

HFS Top 10 Enterprise Blockchain Services 2020 Excerpt for IBM

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THE P 10

"2019 witnessed pioneering blockchain initiatives succeed and proceed from proofs of concept to pilots to "live, in-production," while several other efforts failed to move beyond laboratories. 2020 promises to be the most exciting blockchain year—we could see enterprise blockchain adoption come of age to solve real-world business problems."

—Saurabh Gupta, Chief Strategy Officer



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Introduction

- Blockchain is emerging as a powerful architectural technology with the potential to impact enterprise and B2B ecosystems as much as the internet and cloud.
- The HFS Top 10 Enterprise Blockchain Services 2020 report investigates the blockchain space to provide a comprehensive and foundational analysis of the blockchain services market for enterprises.
- From an enterprise or B2B adoption perspective, HFS assessed 13 leading blockchain service providers based on detailed discussions with their leadership teams, inputs from their enterprise clients, and analysis of nearly 4,200 blockchain engagements across industries and around the globe.



Research methodology

HFS assessed 13 leading blockchain service providers based on detailed discussions with their leadership teams, inputs from their enterprise clients, and analysis of nearly 4,200 blockchain engagements across industries and around the globe. The research is also augmented with information from publicly available information sources.

Blockchain service providers were assessed on the following three main dimensions:



33.3%

Voice of the customer

- Clients in live production environment
- Brand recall for blockchain
- Client feedback (across reference and nonreference clients)



33.3%

Ability to execute

- Scale and growth (number of dedicated and blockchain proficient resources, YOY growth in number of engagements)
- Experience (number of engagements, practice start date)
- Value chain coverage (advisory, prototype, pilot, and inproduction engagements)



33.3%

Innovation

- Vision and strategy
- Intellectual property (patents, tools, solutions accelerators)
- Ecosystem (experience with blockchain platforms, partnerships, consortium memberships)
- Investments (capability building, global delivery investments)































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Executive summary



- We are hurtling toward a hyperconnected economy, and blockchain will provide the way to make it happen. Ecosystems across organizations that service the specific needs of a customer are emerging. No single organization owns the entire customer experience, and competitors and peers need to figure out how to collaborate. Blockchain in combination with other emerging technologies like IoT and artificial intelligence will provide the way to make it happen.
- The blockchain "six-pack" is driving unprecedented interest from enterprises. There are six built-in blockchain features with long-term potential for disruption when enterprises leverage them intelligently in relevant business use cases. The blockchain six-pack includes: 1. Distributed shared data over peer-to-peer (P2P) networks reduces single points of failure; 2. Consensus-driven trust cuts out the middle-man; 3. Immutable transactions ensure trust; 4. Hashing-based data ensures integrity and security; 5. Automated smart contracts promote touchless interactions across process chains; and 6. Permissioned and permissionless flavors give enterprise users flexibility. These six blockchain features are changing the way we think about business transactions, data storage, and even industry value chains and associated revenue models.
- Enterprise blockchain service market witnessed a massive surge in 2019. The umber of engagements and dedicated talent pool for blockchain services nearly doubled in 2019. Despite a continuing POC fatigue, over 15% of blockchain solutions are reaching production stage, nearly a 3X increase from 2018. This is encouraging even though almost all "live engagements" represent "shadow" or "parallel" environments where the legacy solutions has not yet been replaced.
- Enterprise blockchain adoption is a cross-industry global phenomenon. Banking and financial services was the first mover from an enterprise blockchain adoption perspective accounting for 35%+ engagements. However, other industries are catching up fast.
- Supply chain has emerged as the hottest use case for blockchain followed by document management, trade management, payments, identity, and customer experience. Industry-specific use cases include insurance claims processing, re-insurance, intercompany reconciliations, settlements, lending, and several others have also emerged.



Executive summary (2)



- The blockchain platform choice for enterprises is emerging as a two-horse race. Hyperledger Fabric and Ethereum (incl. Quorum) account for over 60% of enterprise blockchain engagements. However, the debate between permissioned (Hyperledger Fabric, and championed by IBM) and permissionless (Ethereum, and championed by EY) continues to rage on. All other service providers assessed in the report are playing it safe with a technology-agnostic approach.
- Several service providers are doing commendable work to invest, experiment, and develop enterprise blockchain solutions. HFS assessed 13 leading blockchain service providers based on detailed discussions with their leadership teams, inputs from their enterprise clients, and analysis of 4,000+ blockchain engagements across industries and across the globe. The HFS Top 10 enterprise blockchain service providers for 2019 are (in rank order): 1. IBM, 2. Accenture, 3. EY, 4. Deloitte, 5. TCS, 6.Wipro, 7. Infosys, 8. Cognizant, 9. NTT DATA, and 10. KPMG.
- Real blockchain clients want real business impact. Blockchain promises "creative destruction" through disintermediation, but that is a long-term vision. Only 6% of executives we surveyed are leveraging blockchain to remove the need for intermediaries. Enterprise blockchain clients are investing in blockchain solutions to get real business impact. Without a tangible ROI, blockchain engagements get stuck at the proof of concept (PoC) or pilot stage. No-nonsense, real business cases are a must-have to drive blockchain beyond the PoC-fatigue that we are witnessing today. Consequently, the current focus for enterprise adoption is business optimization with a tangible ROI.
- Enterprise blockchain is going through a 60-30-10 adoption challenge. Around 60% of enterprises are still unclear about blockchain, highlighting the nascence of the concept. Nearly 30% of enterprises are struggling with how to get started, and the remaining few with successful proofs of concept or pilots are struggling to get to production. A balanced approach to blockchain is critical to driving meaningful success—you can no longer ignore blockchain as a value creation lever, but don't also get sucked into all the hype!
- Enterprise clients will still demand blockchain solutions despite COVID-19. HFS ran a survey to understand the impact of the coronavirus on the business/IT services industries, with over 600 respondents. The results showed that enterprise clients predicted a small increase in their blockchain investments following the pandemic, meaning that it must remain a strategic investment for service providers despite current uncertainty.



We are hurtling toward a hyperconnected economy, and blockchain is paving the way to make it happen

Converging organizational silos



Emergence of ecosystems

Hyperconnected Global Business Services (GBS) / **Shared Services and Digital OneOffice Enterprise End-to-End Processes (E2E)** Outsourcing (SSO) Model Collapsing front-, middle-, and back Connected ecosystem/network of Functional / geographic consolidation Process orientation / cross functional office organizations Procure-to-Pay Contact center · Customer-first digital organization Order-to-Cash Common objectives F&A Concept Digital underbelly Record-to-Report Collaborating enterprises Procurement Intelligent digital support Sharing economy HR Hire-to-Retire Intelligent digital processes Distributed data IT Cost reduction Business outcomes Customer experience New sources of value Rationale Process effectiveness Efficiency/productivity · Global sourcing/arbitrage Cloud/As-a-Service · Triple-A Trifecta (Automation, Blockchain/DLT LEAN/Six Sigma Artificial Intelligence, Analytics) Internet of Things (IoT) Systems of records Drivers · Systems of intelligence / experience · Systems of engagement Process/domain experts Digital-savvy Creative/problem solvers IT-enabled Talent Third-**Advisors** Optimizers **Orchestrators** Outsourcers parties 2000-2010 2010+ Future? **Emerging**



The Blockchain "six-pack" is driving unprecedented interest from enterprises



Distributed shared data over peer-to-peer (P2P) network reduces single points of failure

Consensus-driven trust cuts out the middleman

Immutable transactions ensure trust

Security driven by hashing-based data

Smart contracts
promote touchless
interactions across
process chains

Permissioned and permissionless flavors give enterprise users flexibility

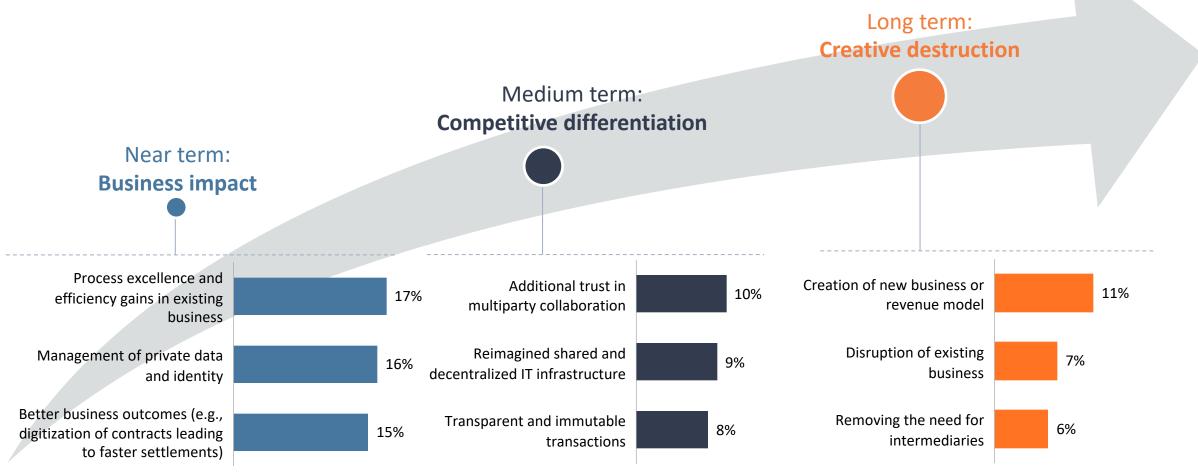
Refer to "The Blockchain Reality Check: Where Are We and What Can We Expect in 2018?" for more details on the blockchain "six-pack"



Real blockchain clients want real business impact



What benefits do you hope to achieve from implementing a blockchain solution? (Rank 1 only)



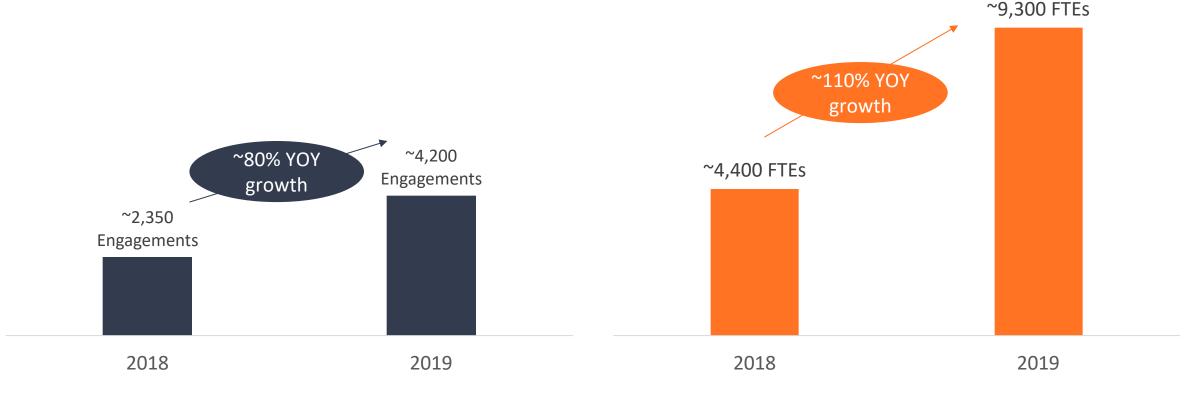




Growth of enterprise blockchain engagements Number of blockchain engagements



Number of FTEs dedicated to the blockchain practice (does not include all blockchain proficient resources)

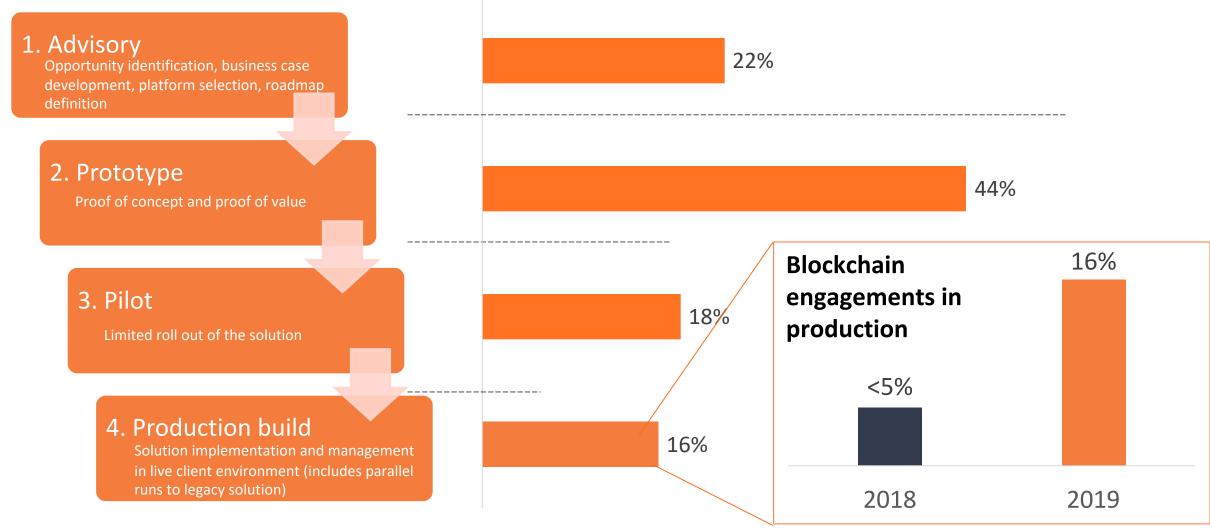


Sample: Based on information provided by 12 service providers (Accenture, Cognizant, DXC, EY, IBM, Infosys, KPMG, LTI, Mphasis, NTT DATA, TCS, and Wipro)



Despite a continuing POC fatigue, in 2019 there was a significant increase in credible "in-production" enterprise blockchain solutions



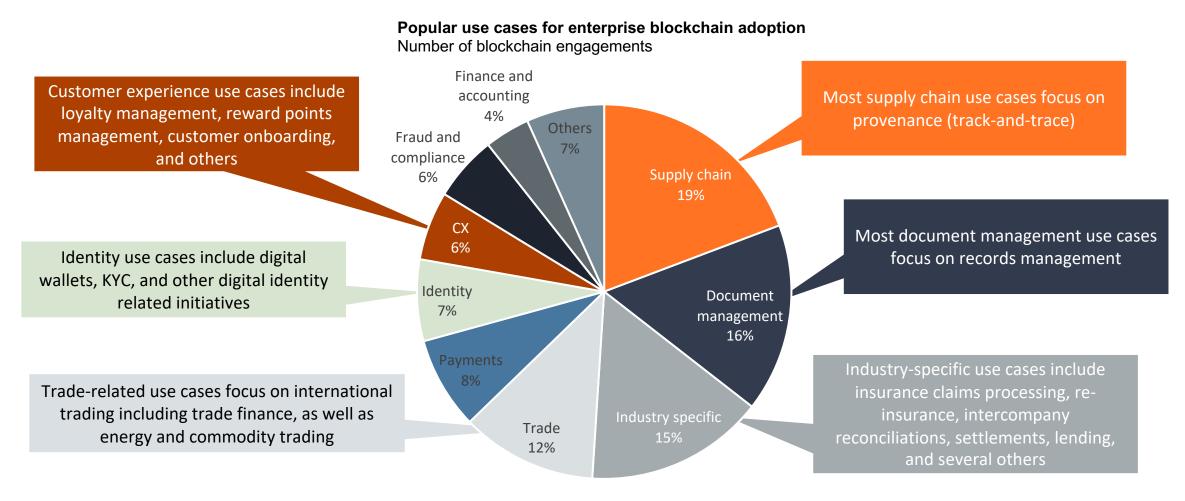


Sample: 4,200 blockchain engagements across 12 service providers (Accenture, Cognizant, DXC, EY, IBM, Infosys, KPMG, LTI, Mphasis, NTT DATA, TCS, and Wipro)



Supply chain has emerged as the hottest use case for blockchain followed by document management, industry-specific use cases, trade management, payments, identity, and customer experience





Sample: ~640 blockchain engagements across 12 service providers (Accenture, Cognizant, DXC, EY, IBM, Infosys, KPMG, LTI, Mphasis, NTT DATA, TCS, and Wipro)

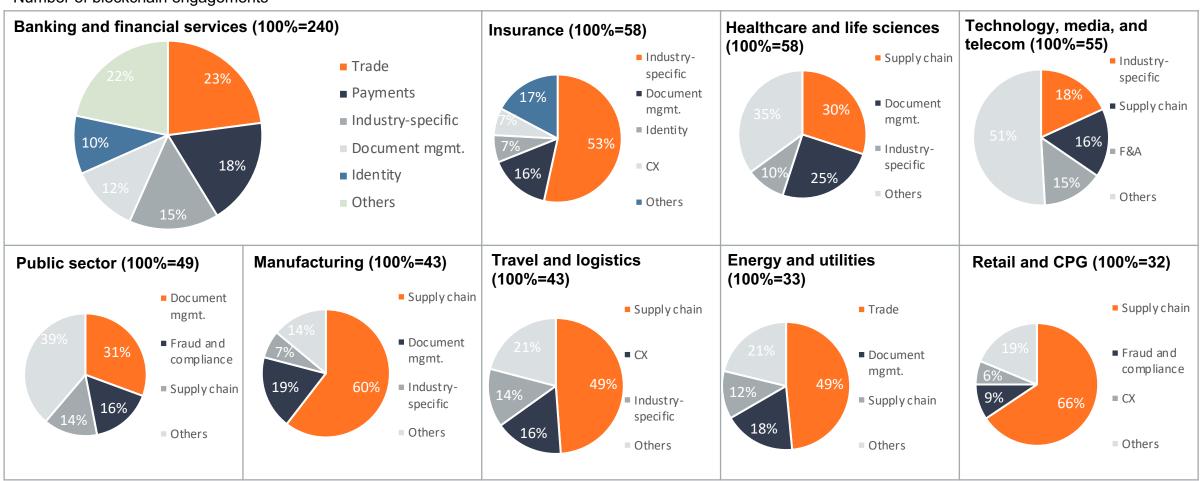


Enterprise blockchain use cases vary significantly by industry



Major enterprise blockchain use cases by industry

Number of blockchain engagements



Sample: ~640 blockchain engagements across 12 service providers (Accenture, Cognizant, DXC, EY, IBM, Infosys, KPMG, LTI, Mphasis, NTT DATA, TCS, and Wipro)

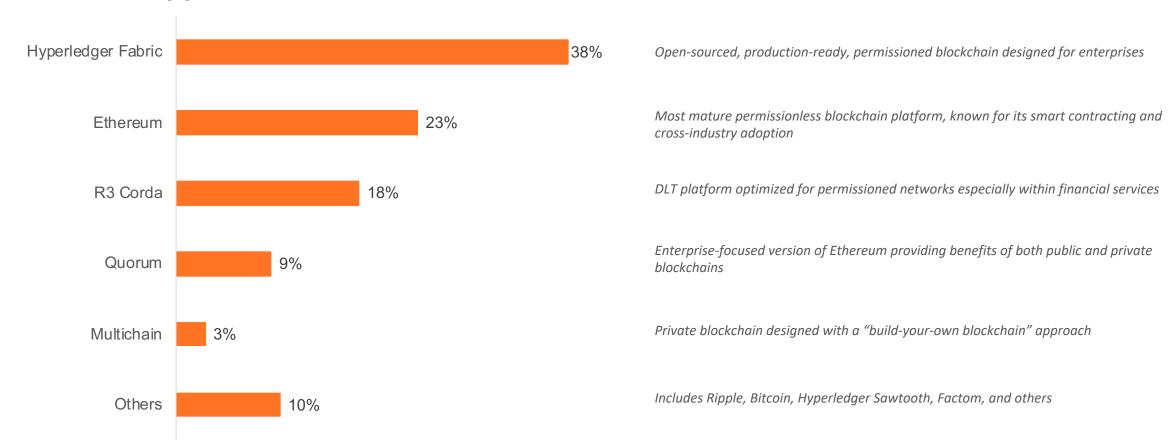


The blockchain platform choice for enterprises is emerging as a two-horse race (Hyperledger Fabric vs. Ethereum)



Major enterprise blockchain platforms

Number of blockchain engagements

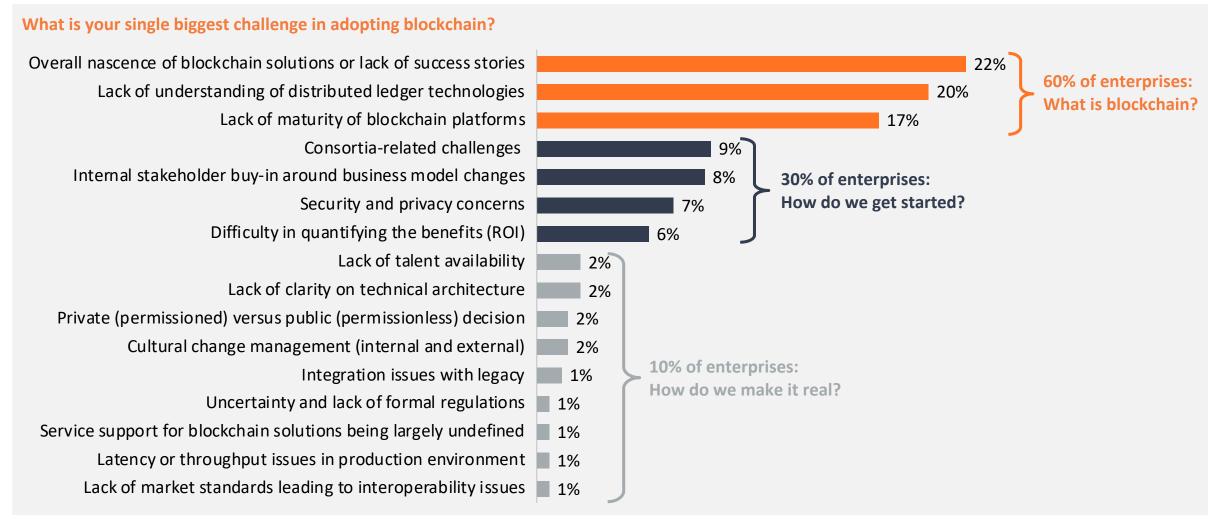


Sample: ~425 blockchain engagements across 12 service providers (Accenture, Cognizant, DXC, EY, IBM, Infosys, KPMG, LTI, Mphasis, NTT DATA, TCS, and Wipro)



Enterprise blockchain is going through a 60-30-10 adoption challenge







HFS' Top 10 recommendations to drive meaningful success from blockchain

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1

Investigate blockchain today, and avoid the "oh crap" moment down the line.

74%

of respondents agree that blockchain will become mainstream in the next five years.

6

Blockchain initiatives will not succeed with just a technology focus.

<45%

of respondents are investing in blockchain talent, consortium building, or IP creation, while most are focusing on technical solutions. 2

Beware the blockchain hype.

45%

of respondents agree that blockchain is hyped, compared to 27% who disagree.

7

Create a business buy-in for the blockchain initiative to succeed.

Only 7%

of business unit heads are allocating budget for blockchain initiatives.

3

Blockchain is not the answer to everything.

Only 50%

of blockchain projects reported made business sense and created meaningful value for the respondents.

8

Blockchain requires competitors to come together.

54%

of blockchain initiatives require competitive organizations to be a part of the ecosystem to be successful.

4

Keep blockchain investments real.

High

correlation coefficient between blockchain project satisfaction and compelling business case and stakeholder alignment.

9

Do not try and do everything on your own.

70%

of organizations with blockchain initiatives are partnering with external service providers that they can trust.

5

Blockchain alone will not solve business problems. Integrated solutions will.

90%+

of blockchain projects are weaving in other emerging technologies, especially IoT and machine learning.

10

Keep an eye on future technology advancements.

45%

of respondents perceive that quantum computing might kill blockchain. Over a third don't have a perspective!





HFS Top 10 enterprise blockchain service providers, 2020



Summary of blockchain enterprise service providers assessed in the report



Service providers (alphabetic order)	HFS Point of View
Accenture	Comprehensive blockchain business and technology consulting and execution services at scale
Cognizant	Full-service blockchain capability enabled by broad platform experience, robust ecosystem, and deep client relationships
Deloitte	Global, holistic, platform-agnostic, and business-centric blockchain services
DXC	Building market momentum on the back of Luxoft acquisition
EY	Bold public blockchain market vision and software development-led go-to-market strategy
IBM	The flag bearer of enterprise blockchain with a leading number of live blockchain networks
Infosys	Scaled up blockchain talent with experience of establishing live blockchain networks in BFS
KPMG	Multi-dimensional technology-agnostic blockchain approach backed by strong business relationships and public sector experience
LTI	Start-up approach to problem solving with cross-industry technical expertise
Mphasis	Technical blockchain capabilities combined with BFSI domain expertise
NTT DATA	Full-stack blockchain technical capabilities backed by strong global consortium experience
TCS	Bold vision for blockchain to create purposeful ecosystems.
Wipro	Holistic blockchain technology solution with an industry-focused go-to-market



Notable performances in the HFS Top 10 blockchain enterprise service providers



HFS Podium Winners Top three providers overall across execution, innovation, and voice of the customer criteria									
	#1.		a	#2. ccenture	•	#3. EY			
Execution powerhouses Top three providers on execution criteria				novation champion providers on innovat		Outstanding Voice of the Customer Top three providers on voice of the customer criteria			
#1	#2 accenture	#3 TATA CONSULTANCY SERVICES	#1	#2 accenture	#3 EY	#1	#2 wipro	#3 Infosys®	

Other notable top three performances

TCS emerged as a blockchain visionary, ranking #1 in vision and strategy

Notes: The HFS Top 10 Blockchain Service Providers report assessed and ranked 13 service providers across execution, innovation, and voice of the customer criteria. The inputs to this process included detailed RFI responses and structured briefings with service provider leadership as well as interviews and surveys from their clients. In order to drive objectivity to our research methodology, we interacted with reference clients provided by the service providers as well as non-reference Blockchain clients sourced through our own network for each service provider assessed

The service providers assessed in this report include (in alphabetic order) Accenture, Cognizant, Deloitte, DXC, EY, IBM, Infosys, KPMG, LTI, Mphasis, NTT DATA, TCS, and Wipro



HFS Top 10 blockchain enterprise service provider rankings



			Execution				Innov	ation			
Rank	Overall HFS Top 10 position	Scale and growth	Experience	Value chain coverage	Overall Execution	Vision and Strategy	Intellectual property	Ecosystem	Investments	Overall Innovation	Voice of the customer
#1	IBM	IBM	IBM	IBM	IBM	TATA TATA CONSULUDICO SERVICES	IBM	accenture	IBM	IBM	IBM
#2	accenture	TATA TATA CONSULTANCY SERVICES	accenture	accenture	accenture	IBM	accenture	IBM	accenture	accenture	wipro
#3	EY	accenture	Deloitte.	TATA TATA CONSULTANCY SERVICES	TATA TATA CONSULTRICES	EY	EY	Deloitte.	EY	EY	Infosys®
#4	Deloitte.	Deloitte.	Infosys°	Deloitte.	Deloitte.	accenture	TATA TATA CONSULTANCY SERVICES	wipro	Deloitte.	Deloitte.	accenture
#5	TATA TATA CONSULTANCE SERVICES	wipro)	EY	Infosys®	Infosys*	KPMG	wipro)	Cognizant	wipro)	wipro)	EY
#6	wipro	Infosys®	TATA TRATA COROLUDIA CE SERVICES	wipro)	EY	Deloitte.	Deloitte.	NTTData	DXC.technology	TATA TATA COROLUDIACY SERVICES	Deloitte.
#7	Infosys [®]	Cognizant	wipro)	EY	wipro	Infosys°	Infosys®	EY	NTTDaTa	NTT DATA	TATA TATA CONSULINCI SERVICES
#8	NTTDaTa	DXC.technology	иттрата	NTTDaTa	NTTDATA	wipro	KPING	TATA TATA CONSULDINCY SERVICES	Infosys®	Infosys°	иттрата
#9	Cognizant	KPMG	Let's Solve	DXC.technology	Cognizant	Cognizant	NTTDaTa	Infosys*	TATA TATA CONSULTANCY SERVICES	Cognizant	KPMG
#10	KPIMG	EY	Cognizant	Cognizant	DXC.technology	NTTDaTa	Cognizant	KPMG	KPMG	KPMG	Let's Solve

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Enterprise blockchain service provider profiles





The flag bearer of enterprise blockchain with a leading number of live blockchain networks



Dimension	Rank	Strengths
HFS Top 10 position	#1	Experiment we.trasport. conso
Ability to execute		blocko Larges Hyper
Scale and growth	#1	releas IBM cl
Experience	#1	• Intelle Overa • Full sp
Value chain coverage	#1	native integr
		blocko

•	Experience in launching production-ready business networks and active consortia (including Trade Lens, Food Trust, Health Utility Network,
	we.trade, and Trust Your Supplier) differentiates IBM from the rest of the providers covered in this report. IBM believes that blockchain is a team
	sport. IBM has emerged as an open and inclusive partner, working along with several other blockchain firms and ecosystem start-ups. Given the consortium experience, IBM is well positioned to take on the challenge of industry consensus, which remains one of the biggest hurdles in
	blockchain adoption.

Multi-platform strategy with focus on Hyperledger. IBM has experience across multiple blockchain platforms and has delivered some of its largest clients with other platform technology such as Ethereum and Axoni, but the market narrative is often too closely tied with Hyperledger. Pressure of being the market leader. IBM's early success means it is under

- Largest contributor to the Hyperledger Fabric, the leading permissioned network for enterprise blockchain. The synergy between IBM and Hyperledger has made IBM Blockchain Platform an open, interoperable, multi-cloud and industrial strength blockchain platform. And with the latest release of the IBM Blockchain Platform, customers can now pay as they go and grow or pay for what they consume. The RedHat acquisition provides IBM clients a wide choice of hybrid cloud solutions and open source innovation.
- enhanced public scrutiny, especially in a market where clients are still very cautious. However, clients will also be quick to praise the firm in the event of success, and IBM must leverage this to cement its position as a market
- Global general contractor. IBM is already seeing many of its delivery efforts cross industry opportunities to work across networks, geographies, and complementary industries as the global general contractor of blockchain capability (e.g., US FDA, Walmart, and Merck)
- Client navigation challenges. Client feedback suggests that navigating the firm's delivery arm can be challenging. Clients also expect other parts of the large IBM organization to offer solutions and services that are tightly integrated with blockchain.
- Intellectual property. IBM inventors received a record 9,262 patents in 2019, marking the company's 27th consecutive year of US patent leadership. Overall, nearly half of the 2019 patents relate to pioneering advancements in AI, cloud computing, security, blockchain and quantum computing. • Full spectrum of blockchain capability across strategy and design, business and industry processes, technology (all aspects: infrastructure, cloud
- IBM cannot afford to rest on its laurels and needs maniacal focus on ongoing innovation as the blockchain landscape is changing very fast. Opportunities suggested by clients include new pricing models, alignment with open-source blockchain philosophy, and industry-specific solutions.

Investments

- native, blockchain protocol, smart contracts and chain code, UI and UX, interfaces, data, enterprise integration with ERP and GL systems), integration services, business process services, IoT, automation, AI, advanced analytics, and research.
- Consortium launch methodology, which provides a framework for governance and key commercial decisions, symbolizes IBM's expertise in scaling blockchain to production-grade implementations.

Innovation capability

1,000+ engagements across all phases of implementation and geographies

Blockchain engagement portfolio

IBM founded its blockchain practice in 2015 and is now present across all major geographies partnering with industry teams.

Dedicated blockchain headcount: 2,000+

Blockchain proficient headcount: 100.000

blockchain education badges

Partnerships: IBM's partners include KPMG, Acquisitions: IBM's acquisition of RedHat (2019) is Maersk, Deloitte, Health Utility Network, being leveraged in its blockchain practice. MineHub, Lygon and the Responsible

Development opportunities

Market share (based on % engagements across all providers covered in this report): 23%

> and is a member of consortiums including TradeLens, Food Trust, Health Utility Network, we.trade, and Trust Your Supplier

Sourcing Blockchain Network (RSBN)

Ecosystem

Key clients: Aetna, Anthem, Health Care Service Corporation (HCSC), PNC Bank. Scentre, The Commonwealth Bank, and National Australia Bank

Consortium memberships: IBM has founded IBM Food Trust, and IBM Blockchain World Wire

Solution accelerators: IBM's accelerators include Trusted Identity, Identify Mixer, Blockchain Data, Validity Tool, Provenance Engine, Certificate Managers, Blockchain Security Testing, Crypto Anchors, Member Management and Onboarding,

Blockchain Platform, IBM Blockchain Document Store,

Platforms and tools: IBM's platforms include IBM

Patents: IBM received 9,262 patents in 2019.

Deduplication Engine, and End-to-End Testing.

Ford Motor Company, Huayou Cobalt, LG Chem, RCS Global, Groovearth, Minehub, Merck, Walmart, Golden State Foods, Alberten's, Carrefour, TradeLens - IBM and Maersk collaboration, AAIS, Syniverse, Dole, Driscoll's, Kroger, McCormick and Company, McLane Company, Nestlé, Tyson Foods, Unilever, CaixaBank, Deutsche Bank, Erste Group, HSBC, KBC, Natixis, Nordea, Rabobank, Santander, Société Générale, UBS, UniCredit, ANZ Bank, Westpac,

Delivery locations: IBM has established garages and innovations worldwide, including San Francisco, London, Toronto, Tokyo, Singapore, Bangalore, Nice, New York, Austin, Melbourne, and Brazil.

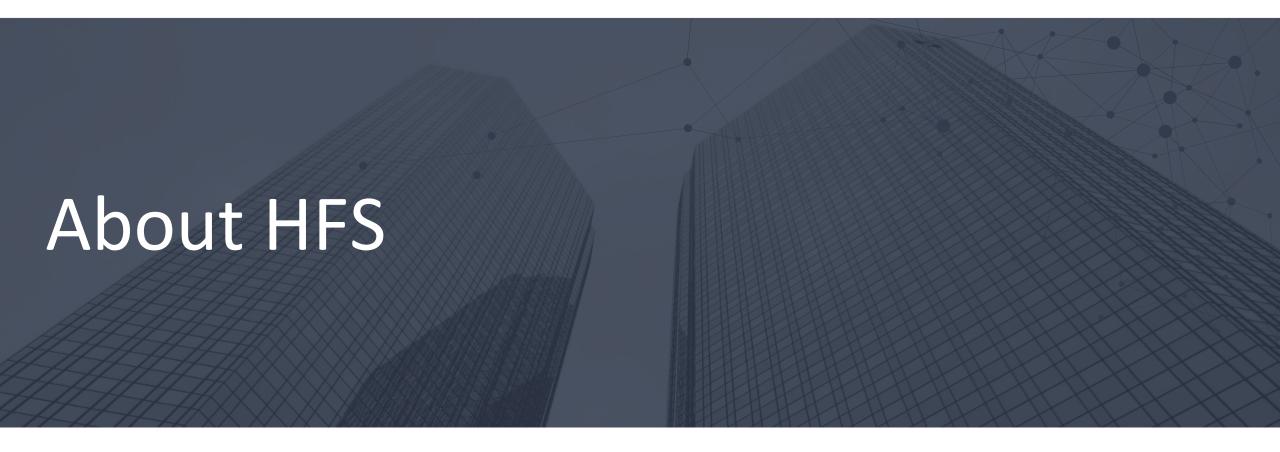


Voice of the

customer

Delivery capabilities

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HFS Research authors





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Saurabh oversees HFS' global research function managing the global team of analysts across US, Europe, and Asia-Pac. He works closely with the CEO to set the strategic research focus and agenda for HFS Research, understanding and predicting the needs of the industry and ensuring that HFS maintains its position as the strongest impact thought leader for business operations and services research.

As an analyst, Saurabh leads our coverage for horizon 3 change agents such as blockchain, business services (such as finance & accounting and supply chain) as well as overarching and cross-cutting themes under the OneOffice concept like digital change management

He is a recognized thought leader and passionate problem solver in the global services industry. With 15+ years of experience across client, provider, advisory, and analyst roles, he brings a uniquely realistic and wide-ranging perspective to our industry's challenges and opportunities. Before joining HFS, Saurabh led strategy for Genpact's CFO and transformation services, helped shape the Business Process Services (BPS) strategy for AbbVie, managed Everest Group's global BPS practice, and worked as a techno-functional consultant at Infosys.



Sam Duncan
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Sam Duncan is a Senior Research Analyst at HFS, based in Cambridge UK. He graduated from Bournemouth University with a degree in economics, throughout which he took a particular interest in macroeconomics, mainly how the evolution of technology accelerated globalization. Throughout his education he also spent some time studying law, accounting and investment management.

Since joining HFS, Sam has developed his understanding of blockchain and continues to explore the latest applications of the technology across a range of industries. He has applied his economics background to keep on top of the latest trends on the banking and financial services industry, and has taken a keen interest in insurance. On top of this he contributes to the HFS Market Index, a quarterly report which breaks down the performance and key events of the leading service providers throughout the previous quarter.



HFS Research authors





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Tanmoy Mondal is a Senior Research Analyst at HFS Research, identifying global trends in engineering services from both industry & technology perspectives, tracking global outsourcing deals & investments including partnership agreements & R&D announcements in the sector and supporting the domain leads in secondary research, data analysis, PoVs and research writing.

Tanmoy has over 5 years of research, pre-sales and market intelligence experience in TCS, HCL and Tracxn. At his TCS and HCL role, he worked on preparing RFP responses including solution construct and commercial proposition. He was responsible for analyzing the business scenario for ERP implementation for different industry verticals and participated in several Enterprise Transformation projects across domains to optimize the IT landscape, increasing IT integration among client business verticals, improving productivity and reducing business incidents. At Tracxn, he was part of the emerging technology team that helped finding companies (startups) specializing in upcoming technologies (virtual and augmented reality, drone etc.) for acquisition and portfolio investments for PE and VC firms.

Tanmoy holds a Master's in Business Administration from IIFT (Indian Institute of Foreign Trade), and Bachelor of Engineering from Jadavpur University, Kolkata.



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Mayank Madhur is a Senior Research Analyst at HFS Research, supporting different practice leads in area of Industry Research, IoT and Blockchain by working on secondary research, data analysis, PoVs and research writing.

Mayank has over 4 years of research, pre-sales and software development experience. Prior to HFS he was part of business strategy and pre sales in Altimetrik supporting vertical heads, sales and marketing team. Before it in his HCL Tech role, he worked in the delivery team of a large medical device client for R&D project.

He holds blockchain certification by IIT & IBM on "Blockchain Architecture Design and Use Cases". His other certification include certification on Google analytics, Scrum, Six Sigma etc. to name a few. He hold certificate in "Strategy Management" from IIM Bangalore.

Mayank holds Master's in Business Administration from Birla Institute of Technology and Science College, Pilani (BITS, Pilani University) and a Bachelor of Engineering in Electrical and Electronics from Jawaharlal Nehru National College of Engineering (Visvesvaraya Technological University), Karnataka.



HFS Research: Defining future business operations

- The HFS mission is to provide visionary insight into major innovations impacting business operations, including: automation, artificial intelligence, blockchain, Internet of things, digital business models, and smart analytics.
- HFS defines and visualizes the future of business operations across key industries with its OneOffice™ Framework.
- HFS influences the strategies of enterprise customers, to help them develop OneOffice backbones to be competitive and to partner with capable services providers, technology suppliers, and third-party advisors.
- Read more about HFS and our initiatives on our <u>website</u>.



