Alma integrates disparate operations, enforces collaboration, transforms workflows, shakes up roles, and disrupts mental models. Reconceptualization. Implications.

ERM is its own thing. Discovery is its own thing. Shadow systems proliferate. Integration is long and laborious. Workflows are role-driven.

ERM is built into ecosystem. Access melds with discovery. Shadow systems fade away. Integration is intrinsic or fast. Roles are workflow-driven.