architecture.

We'll review:

- Where Light IGA excels and where it falls short
- What Full IGA delivers (and what it often misses)
- How modern platforms bridge the gap
- Practical strategies for building toward daily identity trust, no matter where you are today

The question is no longer "*Should we do identity governance?*". Identity governance is a non-negotiable for everyone.

The question is: "***How quickly can you make identity governance continuous, contextual, and connected, across your entire environment?***"

Stay tuned for Part 2: The Gartner Decision Tree: Choosing Between Light and Full IGA

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