

Summit 28.03.11



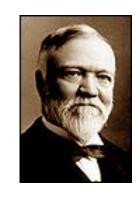


Dr. Jimmy Schwarzkopf

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www.stki.info

People make IT not technology

- Take away my people and leave the factories, and soon there will be grass growing on the factory floors,
- <u>Take away my factories and leave</u> <u>my people</u>, and soon we will have <u>bigger and better</u> factories.



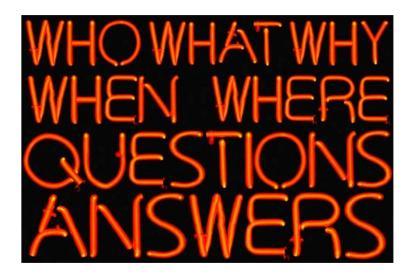
Andrew Carnegie







So I started:



















Israel Economy









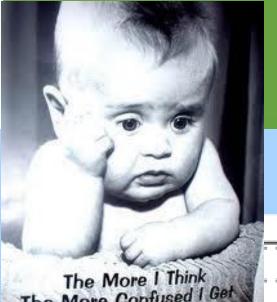


Israel: Selected Economic and Social Indicators (% change) 2007–11

	2007	2008	2009	2010 1/	2011 1/
Real GDP	5.3	4.2	0.8	3.9	3.5
Private consumption	6.3	3	1.7	4.9	4
Public consumption	3.1	2.6	2.5	2.2	2.1
Exports of goods and services; Real growth rate (percent)	9.3	5.9	-12.5	11.8	2.4
Imports of goods and services; Real growth rate (percent)	11.9	2.4	-14.1	10.6	2.8
Oil Imports (billions of U.S. dollars)	8.9	12.8	8.1	10.7	12.6

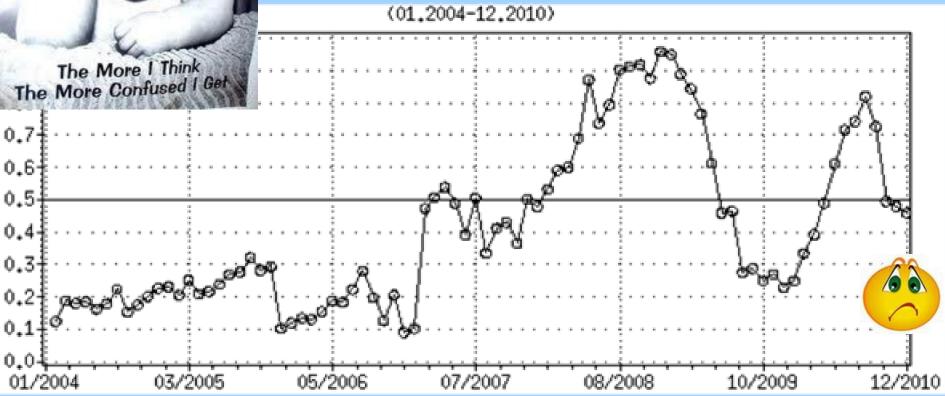


International Monetary Fund (IMF)



Probability of slowdown

Probability of slowdown relatively to the trend-growth.

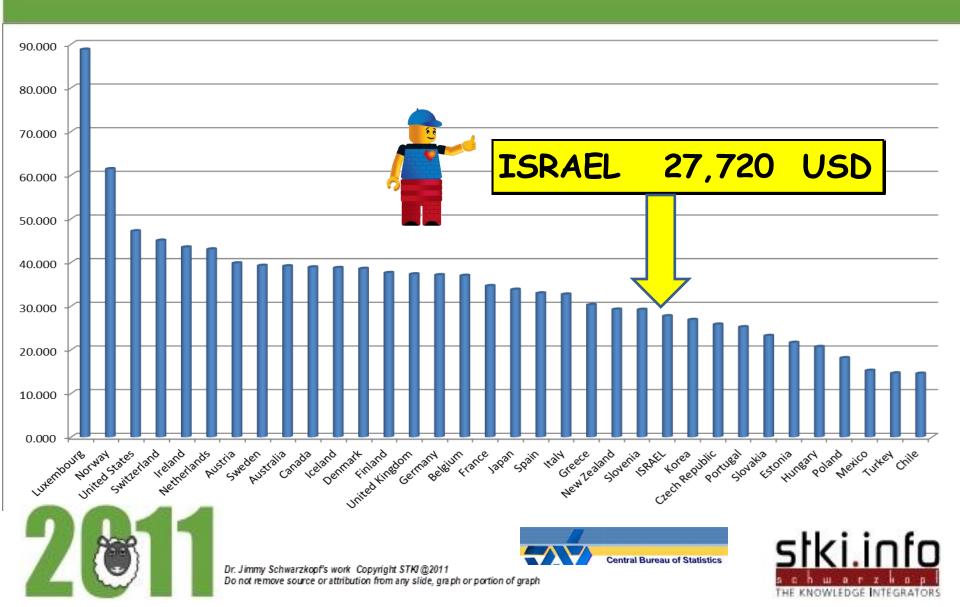




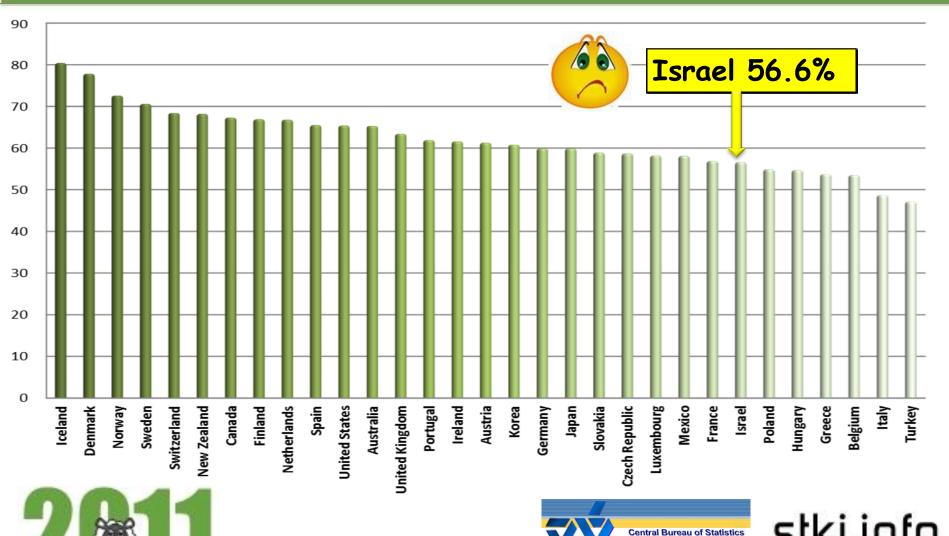




Gross domestic product per capita



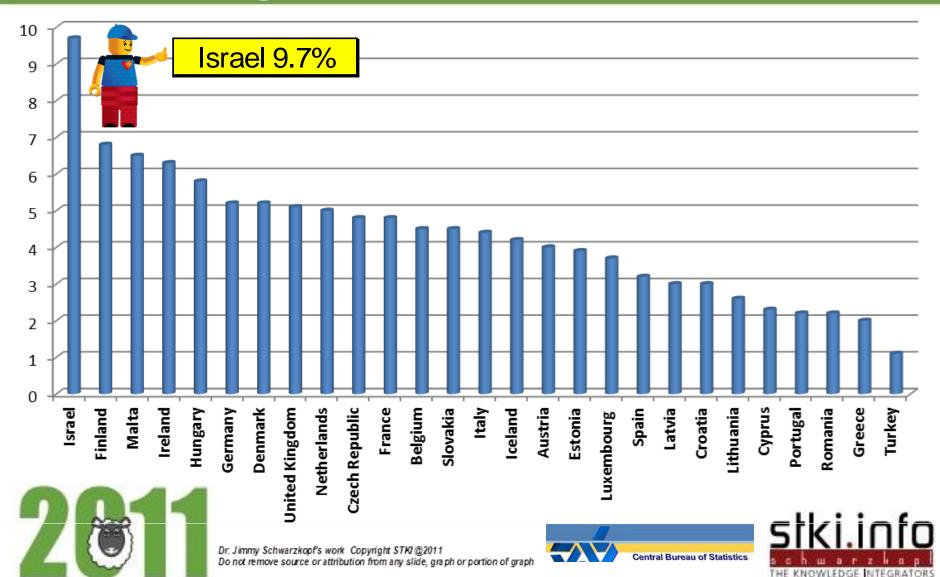
percentage of persons aged 15 and over in civilian labor force







percentage of employed persons aged 15-74 in ICT fields



ICT in the business sector

9.8
8.7
8.3
8.3
7.0
6.5
6.3
6.3
6.3
6.2
6.1
5.9
5.6
5.5
5.4
5.4
5.0
4.9
4.9
4.7
3.9
3.6

2.6

Portugal



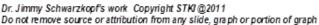
Share
of ICT
jobs
in business
sector

Share of ICT Gross
Value
Added in business
sector
product

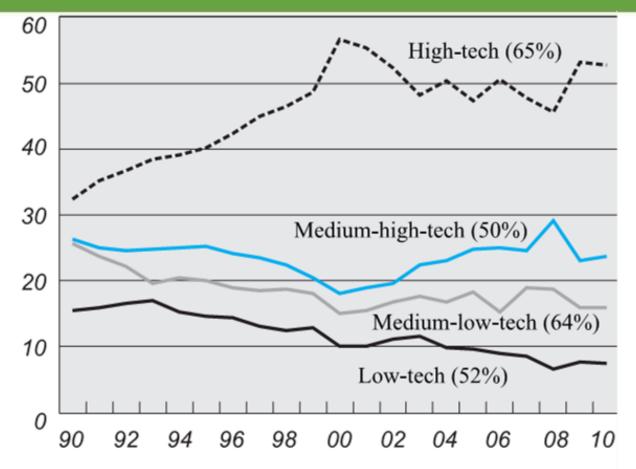
ISRAEL	15.92			
Finland	14.78			
Korea	13.69			
Ireland	12.14			
Hungary	10.95			
Sweden	10.78			
United Kingdom	10.67			
Netherlands	9.20			
United States	8.70			
Norway	8.34			
Denmark	7.93			
France	7.92			
Japan	7.90			
Belgium	7.65			
Canada	7.62			
Czech Republic	7.54			
Italy	7.48			
Australia	7.08			
Portugal	7.07			
Germany	6.92			
Austria	6.81			
Spain	6.75			
Mexico	5.00			
	_: :			



Central Bureau of Statistics



Exports by technology intensity 1990-2010



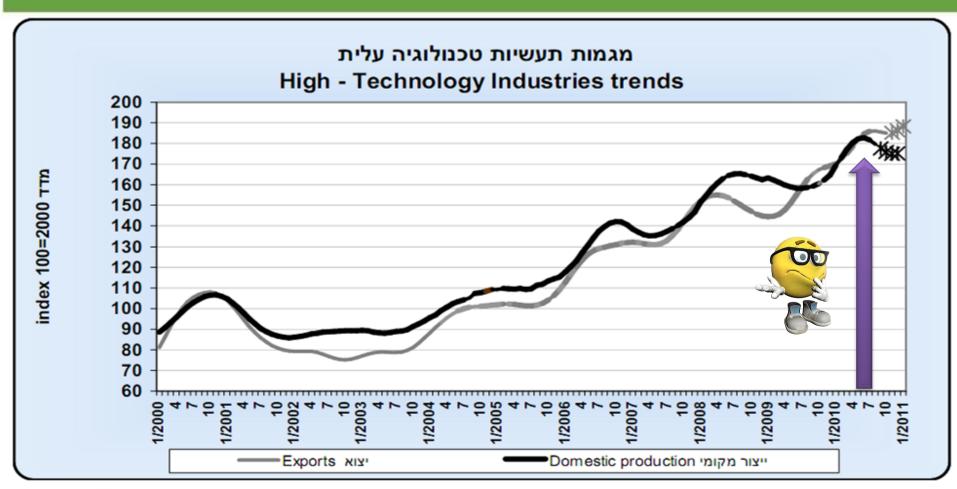
^a The numbers in parentheses is the share of value added in exports of that category of technological intensity according to the 1995 input-output tables.

THE KNOWLEDGE INTEGRATORS



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High Technology Industry Trends

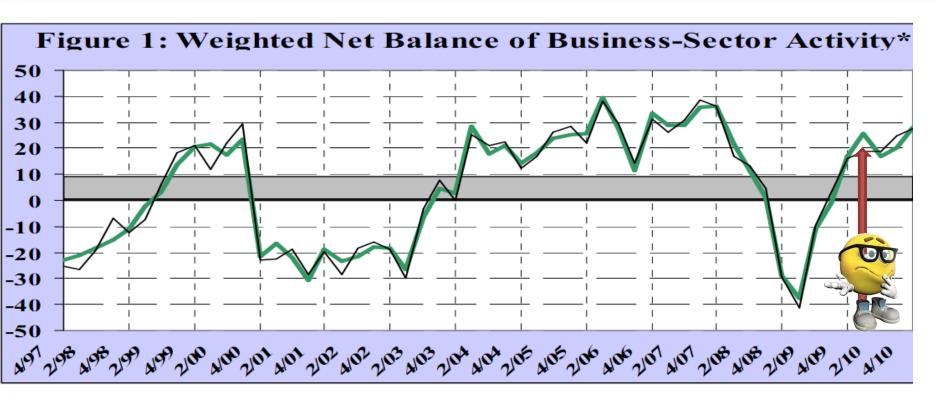








Bank of Israel Companies Survey (4Q 2010)



^{*} The net balance is the difference between the share of companies reporting an increase and the shares of those reporting a decrease. The

thick line describes the development of seasonally-adjusted data and the thin line, the original data.







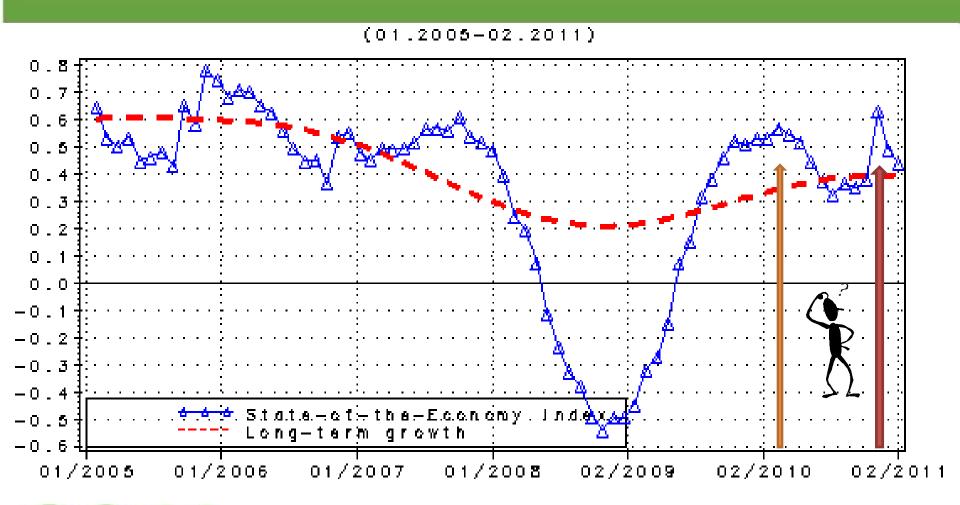
Bol: Business Survey







State of the Economy Index









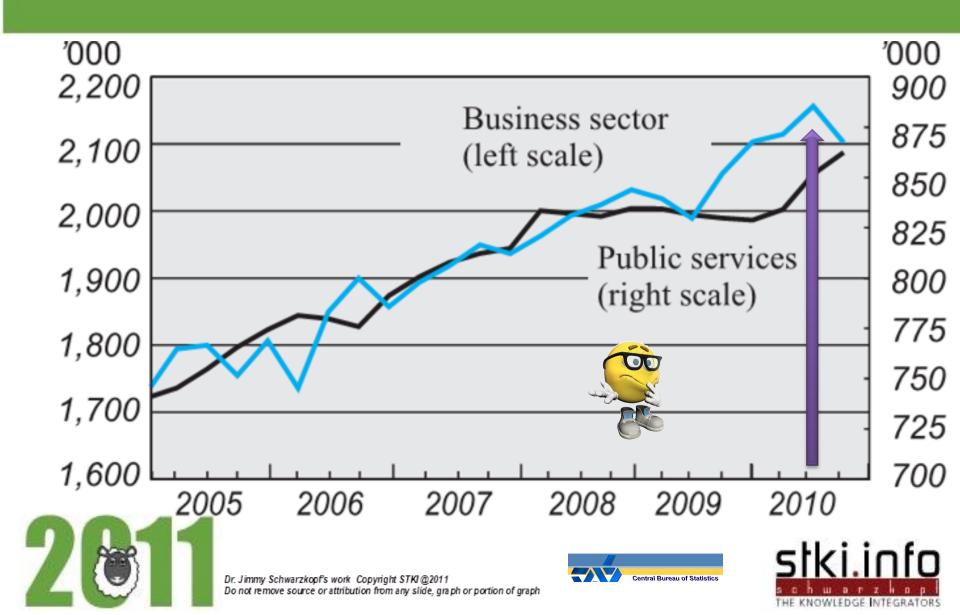
State-of-the-Economy Index percent change







Employees, by sector



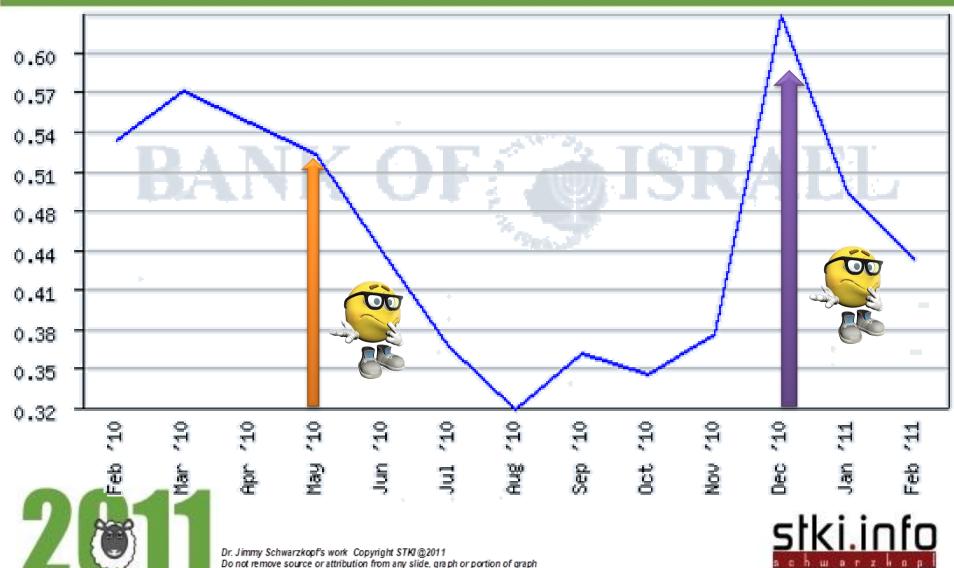
State-of-the-Economy Index percent change







State-of-the-Economy Index - percent change



THE KNOWLEDGE INTEGRATORS

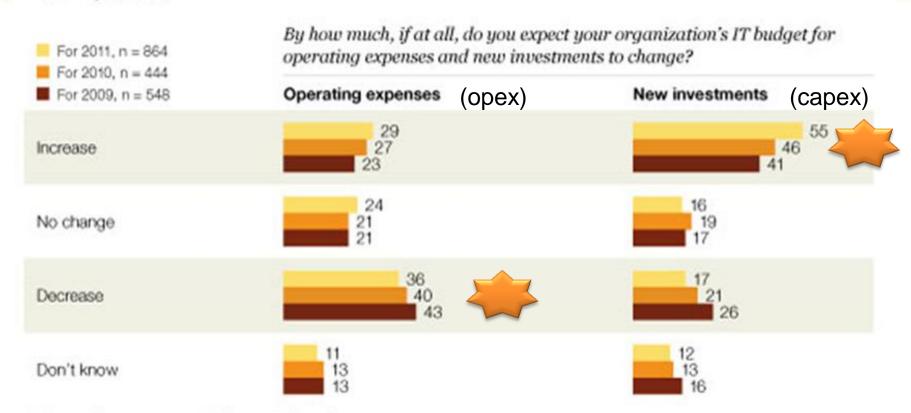


It's the ultimate paradox for leaders: you can't predict the future, but you must make sense of it in order to thrive.

IT Market in Israel: what is changing?

Budget Changes (world)

% of respondents1



¹Figures do not sum to 100%, because of rounding.

McKinsey Quarterly 2011





Capex of today is the Opex of tomorrow

- The more projects (capex) we do today the more we have to support (opex) tomorrow
- The more we invest in "good" capex, the less we will spend on "bad" opex.
- Relationship between capex and opex is not straightforward; but we cannot reduce opex after a boom in projects
- Can we have <u>-"Just-In-Time IT Spending"-</u>?????????





3 most important actions for 2011

		Actions taken in the past year	Actions planned for the next 12–18 months
1	Increasing infrastructure consolidation or virtualization	22	21
2	Looking to IT as a lever to reduce costs in other areas of the business	18	21
3	Focusing on efficiency improvements in application development, maintenance (eg. lean IT, process streamlining)	14	21
	Renegotiating existing vendor contracts	12	7
	Increasing outsourcing and/or offshoring	11	9
	Reducing demand by cancelling or deferring projects/activities	9	8
	Rationalizing or eliminating services or offerings, reducing service levels	6	4
	Changing the scope of projects to reduce costs	6	8

¹Respondents who answered "other" are not shown.



McKinsey Quarterly 2011

Differences between Managers and CIOs

% of respondents,1 n = 864		Rank	
Select the objectives that most accurately describe IT priorities for the next budget cycle.	your organization's	Non-IT executives, n = 332	IT executives, n = 532
Improving cost efficiency of business processes	47	1	2
Reducing IT costs	45	3	1
Improving effectiveness of business processes (providing additional or better capabilities)	44	2	3
Ensuring compliance with regulations	30	5	7 4
Giving managers information to support planning and decision making	30	4	5
Creating new products or services	26	6	6
Managing risk	20	7	7
Entering new markets	16	8	8

Respondents who answered "other" and "don't know" are not shown.

McKinsey Quarterly 2011





STKI 2011 results:

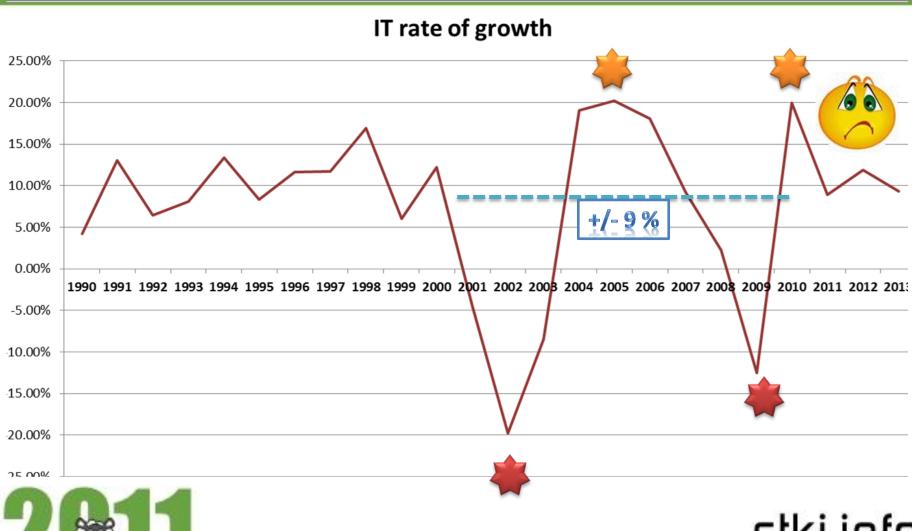
2010	19.90%	\$4,872
2011	8.90%	\$5,305
2012	11.80%	\$5,933
2013	9.30%	\$6,484



All amounts in M \$ USD

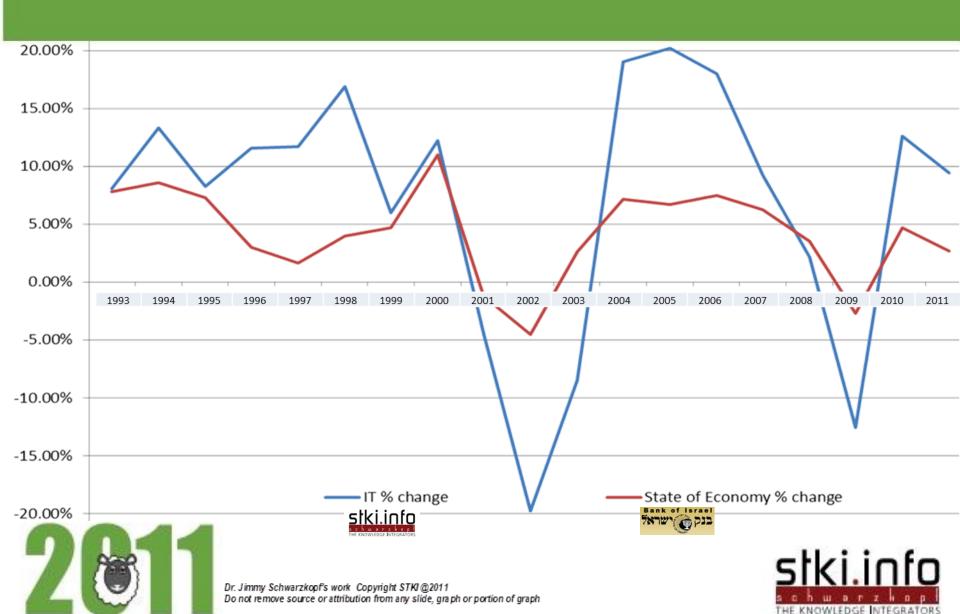


IT rate of growth in Israel





COMPARISONS: IT and Economy



Number of "legal" entities paying taxes

Growth of 4.56% in number of tax-paying companies 2010 to 2011

number of employees	number of companies (paying taxes)	& of TOTAL	<i>s</i> ubtotals		subtotals subtotals		& of TOTAL	number of companies (paying taxes)	number of employees
251+	1,348	0.57%	3,732		3,298		0.10%	236	1001+
231	1,540	0.57 %					0.18%	419	401-1000
101-250	2,384	1.01%					0.64%	1,470	151-400
101-250	2,304	1.01%					0.51%	1,173	101-150
51-100	3,871	1.64%	35,591			56,603	6.28%	14,419	21-100
10-50	31,720	13.43%	35,591	232,393	225,824	30,003	18.38%	42,184	6-20
up to 9	196,802	83.35%	196,802	196,802		169,221	73.71%	169,221	up to 5
					111		0.15%	335	municipalities
TOTAL	TOTAL 236,125			41	441		106	government	
230,123			225,824			TOTAL			

ACCORDING TO BITUACH LEUMI 2/2011

ACCORDING TO BITUACH LEUMI 2/2010





So will it be "cloudy"?

number of employees	number of companies (paying taxes)	have CIO (IT department)	will have "cloud" IT applications by 2013
251+	1,348	98.00%	50.00%
101-250	2,384	85.00%	70.00%
51-100	3,871	50.00%	85.00%
10-50	31,720	25.00%	90.00%
up to 9	196,802	0.01%	90.00%





Are You Ready for the New Peer-to-Peer Economy?

transactions happen between individuals or a group of individuals and not only between corporations and individuals.











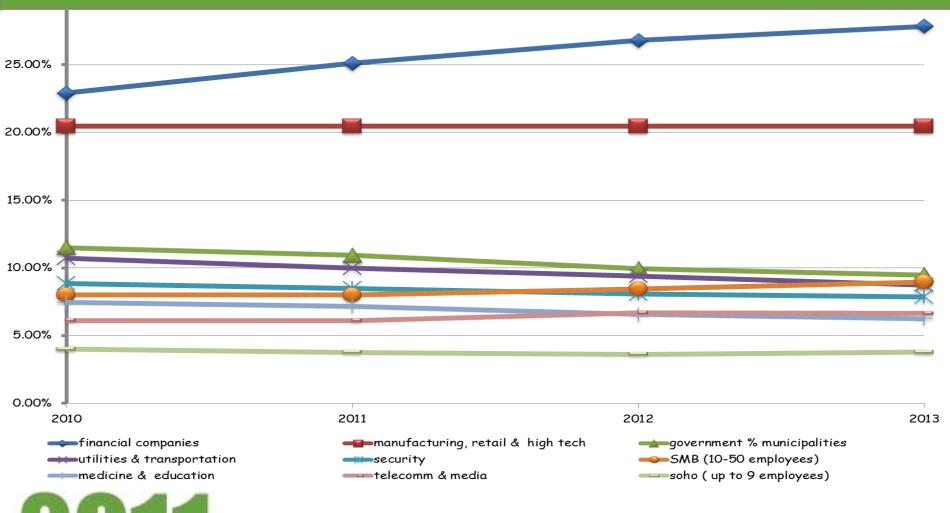
Share of total IT market by Industry

		2010	2011	2012	2013
500	government % municipalities	11.50%	10.93%	9.94%	9.48%
enterprises	security	8.87%	8.48%	8.09%	7.87%
n/r	medicine & education	7.45%	7.16%	6.57%	6.26%
	utilities & transportation	10.73%	9.99%	9.41%	8.74%
shout 7 000	financial companies	22.91%	25.12%	26.80%	27.84%
about 7,000 enterprises	telecomm & media	6.10%	6.10%	6.67%	6.63%
	manufacturing, retail & high tech	20.46%	20.46%	20.46%	20.46%
31,720 companies	SMB (10-50 employees)	7.99%	7.99%	8.43%	8.95%
196,802 companies	soho (up to 9 employees)	3.99%	3.77%	3.62%	3.78%





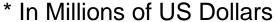
IT Market Shares (Industries)





IT Market in Israel (3/2011)

							f	orecaste	d
	2005	2006	2007	2008	2009	2010	2011	2012	2013
Infrastructure (hwre)	1,450	1,720	1,750	1,275	1,046	1,503	1,641	1,826	1,926
Software	530	590	695	840	722	972	1,066	1,173	1,287
Value Added Services	1,545	1,850	2,100	2,530	2,295	2,397	2,598	2,934	3,271
TOTAL MARKET	3,525	4,160	4,545	4,645	4,063	4,872	5,305	5,933	6,484
growth	20.2%	18.0%	9.3%	2.2%	-12.5%	19.9%	8.9%	11.8%	9.3%
	2005	2006	2007	2008	2009	2010	2011	2012	2013

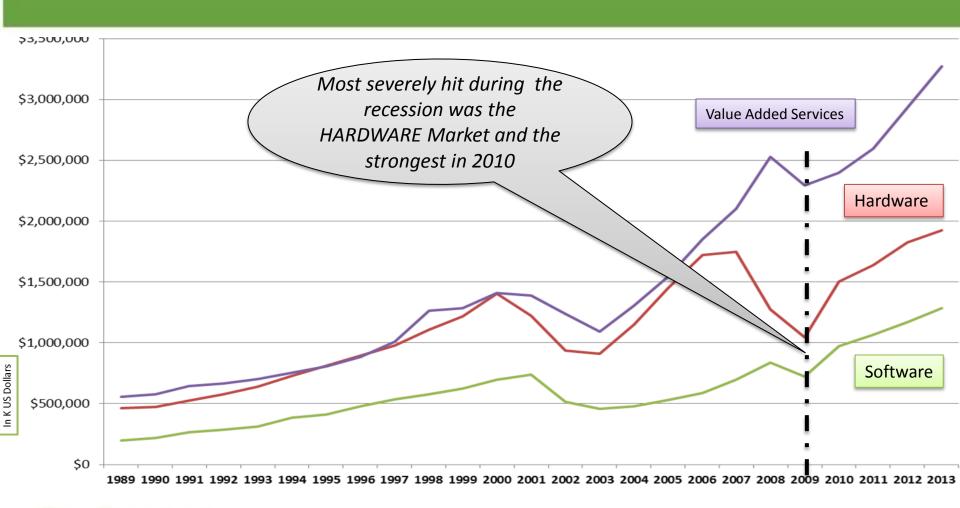








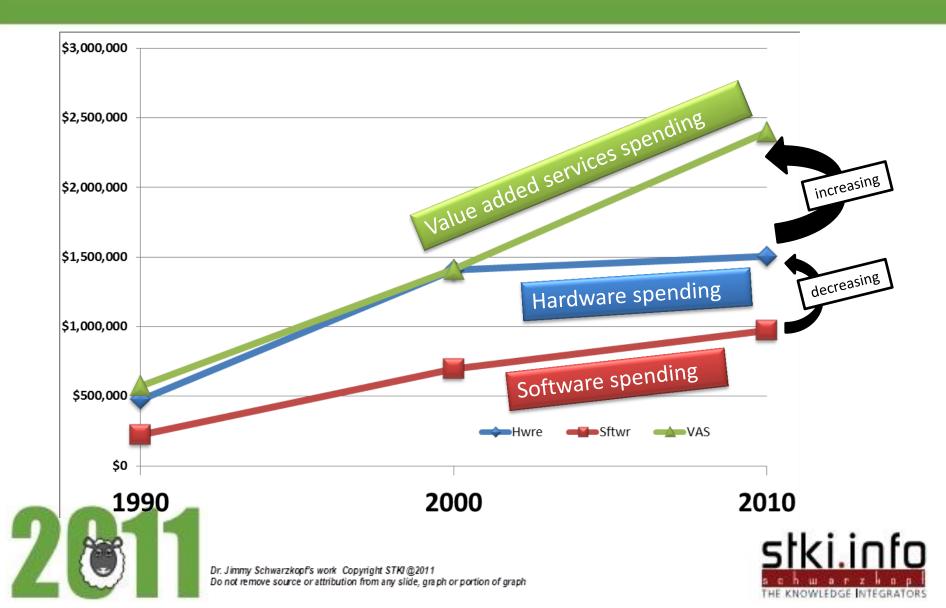
IT Markets in Israel



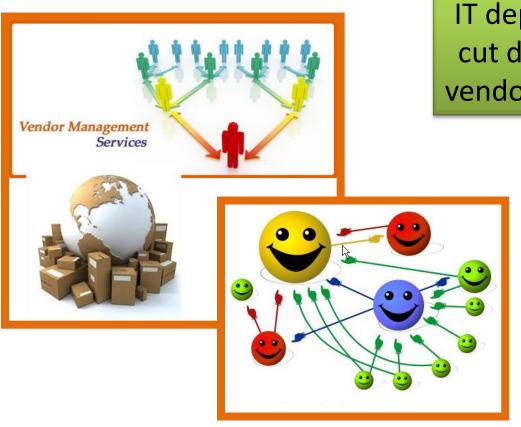




Historic Look at IT Spending



Vendor Management



IT departments are starting to cut drastically the number of vendors they are going to allow







New Vendor Organizations

- Banking
- Insurance
- Telecomm
- Utilities
- others

Industry



- CRM
- Risk
- Infra Integration
- others

Technology



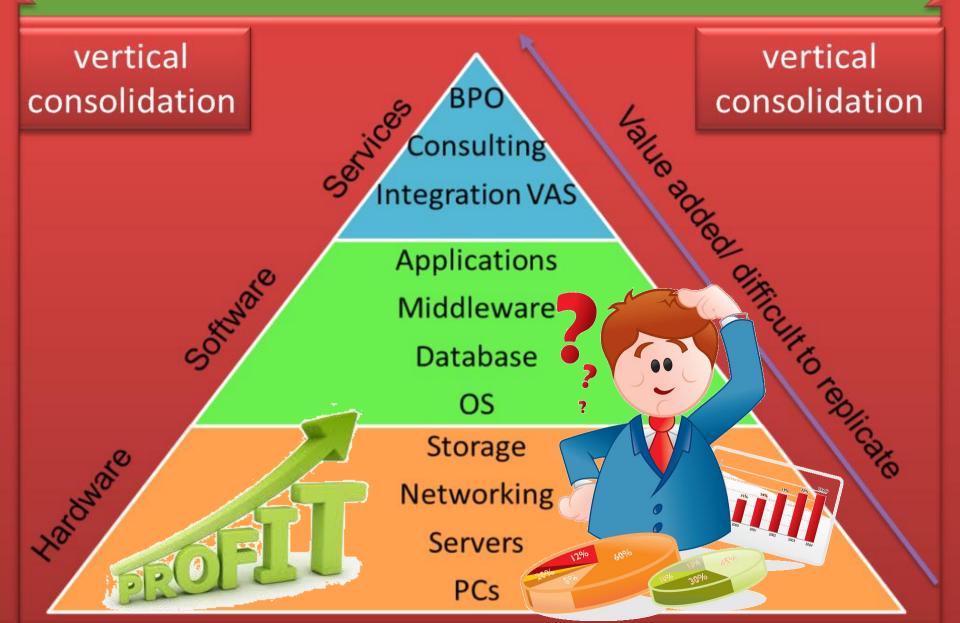
The Challenge for IT Israeli Vendors:

-"helping customers apply available technologies to achieve results"-

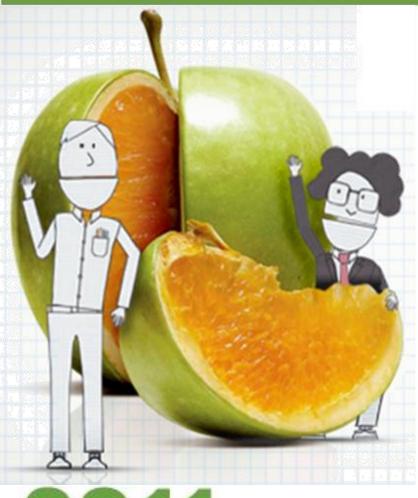




Will the vendors get too big for Israel?



One list for apples/oranges





-"It is not enough that I should succeed, others must fail "-



1
2
3
4
5
6

We rank VENDORS by

REVENUE

and

CLIENT MINDSHARE

All amounts in M \$ USD





TOP 11 IT Vendors in Israel



These 11 vendors either sell in all Hardware, Software and Services categories or they have extremely large market share in only part of the categories

HP

Malam-Team

IBM

Matrix

One1

Taldor

Ness

Microsoft

Bynet

Oracle

Cisco



All amounts in M \$ USD

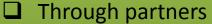
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Hardware Markets

STKI mixes manufacturers and vendors in the hardware tiers because in Israel manufacturers sell to organizations that are not "global size enterprises" in several modes:





Hybrid



		fo	orecaste	d
	2010	2011	2012	2013
Infrastructure (hwre)	1,503	1,641	1,826	1,926
Rate of change		9.2%	11.3%	5.5%



All amounts in M \$ USD

x386 servers
blades
ServerS legacy (non X86)

DBMS Appliances

notebooks desk

Clients thin clients mobility/tablets

storage tapes

enterprise networking

networking

security equipment
VoTP/call center

Printer

printers

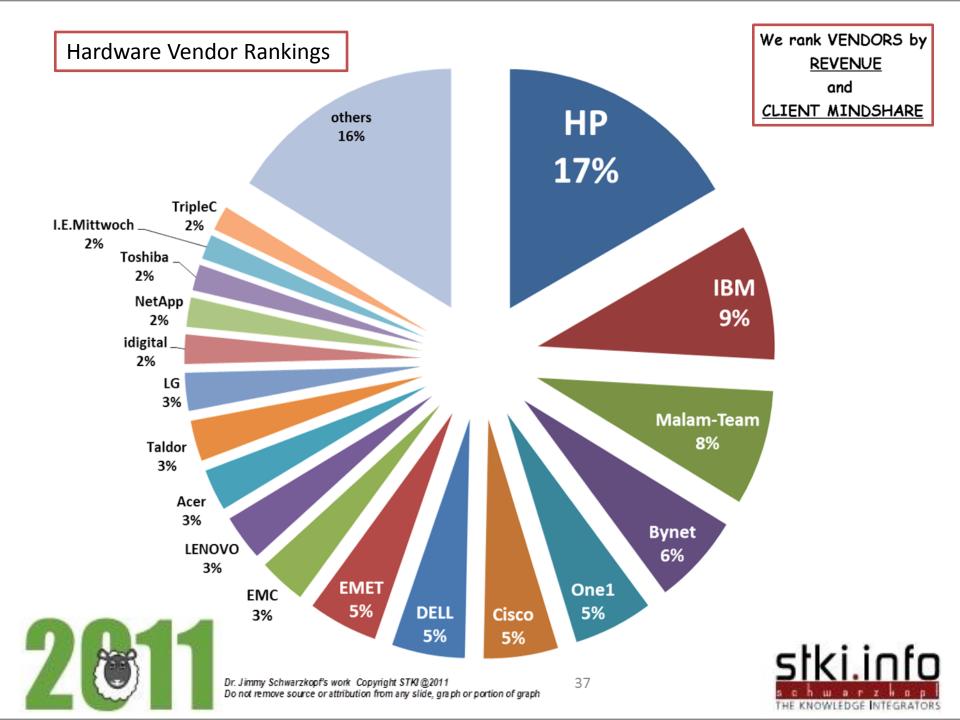
toners/ink/refillers

Self Service Appliances (ATMs, Kiosks, etc)
Point of Sale Appliances

Data Center Physical Infrastructure

miscelaneus: Computer Supplies





SERVERS







2010		2011		2012		2013		
102.0	7.84%	110.0	4.55%	115.0	4.35%	120.0	servers	×386
118.0	10.17%	130.0	15.38%	150.0	6.67%	160.0	blades	X300
80.0	-6.25%	75.0	-4.00%	72.0	-9.72%	65.0	legacy (ı	non X86)
6.0	66.67%	10.0	80.00%	18.0	38.89%	25.0	DBMS A	ppliances
306.0	6.21%	325.0	9.23%	355.0	4.23%	370.0	tot	als





Servers

- X86 or "commodity" servers will come in std "lego" boxes (already virtualized) with storage and networking. Needed for private clouds.
- Blades will become the standard. Its TCO is low and enticing for moving from legacies.
- The "excessive" TCO (especially software) of mainframes is forcing downloading all or part of the workload.
- Workforce (legacies) is over 50 years old.
- "industry in a box" Data Base machines will be introduced by all vendors.





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Server Vendors Tiers

SERVERS X86 BLADES ALL HP **IBM** Malam-Team **EMET** One1 TripleC **DELL** Bynet SGI Hilan Taldor Yael Software Cisco

SERVERS X86 ALL HP **IBM** One1 DELL Malam-Team **EMET** TripleC Bynet Yael Software Hilan Taldor Matrix Cisco

legacy
(non-x86)

IBM
Oracle
HP
EMET
Matrix
Malam-Team
TripleC
One1

DW
Appliances
I.E.Mittwoch
Oracle
EMC
IBM

SERVERS X86
manufactures
HP
IBM
DELL
Cisco

SERVERS X86
blades
manufactures
HP
IBM
DELL
SGI
Cisco



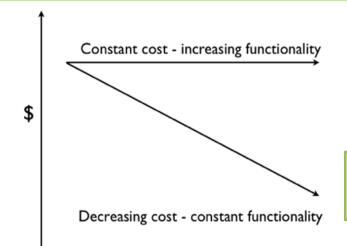
Matrix

All amounts in M \$ USD

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Clients



price of a PC has dropped roughly 15% per year over the last 12 years.

t

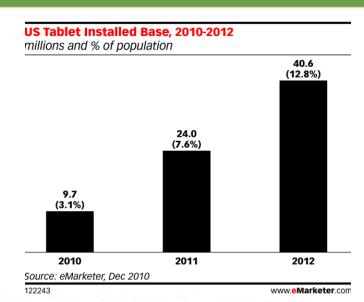
2010		2011		2012		2013	
200.0	2.50%	205.0	2.44%	210.0	1.90%	214.0	notebooks
150.0	1.33%	152.0	2.63%	156.0	2.56%	160.0	desk
8.0	25.00%	10.0	50.00%	15.0	66.67%	25.0	thin clients
15.0	133.33%	35.0	71.43%	60.0	33.33%	80.0	mobility/tablets
373.0	7.77%	402.0	9.70%	441.0	8.62%	479.0	totals



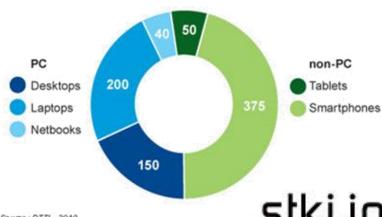


Clients

- Big "shift" from only *smart wintel* PCs to a variety of appliances and operating systems:
 - Smart desktop client
 - Smart notebook device
 - Converged mobile devices
 - Tablets
 - **Smartphones**
 - netbooks
 - Thin clients (or VDI devices)
 - OS-less
 - Very thin OS



PC and non-PC sales, 2011 (millions)



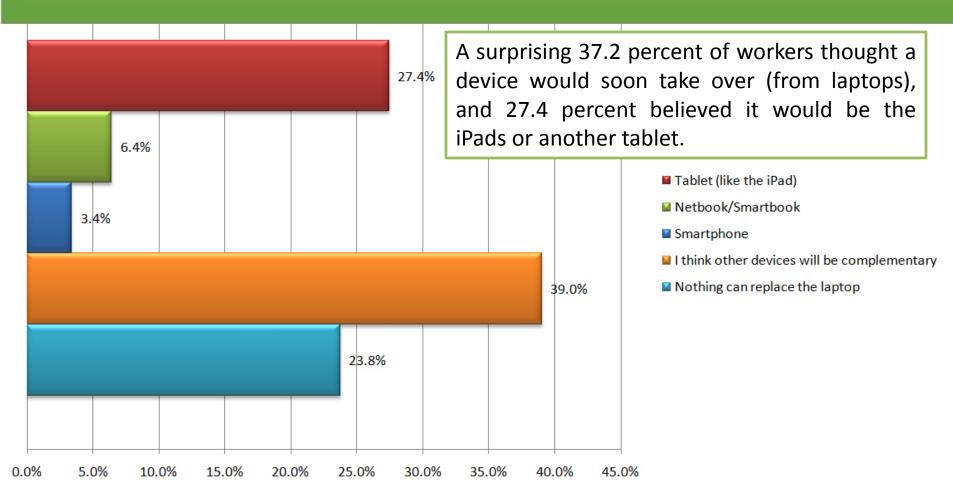
THE KNOWLEDGE INTEGRATOR:

Source: DTTL, 2010



49

Do you think any device available today can replace the laptop for general business use?

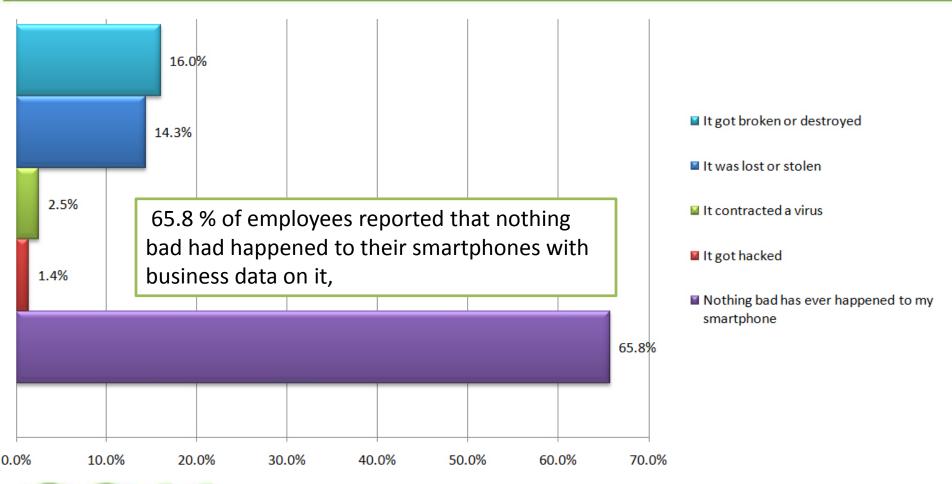




http://www3.ipass.com/about/mobile-workforce-report



What was the worst thing that ever happened to your smartphone containing business data?







Clients Vendor Tiers

Notebooks
ALL
HP
LENOVO
DELL
LG
Acer

ASUS Toshiba

EMET

Malam-Team

Samsung

One1

Yael Software

idigital

Matrix

Bynet

Tablets (next year)

Smartphones (next year)

Not enough sold in order to "tier" correctly

thin clients

BIG LK

HP

Malam-Team

EMET

Bynet

chipPC

Oracle

DESKTOP PCs

Manufactures

HP

LENOVO

DELL

ivory

idigital

Acer

DESKTOP PCs ALL

HP

LENOVO

DELL

ivory

Malam-Team

Bynet

idigital

Acer

Yael Software

Matrix

All amounts in M \$ USD

Notebooks

Manufactures

HP

LENOVO

DELL

LG

Acer

ASUS

Toshiba

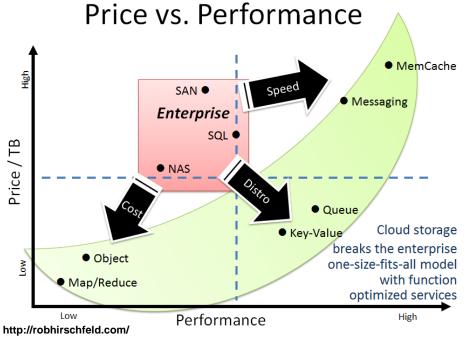
Samsung

idigital

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Storage



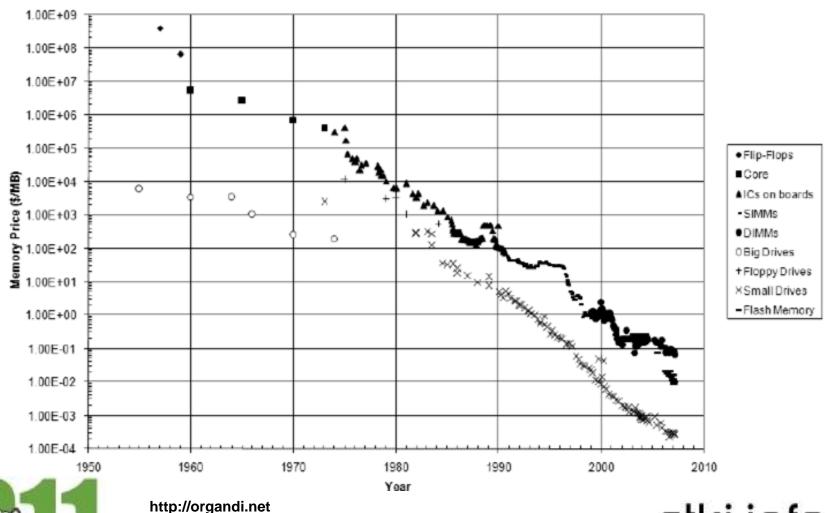
36 peta sold in 2010

2010		2011		2012		2013	
140.0	8.57%	152.0	8.55%	165.0	7.88%	178.0	disks
12.0	25.00%	15.0	-33.33%	10.0	-20.00%	8.0	tapes
152.0	9.87%	167.0	4.79%	175.0	6.29%	186.0	totals





Historical Cost of Memory and Storage





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Storage Vendor Tiers

All **IBM** Malam-Team One1 HP **EMET** Oracle Bynet GlassHouse HILAN Matrix

Tape Systems (open & MF)

Manufacturers **IBM** HP Oracle

Disk Systems (open & MF)

Manufacturers

EMC NetApp **IBM** HP **HDS** DELL Kaminario SGI Oracle

REVENUE and CLIENT MINDSHARE

We rank VENDORS by

Taldor

All amounts in M \$ USD



All

EMC

NetApp Malam-Team **IBM**

EMET

HILAN

One1

GlassHouse

Bynet

HP

HDS

Matrix

DELL

TripleC

Bezeg International

Taldor

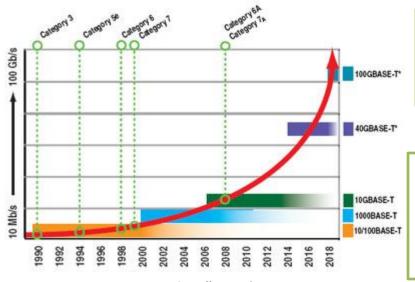
Kaminario

SGI DDN

Yael Software

Oracle

Networking



It seems like only yesterday my 300 baud Hayes compatible was feeding an Apple IIgs with 256 KB of built-in RAM.

Next generation Ethernet, will handle 1 trillion bits (Terabit) per second by 2015 and 100Tbps by 2020

* Standard in development

http://www.siemon.com

2010		2011		2012		2013	
180.0	6.67%	192.0	9.38%	210.0	6.19%	223.0	enterprise networking
42.0	9.52%	46.0	13.04%	52.0	11.54%	58.0	security equipment
35.0	14.29%	40.0	12.50%	45.0	11.11%	50.0	VoIP/call center equipment
257.0	8.17%	278.0	10.43%	307.0	7.82%	331.0	totals





Networking Vendor Tiers

Cisco Bynet Taldor Malam-Team HP Juniper Alcatel-Lucent **Netvision** Radware Bezeg International

Enterprise Networking (double bookings) manufacturers/distributors

F5

IBM
One1
Avaya
Smile 012
Citrix
Riverbed
2Bsecure
Brocade
Matrix
EMET
NewAge
A10
Enterasys
MultiPoint

Cisco	
Bynet	
Malam-Team	
Taldor	ForeScout
Checkpoint	One1
Juniper	Netvision
EMET	Radware
Fortinet	F5
2Bsecure	Smile 012
HP	Citrix
McAfee	
IBM	
NewAge	
	_

Security Hwre (double bookings) manufacturers/distributors



All amounts in M \$ USD



Printers



Laser Printers Vs Ink-Jet Printers	Laser	Ink-Jet
Lower overall cost long time.	V	X
Cheaper cost up front.	X	V
Toner / Ink cost	√	X
Looks!	1	V
Speed	1	X
Printed text durability.	V	X
Photo Quality	X	. ✓
Text darkness, quality.	1	X

2010		2011		2012		2013	
120.0	3.33%	124.0	3.23%	128.0	4.69%	134.0	printers
100.0	5.00%	105.0	4.76%	110.0	5.45%	116.0	toners/ink/refillers
220.0	4.09%	229.0	3.93%	238.0	5.04%	250.0	totals





Enterprise Printer Vendor Tiers

HP

Lexmark

One1

Xerox

Samsung

EPSON

Brother

Malam-Team

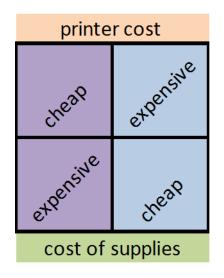
Canon

I.E. Mittwoch

DELL

IBM

Yael

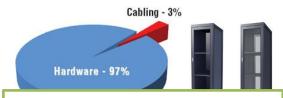


- The business models of "printer" manufacturers:
 - 1. "camera/film" or "razor/blade"
 sell printer below
 manufacturing costs but
 recuperate with refills (mostly
 for smaller models and
 home/SOHO)
 - 2. Sell at "fair price" both printer and refills (mostly for business and bigger models)





Other Hardware



Physical infrastructure as important as other hardware







2011-2012 new "Self service" tech (retail and financial services

2010		2011		2012		2013	
40.0	50.00%	60.0	20.00%	72.0	11.11%	80.0	Self Service Appliances (ATMs, Kiosks, etc)
25.0	20.00%	30.0	50.00%	45.0	24.44%	56.0	Point of Sale Appliances
45.0	33.33%	60.0	20.00%	72.0	11.11%	80.0	Data Center Physical Infrastructure
85.0	5.88%	90.0	4.44%	94.0	4.26%	98.0	miscelaneus: Computer Supplies
195.0	23.08%	240.0	29.17%	283.0	10.95%	314.0	totals





Other Hardware

Data Center Physical Equipment

Alexander Schneider

Bynet

Rittal

I.E. Mittwoch

Malam-Team

APC

Minicom

MultiPoint

Point of Sale Appliances

- 2011 is a turning point
- Self Service will change the vendors

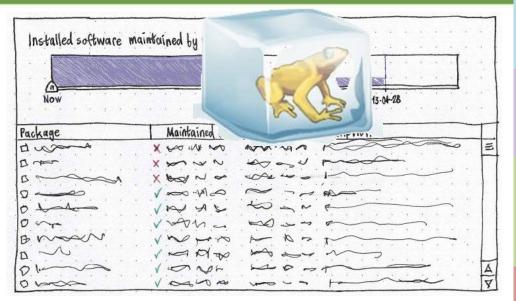
Self Service (ATM/Kiosks/other) I.E.Mittwoch Taldor ludan One1 Bynet Yael Software



All amounts in M \$ USD



Software Markets



		fo	forecasted			
	2010	2011	2012	2013		
Software	972	1,066	1,173	1,287		
Rate of change		9.7%	10.0%	9.7%		

2011

All amounts in M \$ USD

operating systems System data bases Infrastructure middleware Portfolio Mamt Office of the Project Management Asset Mamt CIO Governance, Risk & Compliance Service Desk Systems Control and Mamt IT Mgmt Tools Storage/backup Security office productivity portals, collaboration & social tools Information document mamt & search tools multimedia mamt tools (video and Management output mamt tools Analytics/BI / MDM/ ETL tools development & ALM tools PLM tools Development testing tools Tools mobile dev tools LMS learning/hatmaa tools core applications ERP Business CRM **BPM** Applications WEB - Social mamt others

Software Market

- The numbers include "maintenance" or "other yearly usage" payments together with license, agreements to use or lease payments.
- Multi-year agreements are calculated according to annuities.
- Maintenance costs run <u>between 18-22%</u> with three exceptions:
 - Software that requires constant updating, sometimes with information, can go <u>beyond 25%.</u>
 - Maintenance for extremely standardized software, sometimes delivered as an appliance is often charged less than 18%.
 - Discounts to <u>14%</u> in highly competitive product categories.

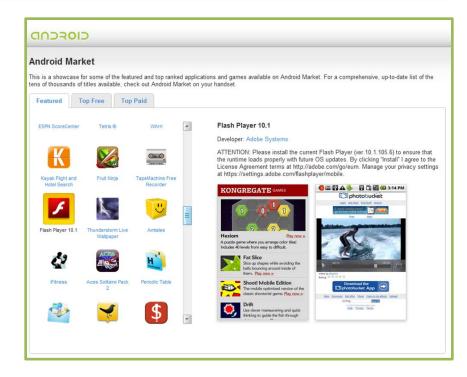




"apps store" break licensing model of today

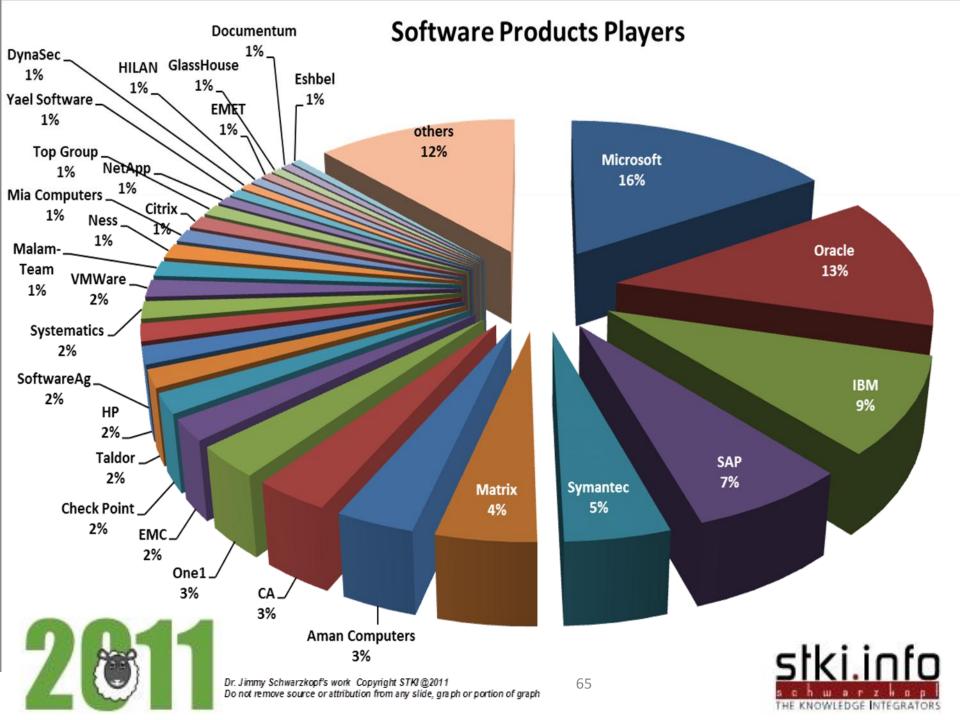
Apple opened iPhone/iPad & Mac apps Stores and in 4/2011 for PCs Google opened apps stores : Android and Chrome











System Infrastructure Software



Microsoft announced that its software will move away from x86 technology exclusivity

	2013		2012		2011		2010
operating systems	92.0	8.24%	85.0	3.66%	82.0	9.33%	75.0
data bases	94.0	4.44%	90.0	8.43%	83.0	3.75%	80.0
middleware	75.0	4.17%	72.0	10.77%	65.0	8.33%	60.0
totals	261.0	5.67%	247.0	7.39%	230.0	6.98%	215.0





System Infrastructure Software 2

Microsoft
VMWare
Aman Computers
Citrix
IBM
Matrix
One1
Taldor
ELAD

middleware **IBM** Oracle Microsoft Matrix SoftwareAg One1 Yael Software ACS **Aman Computers ELAD** MAGIC Software Ness HILAN Taldor

data bases

Oracle

Microsoft

Software Ag

One 1

IBM

Ness



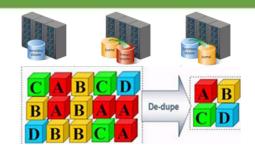
All amounts in M \$ USD

graph 67 CL



IT Management Tools

IT managed as companies learned to manage their factory facilities (Industrial Engineering enters IT for own needs not only for others)





2010		2011		2012		2013	
7.0	28.57%	9.0	33.33%	12.0	16.67%	14.0	Service Desk
52.0	5.77%	55.0	9.09%	60.0	8.33%	65.0	Systems Control
45.0	6.67%	48.0	10.42%	53.0	5.66%	56.0	Storage/ backup
120.0	5.83%	127.0	3.94%	132.0	6.06%	140.0	Security
224.5	6.73%	239.6	7.43%	257.4	6.85%	275.0	totals





IT Management Tools 2

Security

Service Desk

CA

Matrix

Aman

Ness

HP

IBM

Consist

One1

Advantech

ELAD

Netwise

Taldor

Check Point		
Symantec	Oracle	
CA	Aman	
EMET	IBM	Wise
Malam-Team	Taldor	MultiPoint
McAfee	ACS	Intellinx
Comda	Commtouch	Secure Islands ARX
One1	Crossbeam	Brillix
Microsoft	EMC	Covertix
	Imperva	
CyberArk	Zebra	Safenet
Accesslayers	Ness	Waterfall
Bynet	Promisec	Top Group
HILAN		Kasperky Lab
MILAN	Sentrigo	Barracuda
Innocom	Safend	BlueCoat
InnoVAD	Varonis	
Netvision	Websense	Insightix ELAD
New Age	1	

storage & backup
Symantec
EMC
IBM
NetApp
GlassHouse
Malam-Team
CA
HP
HILAN
opal systems
One1
Asigra
Top Group
Wanova
MultiPoint

System Control & Mgmt Systems (BSM, APM,				
ВТ	M)			
CA				
IBM	Ness			
Matrix	Promisec			
HP	Centerity			
Microsoft	Trigerplus			
	Taldor			
Oracle	BenefIT			
Aman	Alexander Schneider			
Symantec				
ACS	MultiPoint			
7,00	ELAD			
	IT Analyzer			
	One1			
	Advantech			
	Netwise			

All amounts in M \$ USD

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Office of the CIO Software

Second generation Office of the CIO tools

- managing customer IT requirement, how delivered and at what cost
- forecasting/estimating based on own and others' experience
- all have BI interfaces

2010		2011		2012		2013	
6.0	16.67%	7.0	28.57%	9.0	22.22%	11.0	Portfolio Mgmt
8.0	25.00%	10.0	10.00%	11.0	18.18%	13.0	Project Management
8.0	12.50%	9.0	22.22%	11.0	36.36%	15.0	Asset Mgmt
10.0	30.00%	13.0	15.38%	15.0	26.67%	19.0	Governance, Risk & Compliance
32.0	21.88%	39.0	17.95%	46.0	26.09%	58.0	totals





Office of the CIO Software 2

Project & Portfolio Management
Microsoft
CA
MSP
One1
Proceed
Matrix
НР
Xioma
IBM
Pro-fix

Asset
Management
Matrix
CA
HP
One1
IBM
ELAD
ELAD

Governance Risk
& Compliance
DynaSec
CA
SAP
Ness
Top Group
ELAD



All amounts in M \$ USD

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Information Management Software







2010		2011		2012		2013	
30.0	6.67%	32.0	9.38%	35.0	5.71%	37.0	office productivity
20.0	30.00%	26.0	7.69%	28.0	14.29%	32.0	portals, collaboration & social tools
45.0	4.44%	47.0	6.38%	50.0	6.00%	53.0	document mgmt & search tools
4.0	50.00%	6.0	150.00%	15.0	66.67%	25.0	multimedia mgmt tools (video and others)
10.0	20.00%	12.0	16.67%	14.0	14.29%	16.0	output mgmt tools
90.0	11.11%	100.0	12.00%	112.0	10.71%	124.0	analytics/BI / MDM/ ETL tools
199.0	12.06%	223.0	13.90%	254.0	12.99%	287.0	totals





Information Management Software 2

Output mgmt
tools
Autofont
Matrix
Ness
Quicksoft
HP
SAP

information mgmt (MDM, ETL, EII etc)

Oracle
Aman Computers
IBM
Microsoft
Mia Computers
SAP
SoftwareAg
One1
Matrix
Ness
Attunity
Taldor

Analytics/ BI/DM/ EPM tools Oracle **IBM** HILAN SAP I.E.Mittwoch Matrix One1 Microsoft Lynx Libi Tech Yael Software Mia Computers Top Group Panorama Malam-Team Taldor Point of View

2011

Consist

All amounts in M \$



Information Management Software 3

Office Productivity Microsoft Top Group ELAD

Document mgmt **IBM** Yael Software Documentum Ness Microsoft Quicksoft Top Group Oracle Malam-Team Xioma

and search tools **ELAD** Matrix **Omnisys Aman Computers** Taldor Netwise

Enterprise portals, Microsoft IBM SAP **ELAD Omnisys** Matrix Top Group Taldor One1

multimedia mgmt tools (video, etc) Xioma Avcom Veidan Radvision many more small companies (next year)

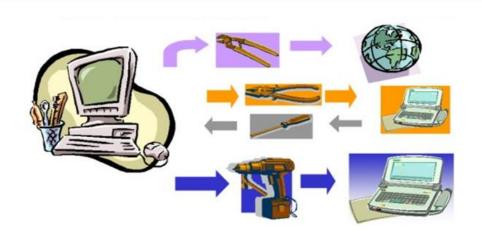


All amounts in M \$ USD



Development Tools





2010		2011		2012		2012	
50.0	4.00%	52.0	5.77%	55.0	9.09%	60.0	development & ALM tools
5.0	30.00%	6.5	7.69%	7.0	7.14%	7.5	PLM tools
20.0	15.00%	23.0	21.74%	28.0	21.43%	34.0	testing tools
5.0	140.00%	12.0	58.33%	19.0	36.84%	26.0	mobile dev tools
4.0	75.00%	7.0	42.86%	10.0	20.00%	12.0	LMS learning/hatmaa tools
80.0	16.88%	93.5	16.58%	109.0	16.97%	127.5	totals





Development Tools 2

Q/A & testing
tools
HP
Microsoft
IBM
Omnisys
Orcanos
Valire
Ness

Development and ALM (including testing) Microsoft **IBM** Oracle Software AG MAGIC Software Orcanos Matrix One1

mobile
development tools

SAP

Matrix

Netwise

Ness

One1

ELAD

One1

Microsoft

Yael Software

Aman Computers



All amounts in M \$ USD



Business Application Software





2010		2011		2012		2012	
50.0	8.00%	54.0	14.81%	62.0	6.45%	66.0	core applications
102.0	7.84%	110.0	3.64%	114.0	5.26%	120.0	ERP
52.0	5.77%	55.0	5.45%	58.0	6.90%	62.0	CRM
12.0	25.00%	15.0	13.33%	17.0	11.76%	19.0	ВРМ
6.0	33.33%	8.0	15.00%	9.2	30.43%	12.0	WEB - Social mgmt
8.0	15.00%	9.2	8.70%	10.0	20.00%	12.0	others
222.0	9.01%	242.0	7.52%	260.2	7.23%	279.0	totals





Business Application Software 2

ERP SAP Oracle Xioma Matrix Taldor One1 Ness Eshbel Aman Maxoft Almog Microsoft Ardom **Aviv** CBIT Intentia Yael Kav marachot SIT

CRM X RM Microsoft Oracle SAP Taldor One1 Matrix Aman Almog Yael Maxoft Netwise

Vertical (core business) SAP Top Group Taldor Matrix Aman One1 Ness Xioma Software Aq

We rank VENDORS by

REVENUE

and

CLIENT MINDSHARE



many more

small

companies (next year)

All amounts in M \$ USD

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Business Application Software 3

BPM

SoftwareAg

Oracle

IBM

Yael Software

Malam-Team

ProcessGene

One1

PNMsoft

Tiuv

Aman

WEB - social mng.

Microsoft

IBM

Omnisys

Netwise

eWave

many more small companies (next year) GIS & location based

Systematics

Taldor

many more small companies (next year)

We rank VENDORS by REVENUE and CLIENT MINDSHARE



All amounts in M \$ USD

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Value Added Services Market

Staff Augmentation

IT Consulting/ Analysts

Hardware Maintenance

Data Center Environment

Consolidation/virtualization/integration projects

Talent Skill Mgmt/IT Training/ Hatmaa VoIP/call centers

BPaaS PaaS SaaS IaaS

		fe	orecaste	d
	2010	2011	2012	2013
Value Added Services	2,397	2,598	2,934	3,271
Rate of change		8.4%	12.9%	11.5%

All amounts in M \$ USD

ERP CRM .NET Java Governance, Risk, Regulation and Security nfrastructure

Project

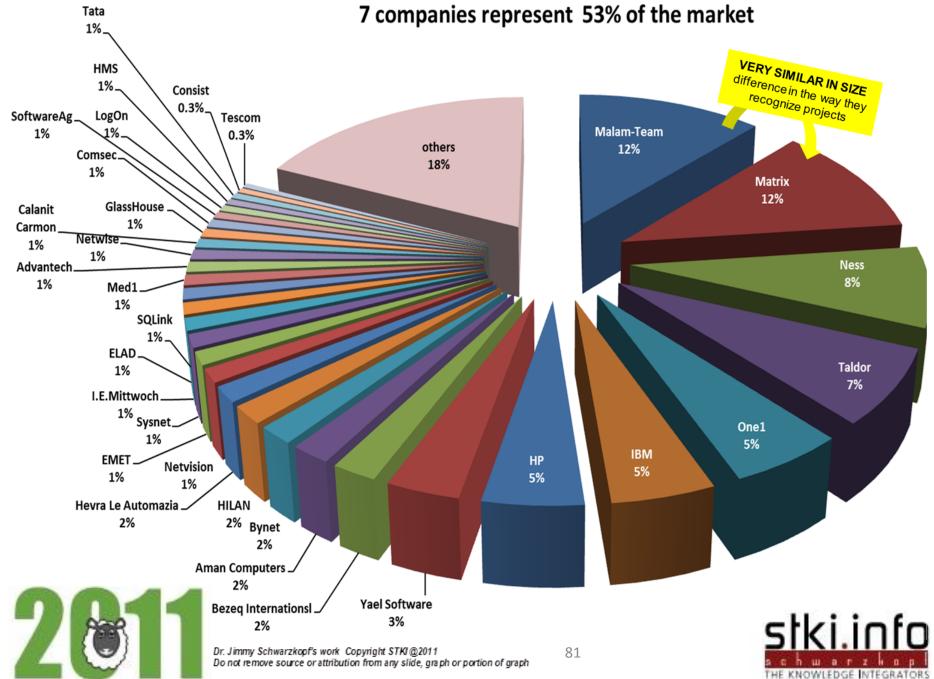
Q/A & Testing

Project Management Office Services KM, ECM, SP, BPM, others Web/internet/e-biz/social Mobile Legacies/mainframe BI/DW/EPM/MDM/Data GIS/location based core/vertical output mgmt/print mgmt User Interface Design Migrations/ others Governance & Risk Management Security Auditing and other Security Projects "off site" DC/finger services "off site" DC/full service call centers/help desk Complete outsourcing application outsourcing total storage DBA security printing/copying/faxi

THE KNOWLEDGE INTEGRATORS



Value Added Services Suppliers 7 companies represent 53% of the market



IT Consulting/ Analysts

Matrix
One1
Ness
Accenture
Malam-Team
GlassHouse
IBM
Methoda
AKT
Ernst & Young
HP
STKI
BDO
Netwise
Aginix

Aman Computers
Gartner
HMS
Microsoft
PWC
Strauss
Taldor
Sysnet
Renaissance
BITplus
LogOn
Blat-Lapidot
Matan
SoftwareAg
db@net

Deloitte
Highview
Orantech
Tescom
BDA
Emerset
Afek Systems
Bynet

- always be required to present legal documents showing conflict of interest
- field is "infested" with corruption and plagiarism

2010		2011		2012		2013	
70.0	17.14%	82.0	9.76%	90.0	5.56%	95.0	IT Consulting/ Analysts





Hardware Maintenance

IBM
HP
Malam-Team
I.E.Mittwoch
Bynet
Taldor
EMET
One1
CISCO
DELL
GlassHouse
Matrix
MultiPoint
Yael

- Vendors are offering maintenance for all the equipment
- New 24x7 requirements for nearly all application will increase the use of <u>"all in one"</u> vendors
- New technologies and better hardware will extend usable real life of systems

2010		2011		2012		2013	
150.0	5.33%	158.0	4.43%	165.0	4.24%	172.0	Hardware Maintenance





Infrastructure Projects

Data Center Environment IBM
Magalcom
Aman Computers
Bunkersec
HP
Bynet
Alexander Schneider
One1
Med1
Taldor

Consolidation,
virtualization, CMDB,
storage, integration,
networks and new data
centers

2010		2011		2012		2013	
20.0	15.00%	23.0	39.13%	32.0	25.00%	40.0	Data Center Environment
							Consolidation/virtualization/
200.0	12.50%	225.0	15.56%	260.0	15.38%	300.0	integration projects
220.0	12 73%	2/8 0	17 7 <i>1</i> 1%	292 N	74 147	3/10 0	total





Consolidation/virtualization/integration projects

Malam-Team
IBM
EMET
HP
Bezeq International
Netvision
012-5mile
Bynet
One1
Taldor
HILAN
GlassHouse

Comm IT
Matrix
EMC
I.E.Mittwoch
Liacom
LogOn
Magalcom
Veracity
Oasis-Tech
Aman Computers
CA
Headon
HMS
Nextcom
NGSoft
Valinor
ticomsoft
Yside

Amdocs
Anagal
doITwise
Dor -IT
Integrity
SQLink
opal systems
openstorage
SteerU
techmind
penguinIT
Ardom
itassist



integrated consolidated virtualized and



All amounts in M \$ USD



Project Services



Testing vendors vs same vendor (project)
PMO vendors vs same vendor (project)





2010		2011		2012		2013	
160.0	6.25%	170.0	4.71%	178.0	5.62%	188.0	Q/A & Testing
20.0	15.00%	23.0	8.70%	25.0	8.00%	27.0	Project Management Office
180.0	7.22%	193.0	5.18%	203.0	5.91%	215.0	total





Testing Q/A & PMO Services

Q/A & Testing	
Malam-Team (Qualitest +)	41.6
Matrix	ALD
Ness	Comm IT
Tescom	NGSoft
Sysnet	Testpro
One1	Top Group
	Realcommerce
Tadiad	Netwise
Taldor	ELAD
LogOn	33113
Perfecto Mobile	SoftwareAg
1 CI JECTO MODILE	Methoda
	MindU

Project Management Office	
Matrix	Bynet
Matan	Netwise
Orantech	Bunkersec
Malam-Team	BITplus
Ness	Taldor
One1	Tescom
Proceed	SoftwareAg
Xioma	Renaissance
Methoda	MyBusiness
PZProjects	Ziv systems
Mateor	BDA
	Pro-fix



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2010		2011		2012		2013	
120.0	10.00%	132.0	9.85%	145.0	11.72%	162.0	ERP
52.0	9.62%	57.0	14.04%	65.0	10.77%	72.0	CRM
16.0	12.50%	18.0	33.33%	24.0	4.17%	25.0	KM,ECM,SP,BPM,others
35.0	42.86%	50.0	30.00%	65.0	26.15%	82.0	Web/internet/e-biz/social
10.0	100.00%	20.0	75.00%	35.0	42.86%	50.0	Mobile
80.0	2.50%	82.0	3.66%	85.0	5.88%	90.0	.NET
35.0	5.71%	37.0	5.41%	39.0	5.13%	41.0	Java
45.0	4.44%	47.0	4.26%	49.0	2.04%	50.0	Legacies/mainframe
90.0	5.56%	95.0	21.05%	115.0	13.04%	130.0	BI/DW/EPM/MDM/Data
20.0	15.00%	23.0	52.17%	35.0	37.14%	48.0	GIS/location based
50.0	16.00%	58.0	17.24%	68.0	17.65%	80.0	core/vertical
16.0	25.00%	20.0	25.00%	25.0	60.00%	40.0	output mgmt/print mgmt
12.0	33.33%	16.0	75.00%	28.0	42.86%	40.0	User Interface Design
30.0	16.67%	35.0	17.14%	41.0	12.20%	46.0	Migrations/ others
611.0	12.93%	690.0	18.70%	819.0	16.73%	956.0	totals





- ERP systems (fin, log, HR, etc.):
 - Have a life of about 15 years
 - First ERPs in Israel in the '70s
 - Now we are in ERPv3 in Israel



- Core business applications:
 - Have a life of about 30 years
 - Now we are in CORE v2 in Israel
 - Most enterprises will develop a hybrid model (several ready made modules combined with some developmen (even old legacy core modules)
- Developing mobile, internet and e-bizz applications
- Development of "multichannel" (touch point management) systems a big priority in 2011-2013







ERP Development Services

3

ERP

1

One1

Malam-Team

Matrix

Advantech

Ness

IBM

HP

Taldor

Tata

Aman HMS

Yael

Intentia

SIT

Todan

Accenture

Aviv

Corvette

Eshbel

milgam

Raan

Ziv systems

Xioma

Xact

AKT

FBC

Kav marachot

Rels

Menahel4U

Almog

Ardom

Complete

E121

Tulip

Axperts

Qesem

Bgate

Pisga

4

ManofIT

Afek Systems

CBIT

Top Group

Anagal

I.E. Mittwoch

IT Com

Edmiso

ValuePlus



All amounts in M \$ USD

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CRM-XRM

Matrix

Malam-Team

IBM

One 1

Taldor

Ness

Tata

ELAD

HP

Advantech

Yael SIT Blat-Lapidot Kav marachot Almog Bynet Netwise CEMax Menahel4U ServIT ManofIT Service Wise Anagal IT Com MyBusiness Edmiso ValuePlus Business &

Decisions

All amounts in M \$ USD

User Interface Design

Aman Computers

Netwise

Realcommerce

Perfecto Mobile

Methoda

Matrix

ELAD

IdeoMobile

Mobideo

Malam-Team

Yael Software

We rank VENDORS by REVENUE and CLIENT MINDSHARE

THE KNOWLEDGE INTEGRATORS

many more

small

companies

(next year)

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BI/DW/EPM /Data Management

Ness
Opisoft
Matrix
Gstat
Aman Computers
Eternity
Libi Tech
Malam-Team
IBM

Highview
Consist
One1
Yael Software
Advantech
I.E.Mittwoch
Active View
HP
HMS



Midlink Normative Point of View BeyondIT **BIconix** Enix VisionBI SIT **Business & Decisions Xact** ServIT Data Cube Citrine BI Bynet

Anagal
FBC
Afek Systems
BICS
Xioma
Netwise
DBbest
Orantech
Complete
ELAD
IT Com
Top Group
Tescom
Menahel4U



All amounts in M \$ USD

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knowledge			Matrix			Mobile	Matrix
management	SoftwareAg		Netwise			Netwise	
(ECM,	Business Solutions		ewave				IdeoMobile
SP)+BPM	Or-Team		Realcommerce				Ness
Yael	VisionBI		Malam-Team	Web	/internet/		Realcommerce
	Moding		IBM	por	tals/e-biz		Malam-Team
Ness	Xact		One1				One1
Matrix	Taldor		Ness				NGSoft
Malam-Team	Top Group		Omnisys		6		Taldor
Tvuva-Milenium	Byon		Consist		G-mari		Moblin
Netwise	Diffdoof		Taldor		e-marketing		Mobideo
IBM	Kwizcom		Bynet				ELAD
One1	Tiuv		Top Group	4	many more		Xact
Realcommerce	Xioma		SoftwareAg		small		ManofIT
ELAD	Tescom		Artis	7	companies (next year)		DBbest
Omnisys		ı	ELAD		Walland WEND	20. 1	Almog
004	All amounts i	n M \$ USD	Afek Systems		Ve rank VENDOI <u>REVENUE</u>		

DBbest

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and

CLIENT MINDSHARE

.NET Malam-Team C-soft Matrix Lehavi Taldor Netwise Advantech SoftwareAq One1 **ELAD** SIT E4D Comm IT Yael **EMET** Ness Top Group db@net Sysnet ServIT Bynet Afek Systems HP Complete

many more small companies (next year)

> We rank VENDORS by REVENUE and CLIENT MINDSHARE

java

Malam-Team Matrix **IBM** Ness One1 Taldor HP Yael Advantech LogOn **EMET** SoftwareAg Qesem Netwise ELAD Web Tech Top Group Tescom

THE KNOWLEDGE INTEGRATORS



LogOn

All amounts in M \$ USD

Matan

Tescom

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mainframe

Matrix

IBM

SoftwareAg

Malam-Team

LogOn

Ness

Yael

Raz-Lee

One1

core
Amdocs
Matrix
IBM
Malam-Team
Ness
Yael Software
One1
Taldor
HMS
Accenture
Hevra Le Automazia
Consist
milgam
Complete

Printing

HP

Auto Font

One1

Methoda

many more
small
companies
(next year)

migrations/ GIS/ others Yael Software Systematics Malam-Team I.E. Mittwoch Tata Ness One1 HP Taldor BluePhoenix MOST Netwise **Artis DBbest Edmiso** Almog

THE KNOWLEDGE INTEGRATORS



All amounts in M \$ USD

Talent Skill Management IT Training/ Hatmaa Services

Matrix
Ness
Malam-Team
ELAD
One1
Taldor
Hevra Le Automazia
EMET
EMET BDA
BDA
BDA Kineo
BDA Kineo SoftwareAg
BDA Kineo SoftwareAg Trainmate

- IT HR budget should include 5% of workable hours and \$2K dollars per employee per year
 - Average age in legacy installations is over 50
 - Technologies are moving very fast for users and IT itself
- Project budgets should include 15% for HATMAA
 - Should the same vendor/developer do HATMAA or separate ?
 - like TESTING and PMO services.. NO right answer
 - In testing and HATMAA there is a need to start with project
 - PMO services should start before the contract is signed at the time of the SOW. Connecting the SOW to work plans is essential

	• • • • • • • • • • • • • • • • • • • •						
2010		2011		2012		2013	
							Talent Skill Mgmt/IT Training,
100.0	5.00%	105.0	14.29%	120.0	6.67%	128.0	Hatmaa





Barriers to Analytics: lack of data & skills

What are the most critical barriers, if any, to increasing the use of data-driven decision making in your company?



There is little or no interest in changing our decision-making processes

Decision makers in our company are unaware of available data

Other

5

McKinsey Quarterly

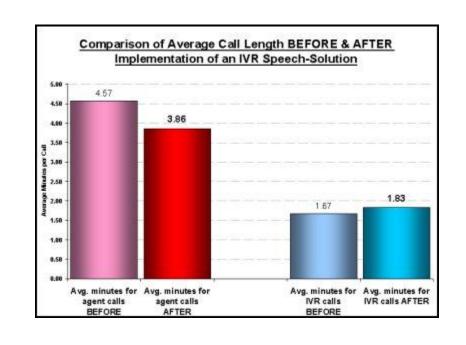
¹Figures do not sum to 100%, because of rounding.





VoIP and Call Center Projects

Bynet
IT Navigator
Bezeq International
Aginix
Sensecom
IBM
Taldor
I.E.Mittwoch
Netvision
Malam-Team
Ness

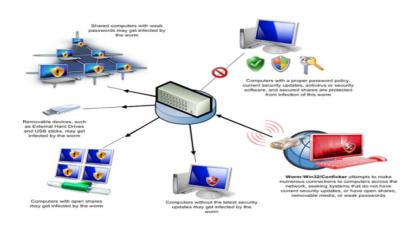


2010		2011		2012		2013	
30.0	6.67%	32.0	9.38%	35.0	14.29%	40.0	VoIP/call centers





Governance, Risk, Regulation and Security Projects





2010		2011		2012		2013	
35.0	5.71%	37.0	8.11%	40.0	7.50%	43.0	Governance & Risk Management
30.0	6.67%	32.0	12.50%	36.0	11.11%	40.0	Security Auditing and other
70.0	17.14%	82.0	10.98%	91.0	9.89%	100.0	Security Projects
135.0	11.85%	151.0	10.60%	167.0	9.58%	183.0	total risk





Governance, Risk, Regulation and Security Projects 2

Governance & Risk Management

does not
include
financial
regulation
(that is inside
BI or core)

Malam-Team
Matrix
Comsec
Deloitte
HMS
Aman Computers
BDO
Ness
Ernst & Young
PWC
Secoz

Tulip
One1
Avnet
DynaSec
Taldor
SoftwareAg
Byon
Renaissance
Orantech
ALD
Methoda
ValuePlus



All amounts in M \$ USD

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Governance, Risk, Regulation and Security Projects 3

auditing/ risk assessment/ penetration tests Comsec Avnet Bugsec **BDO** Ernst & Young **PWC** Citadel Maglan Taldor 2Bsecure BDA Aman Computers ELAD

security projects **EMET** Taldor Comda Maglan One1 **IBM** Bynet Ness Comsec 2Bsecure HILAN Netvision Avnet

012-Smile Bezea Dor -IT **IPGroup** IPV Security Liacom LogOn Securenet **SQLink** Varonis Bugsec Secoz

We rank VENDORS by

REVENUE

and

CLIENT MINDSHARE

calcom Comm IT New Age Oasis-Tech Trustnet Ernst & Young Citadel ACS **C4** HP Aman Computers **BBT** Integrails **Prolink** Brillix Checkmarx Decimus MultiPoint ELAD

THE KNOWLEDGE INTEGRATORS

2011

All amounts in M \$ USD

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Outsourcing Services

2010		2011		2012		2013			
60.0	5.00%	63.0	3.17%	65.0	4.62%	68.0	"off site"	DC/finger services	
20.0	25.00%	25.0	28.00%	32.0	40.63%	45.0	"off site" DC/full service		
36.0	5.56%	38.0	13.16%	43.0	11.63%	48.0	call centers/help desk		
120.0	-15.00%	102.0	7.84%	110.0	4.55%	115.0	Complete outsourcing		
40.0	5.00%	42.0	9.52%	46.0	13.04%	52.0	application outsourcing		
40.0	0.00%	40.0	5.00%	42.0	7.14%	45.0	ure 19	total	
13.0	15.38%	15.0	20.00%	18.0	16.67%	21.0	ıctu cin	storage	
12.0	8.33%	13.0	15.38%	15.0	13.33%	17.0	infrastructur outsourcing	DBA	
6.0	20.00%	7.2	18.06%	8.5	41.18%	12.0	fras outs	security	
28.0	14.29%	32.0	34.38%	43.0	16.28%	50.0	in C	printing/copying/faxi	
316.0	-1.90%	310.0	9.03%	338.0	10.36%	373.0		totals	





Outsourcing Services 2

"off site" data center/hosting (finger only services)

Med1

Bezeg Int

One1

Netvision

Bezeq

Aman Computers

012-Smile

TripleC

Bynet

"off site" data
center - full
service
(operational/DRP)

IBM

HP

Hevra Le Automazia

Bunkersec

Aman Computers

Bynet

Call
Centers/Help
Desk **

HP

Hevra Le Automazia

Calanit Carmon

is really

under

BPaaS



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Outsourcing Services 3

Complete outsourcing

HP

IBM

Malam-Team

One1

Ness

Hevra Le Automazia

Bynet

Aman Computers

application outsourcing

Ness

Malam-Team

Matrix

One1

Aman Computers

Yael Software

Consist

Amdocs

SoftwareAg

Tescom

Printing outsourcing

Malam-Team

Mafil

Zilumatik

I.E. Mittwoch

Gestetner

Yazamco

HP

EMET





Infrastructure Outsourcing Services

managed services

Bezeq Int

Ness

Netvision

Yael Software

One1

EMET

ELAD

Realcommerce

Malam-Team

Matrix

Aman Computers



storage

GlassHouse

EMC

EMET

Ness

One1

Taldor

DBA

One1

Advantech

GlassHouse

Ness

Taldor

DBbest

Valinor

Veracity

ACS

Brillix

SoftwareAg

MindU

security

SQLink

EMET

Ness

Comsec

Liacom

2Bsecure

Avnet



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Not all clouds are the same

Business Process as a Service BPaaS

> Platform as a Service PaaS

We have been doing "clouds" for a long Time..... We just know now It is called CLOUD

Software as a Service SaaS

Infrastructure as a Service laaS



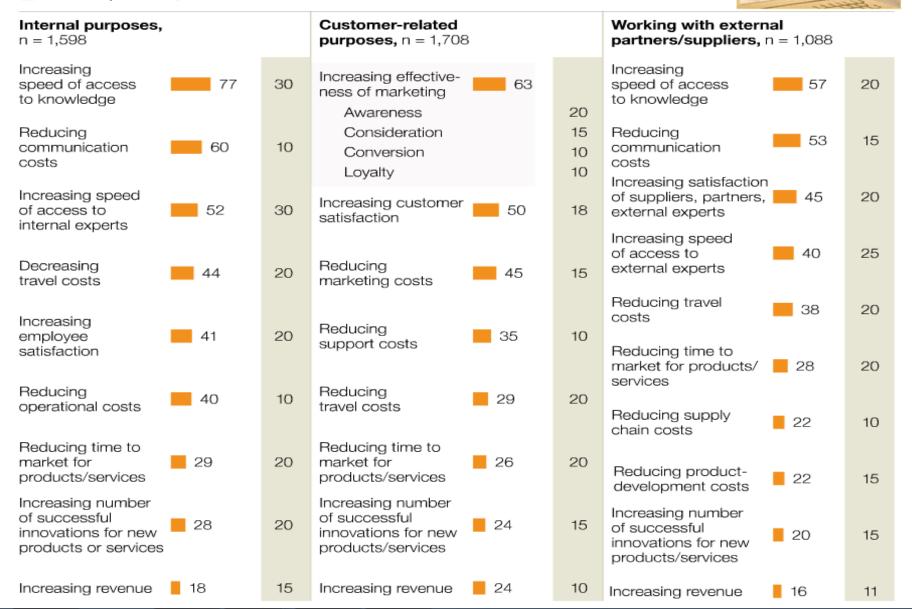


A majority of respondents say their companies enjoy measurable business benefits from using Web 2.0.

www.mckinseyquarterly.com

% of respondents whose companies are achieving specified benefits from their use of Web 2.0 technologies

Median improvement, %



Cloud Services



U.S. General Services Administration (GSA) has announced that it will move to Google Apps for its 17,000 employees and contractors.

2010		2011		2012		2013	
180.0	5.56%	190.0	10.53%	210.0	19.05%	250.0	BPaaS
5.0	200.00%	15.0	180.00%	42.0	42.86%	60.0	PaaS
50.0	24.00%	62.0	20.97%	75.0	16.00%	87.0	SaaS
10.0	20.00%	12.0	50.00%	18.0	22.22%	22.0	IaaS
245.0	13.88%	279.0	23.66%	345.0	21.45%	419.0	totals





Cloud Services 2

BP as a Service
BPaaS
(salaries, call
centers, etc)

Malam-Team

Taldor

HILAN

Ness

Calanit Carmon

Hevra Le Automazia

Aman Computers

milgam

012-Smile

One1

Infrastructure
as a Service
IaaS

Bynet

TripleC

Bezeq Int -

Amazon -

Ness

Netvision

Innocom

One1

Platform as a Service PaaS

Salesforce

Microsoft

This data does not reflect the real status and products in the market.... people buy it sell it but they didn't know it is called XaaS

All amounts in M \$ USD

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Software as a Service

service SaaS

Hevra Le Automazia

HILAN

Malam-Team

Comax

Bezeg Int -

Aman Computers

Salesforce

	Matrix			
	Mairix			
ce	Bynet			
S	Netvision			
	DynaSec			
ıtomazia	Netwise			
IN	Ness			
Team	One1			
ıx	Taldor			
nt -	Broadigital			
nputers	ELAD			
orce	Bgate			
JI CE	Microsoft			
	Edmiso			

We rank VENDORS by

REVENUE

and

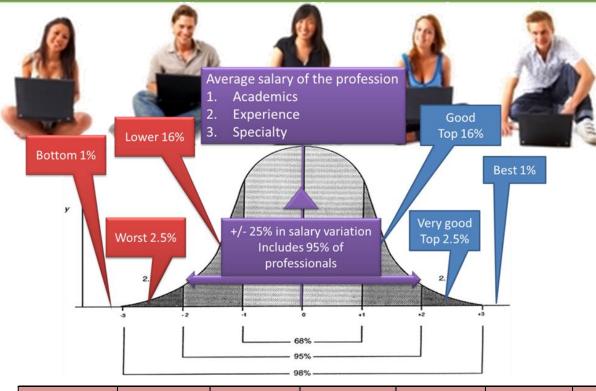
CLIENT MINDSHARE



Netsuite



Staff Augmentation (good souls)



Every **professional** fits the Graph (left)

(several monthly surveys available):

- 1. Experience
- 2. Academics
- 3. Certifications
- 4. Recommendations
- 5. IDF mgmt. experience
- 6. other

2010		2011		2012		2013	
340.0	2.94%	350.0	2.86%	360.0	-2.78%	350.0	Staff Augmentation





Staff Augmentation (good souls) 2

Users don't understand the following formula:

Hourly Rate = Risk * specialty

There are <u>no "discounted"</u> <u>professionals</u>. We live in a "perfect" information (about salaries) free market.

Person willing to take <u>a lower</u> <u>salary</u> knows (by definition) that he has been sold where his <u>credentials don't fit</u>.

Matrix
Taldor
Yael Software
Aman Computers
SQLink
Sysnet
ELAD
Ness
HP
One1
Calanit Carmon
GlassHouse
Bezeq International

LogOn
Consist
Opisoft
SoftwareAg
Tescom
Testpro
Tnuva-Milenium
Aginix
Bynet
Top Group
Comsec
Dor -IT
HILAN
MindU

NGSoft
Netwise
SmartIT
CBIT
Comm IT
db@net
Integrity
Ardom
Data Cube
Anagal
Complete
Eternity
Highview
Securenet
Xact





Staff Augmentation (good souls) 3

3 types :

- "shoot and forget": long term professionals that except for random training/ parties have no contact with the vendor. Profit here will go down drastically; very low risk of unbillable hours.
- Short term professionals: profit will go according to the risk of unbillable hours that the vendor has.
- <u>"Freak-shore":</u> using people with different believes, ways of life and physical disabilities in order to pay them less and still use them as PR:
 -- fat moshavnik analyst should get less than an athletic one in North Tel Aviv.... Why?





