

# Be a guardian of your galaxy by implementing your Identity Governance strategy, it's that simple!



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# Jan Bakker

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# Pim Jacobs

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- LinkedIn: <https://www.linkedin.com/in/pimjacobs89/>
- Soccer | F1 | Family time





# Agenda

- Introduction of Identity Governance
- Joiner process
- Mover process
- Leaver process
- Considerations & next steps
- Questions





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# Introduction of Identity Governance







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# Introduction of Identity Governance

01

## Identity Lifecycle & Workflow Management

Joiner Mover Leaver process

04

## Azure AD PIM

Just in time just enough access

02

## Controlling 3rd party apps

Access and provisioning to 3rd party apps

05

## Requiring a 'Terms of use'

For employees and guests

03

## Access Lifecycle Management

Access Packages and Reviews

06

## Reporting

Improve current setup





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# Introduction of Identity Governance

01

**Identity Lifecycle & Workflow Management**

Joiner Mover Leaver process

03

**Access Lifecycle Management**

Access Packages and Reviews



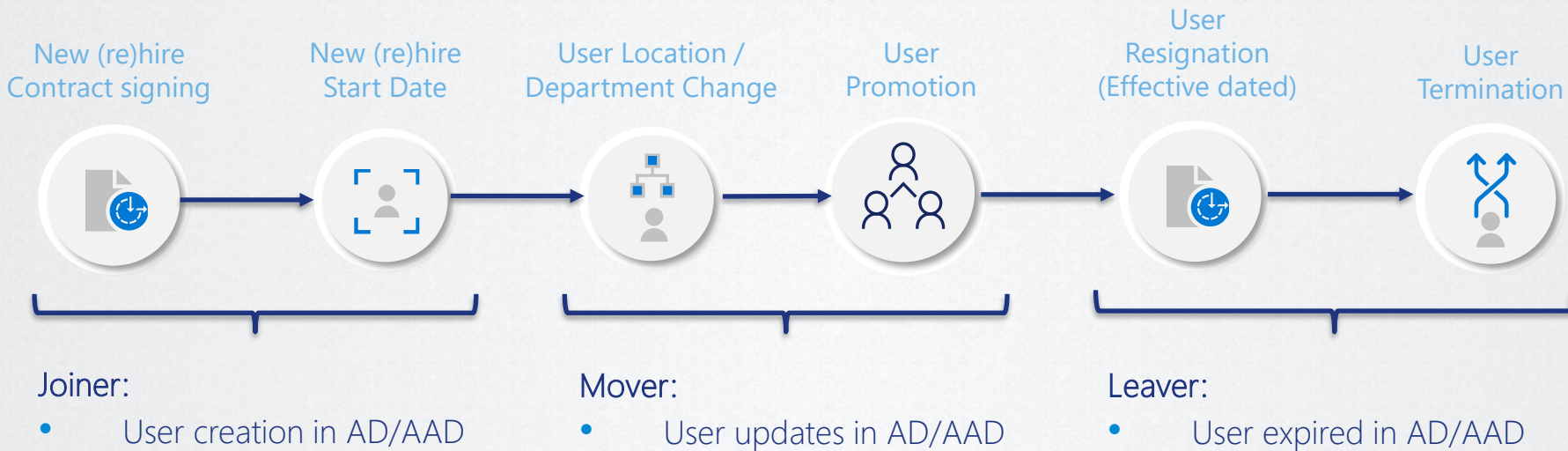






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# Account Lifecycle Management



Delta-N  
Connecting the Cloud

cegeka

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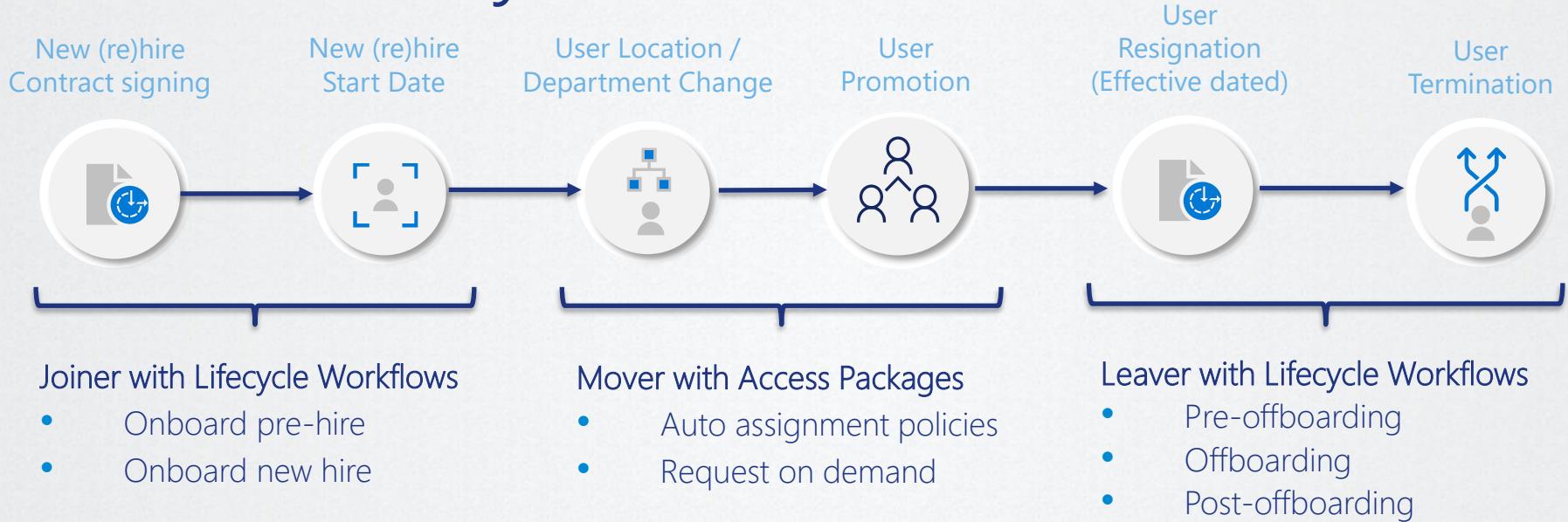
# Account Lifecycle Management

## Lifecycle management explained

- Lifecycle management is important for **all end user accounts**.
  - Accounts are therefore **provisioned** and **expired/disabled** on time in AD /AAD.
  - HR data becomes the **source of truth**!
  - **HR is responsible** for the data.
  - Today only supported with **SAP SuccessFactors & Workday**
- 
- **NOTE:** Make sure you've implemented lifecycle management around **guest accounts** as well **by using Access Reviews**.



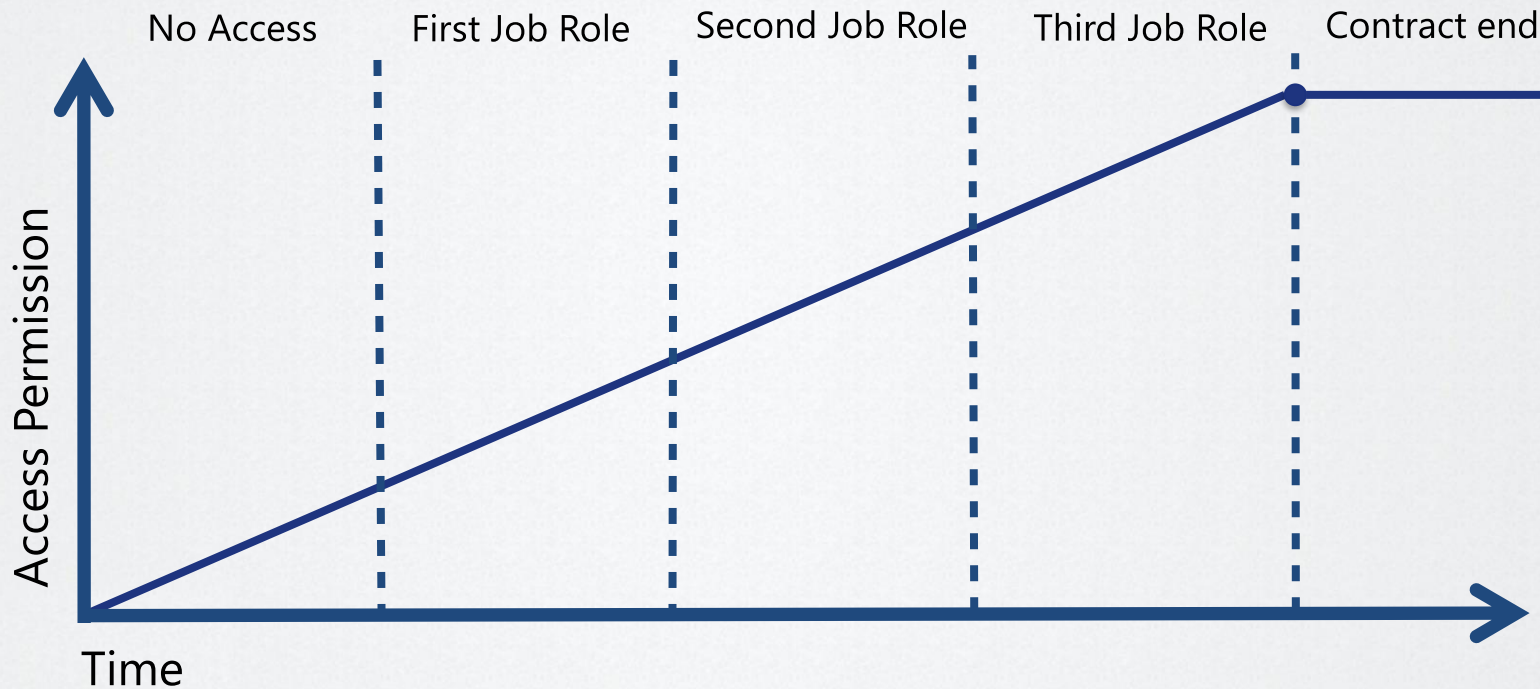
# Lifecycle Workflows





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# Lifecycle Workflows



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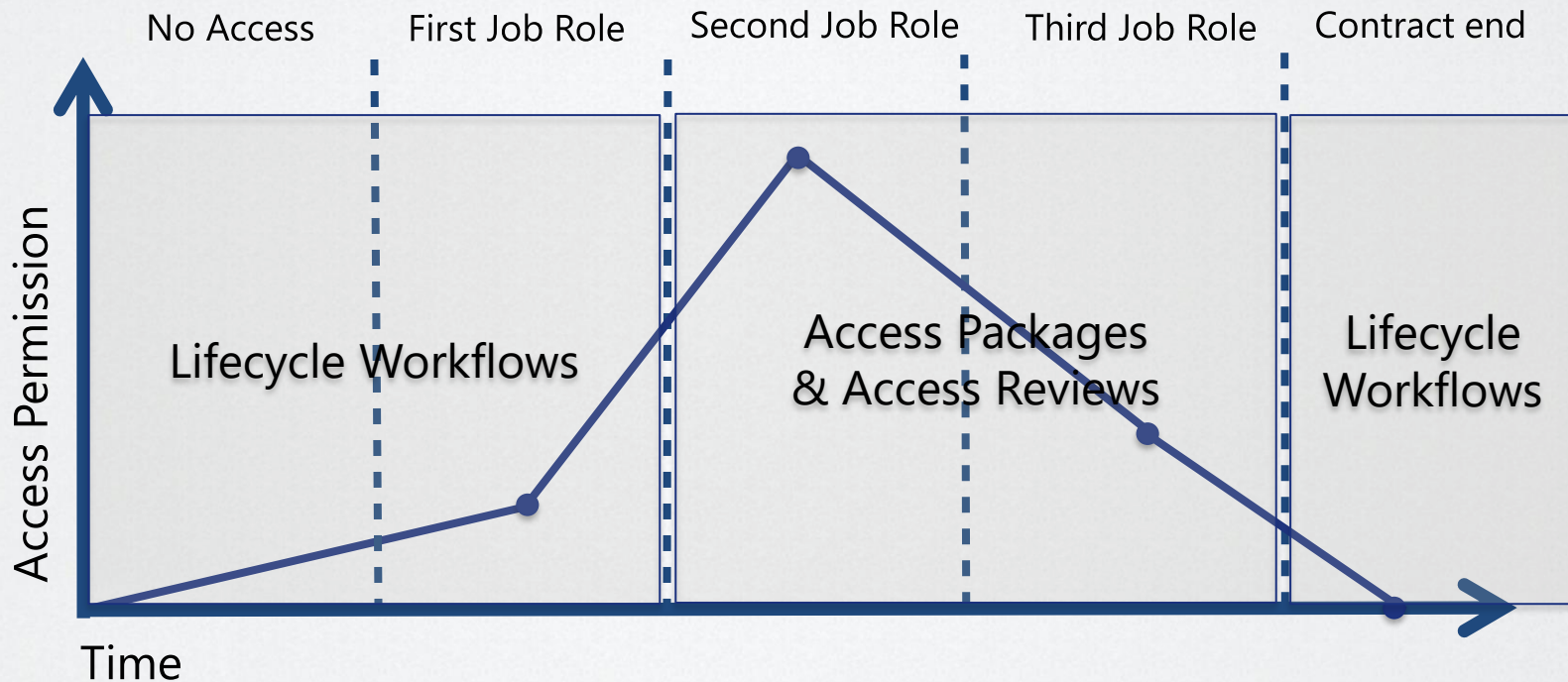
Microsoft





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# Lifecycle Workflows



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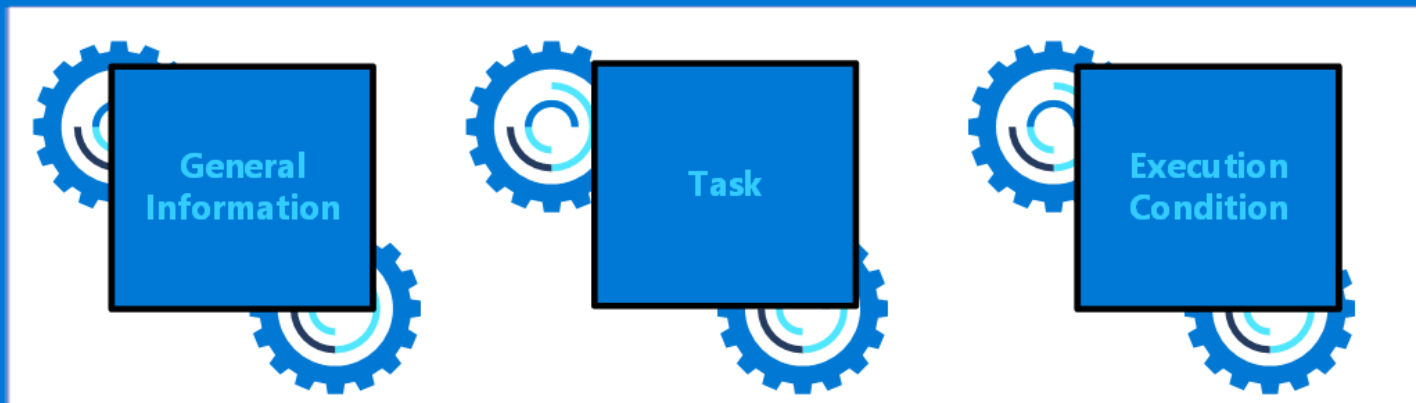
Microsoft



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# Understanding Lifecycle Workflows

## Lifecycle workflows

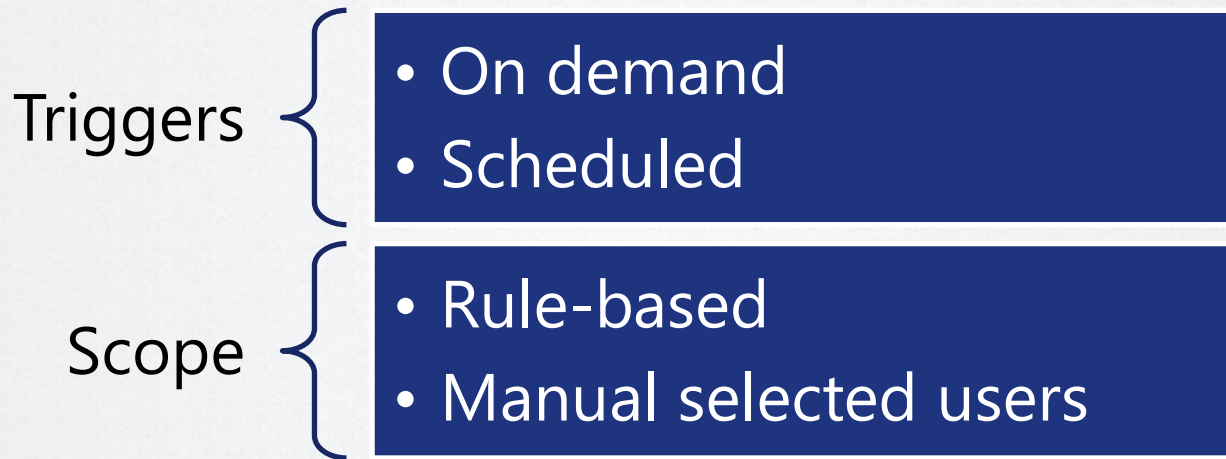


Automate JML





# Execution conditions



# Lifecycle Workflows facts



Runs each 3 hours



Interval is customizable (1-24)



Max 50 Workflows per tenant



25 per tasks per workflow



PreferredLanguage



Native Azure AD by default



EmployeeHireDate



EmployeeLeaveDateTime

PATCH <https://graph.microsoft.com/beta/identityGovernance/lifecycleWorkflows/settings>  
Content-type: application/json

```
{  
  "workflowScheduleIntervalInHours": 8  
}
```





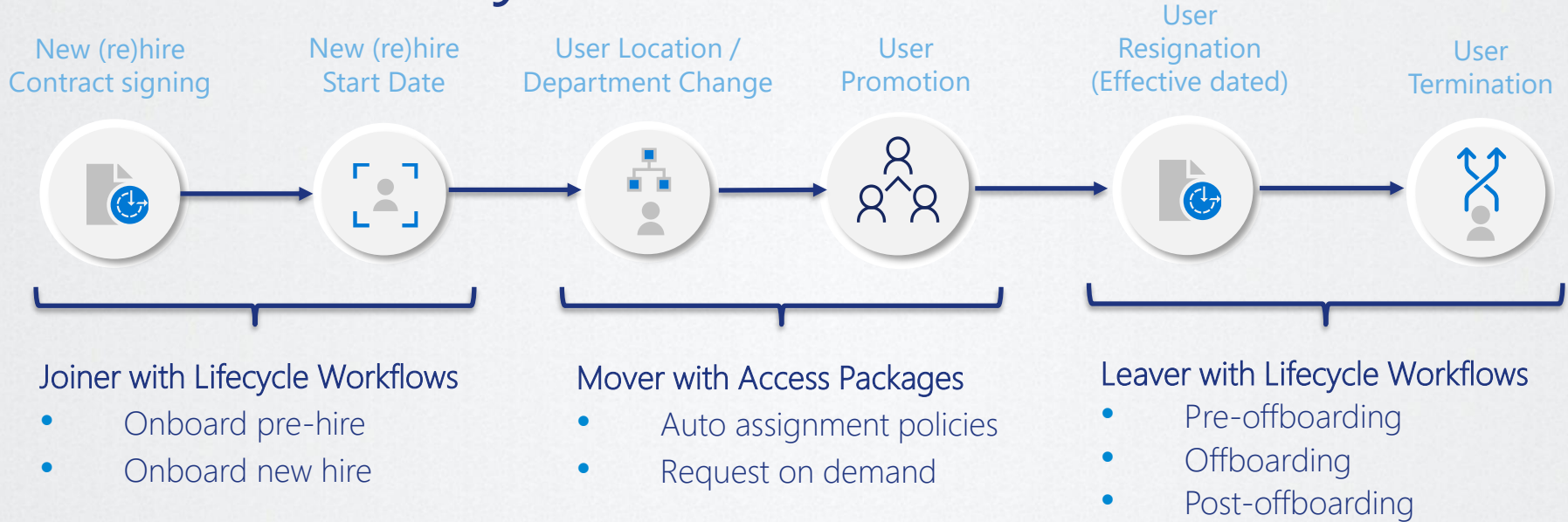


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# Joiner with Lifecycle Workflows



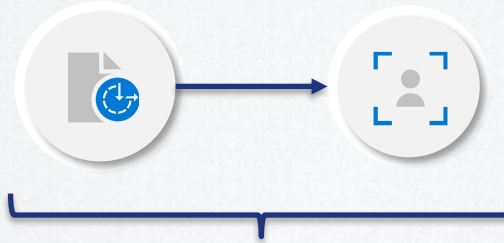
# Lifecycle Workflows



# Lifecycle Workflows

New (re)hire  
Contract signing

New (re)hire  
Start Date



Joiner with Lifecycle Workflows

- Onboard pre-hire
- Onboard new hire



# Onboarding Tasks



Add user to group



Remove user from group



Enable or disable User Account



Generate TAP and send to manager



Send welcome mail



Add to selected Teams



Run custom task extension







# Example

- **Task:** send welcome email
- **When (trigger):** Seven days before the NewEmployeeHireDate attribute value
- **Who (scope):** new employees in the Marketing department





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# Lifecycle Workflows

Available workflow templates for joiners:

 Joiner

## Onboard pre-hire employee

Configure pre-hire tasks for onboarding employees before their first day

[Select](#) | [Details](#)

 Joiner

## Onboard new hire employee

Configure new hire tasks for onboarding employees on their first day

[Select](#) | [Details](#)





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# Tasks



Generate TAP  
and send to  
manager



Send  
welcome mail



Welcome to your new team, Allan Deyoung



Microsoft Azure &lt;lifecycleworkflows-noreply@microsoft.com&gt;

To: Allan Deyoung



Thu 9/22/2022 12:40 PM



## Welcome to the team, Allan

We're excited to have you join our growing team and look forward to a successful and memorable journey together.

We've already set up a few things to help you get started quickly and make your onboarding process as smooth as possible.

For more information and next steps, please contact your manager, [Nestor Wilke](#)

[Privacy Statement](#)

Microsoft Corporation, One Microsoft Way, Redmond, WA 98052



Reply

Forward





Allan Deyoung, your new team member will be joining soon



Microsoft Azure &lt;lifecycleworkflows-noreply@microsoft.com&gt;

To: Allan Deyoung



Thu 9/22/2022 12:50 PM



## Rachel will be joining the team soon

Your new team member, **Rachel Green**, is scheduled to join the team on **Friday, 30 September, 2022 22:00:00 UTC**.

To help make the onboarding process as smooth as possible, we've generated a temporary access pass for Rachel to use as their temporary password when signing in for the first time.

The temporary access pass is **27KXduac**. Please share it with Rachel so that they can sign in on their first day and start setting up their secure credentials. Your admin has configured this pass to expire on **Friday, 07 October, 2022 22:00:00 UTC**.

If you have questions, please contact HR or your admin.

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# Create new Lifecycle Workflows

Using the **Azure portal**: template only

Using **Graph API**: start from scratch





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# Custom task extensions

# Lifecycle workflows



# Logic Apps



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# Prepare Logic Apps for LCW

- Trigger + Callback action
- System assigned managed identity
- Authorization policy





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When a HTTP request is received

HTTP POST URL <https://prod-132.westeurope.logic.azure.com:443/workflows/2d2bbe18b...>

Request Body JSON Schema

```
{
  "properties": {
    "data": {
      "properties": {
        "callbackUriPath": {
          "description": "CallbackUriPath used for Resume Action",
          "title": "Data.CallbackUriPath",
          "type": "string"
        }
      }
    }
  }
}
```

[Use sample payload to generate schema](#)

Add new parameter

Trigger

Where the magic happens

HTTP

\* Method POST

\* URI <https://graph.microsoft.com/beta> Data.CallbackUriPath x

Headers Enter key Enter value

Queries Enter key Enter value

Body

```
{
  "data": {
    "operationStatus": "Completed"
  },
  "source": "sample",
  "type": "lifecycleEvent"
}
```

Cookie Enter HTTP cookie

Authentication

\* Authentication type Managed identity

\* Managed identity System-assigned managed identity

Audience <https://graph.microsoft.com>

Callback





# Demo time!

- Create new workflow from template
- Extend workflow with Logic Apps



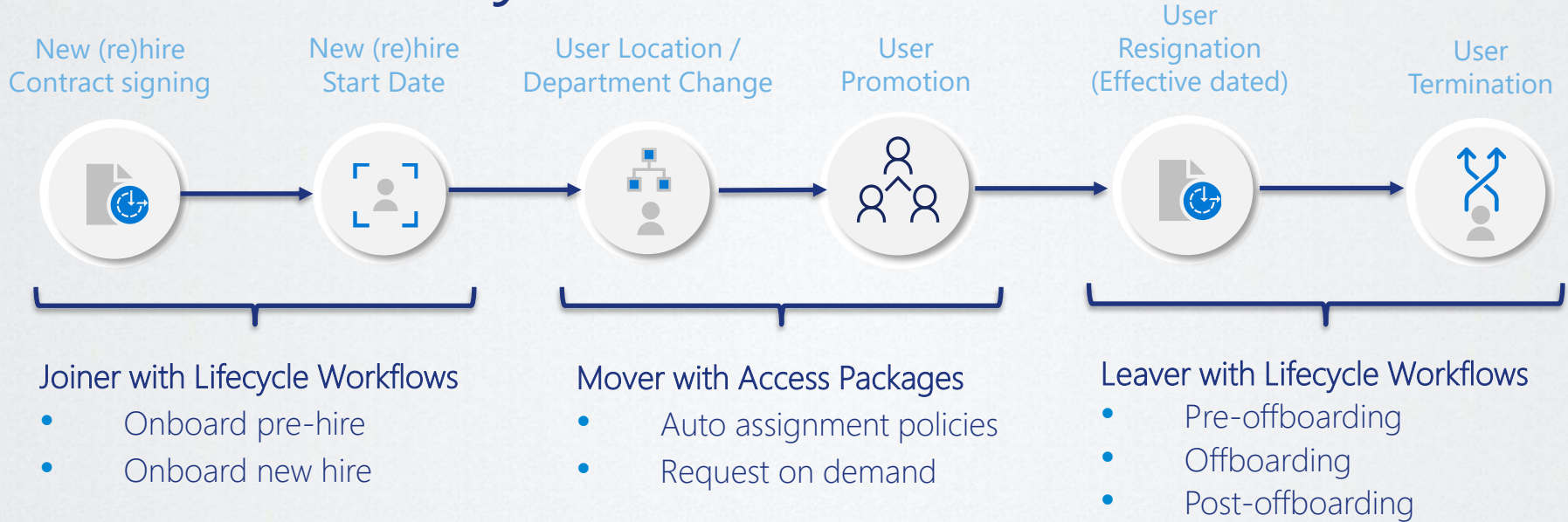


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# Mover Process



# Lifecycle Workflows

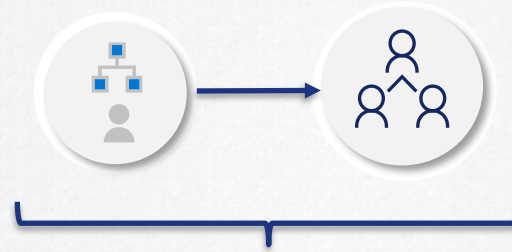




# Lifecycle Workflows

User Location /  
Department Change

User  
Promotion



Mover with Access Packages

- Auto assignment policies
- Request on demand





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# Create Access Packages



- Teams
- Groups
- Applications
- SharePoint sites

Access Package + Approval



- Periodic reviews
- Self-review
- Recommendations

Access Review



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ANNO

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# Start simple

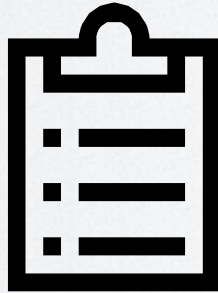


For example:

- Licenses for Visio or PowerBI Pro
- Access to 3<sup>rd</sup> party apps like Salesforce
- Software within Microsoft Endpoint Manager
- Access to teams with sensitive data



# Separation of Duties



Deny access based on:

- Current group membership
- Incompatible Access Packages

Examples:

- Update rings (Fast vs. Slow ring)
- License groups







# Policies



Who can request?

- Members and/or guests

Assignments

- Admin assignment (manual)
- On demand (user can request)
- Dynamic assignment (attribute based)





# Demo time!

- Access Packages & Reviews
- Create auto assignment policy



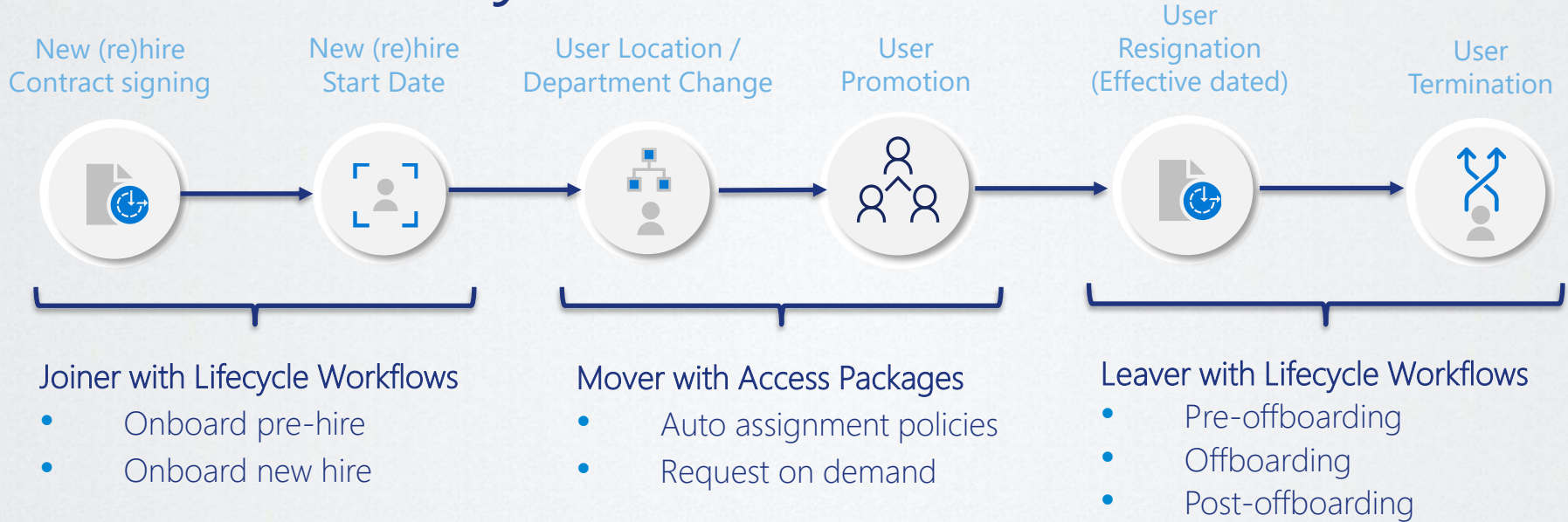


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# Leaver Process

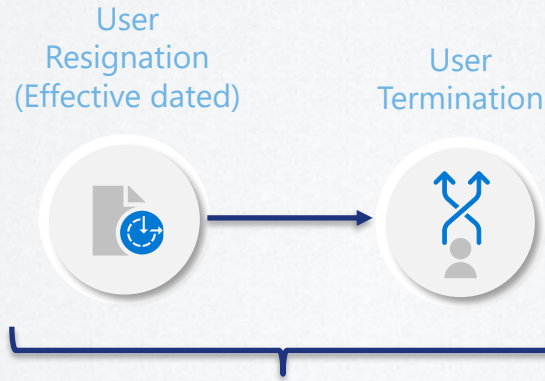


# Lifecycle Workflows





# Lifecycle Workflows



## Leaver with Lifecycle Workflows

- Pre-offboarding
- Offboarding
- Post-offboarding



# Lifecycle Workflows

Available workflow templates for joiners:

Leaver On-demand

## Real-time employee termination

Execute real-time termination tasks for employees on their last day of work

[Select](#) | [Details](#)

Leaver

## Offboard an employee

Configure offboarding tasks for employees on their last day of work

[Select](#) | [Details](#)

Leaver

## Pre-Offboarding of an employee

Configure pre-offboarding tasks for employees before their last day of work

[Select](#) | [Details](#)

Leaver

## Post-Offboarding of an employee

Configure offboarding tasks for employees after their last day of work

[Select](#) | [Details](#)



# Tasks



Send email before user's last day



Send email on user's last day



Send email after user's last day



Disable User Account



Remove all licenses for user



Remove user from all / selected teams



Remove user from all / selected groups



Run custom task extension



## Bunny Bravo verlaat de organisatie vandaag



Microsoft Azure &lt;lifecycleworkflows-noreply@microsoft.com&gt;

Aan: Pim Jacobs



## Bunny Bravo verlaat de organisatie vandaag.

Hallo Pim Jacobs,

Uw teamlid Bunny Bravo, is gepland om de organisatie vandaag te verlaten,  
9/2/2022.

Uw organisatie heeft het offboarding-proces gestart en er zijn al specifieke acties gepland om het offboarding-proces te voltooien. Met deze acties wordt de toegang tot bedrijfsbronnen, zoals groepen en Microsoft 365 Teams, verwijderd en kan Bunny zich mogelijk niet meer aanmelden.

Als u vragen hebt, neemt u contact op met HR of uw beheerder.

Deze e-mail wordt gegenereerd op basis van een niet-bewaakte alias. Beantwoord niet.

[Privacyverklaring](#)

Microsoft Corporation, One Microsoft Way, Redmond, WA 98052

[Beantwoorden](#)[Doorsturen](#)



## SECURITY

GET beta <https://graph.microsoft.com/beta/users/stenn.jacobs@jacobsaa.nl>

Request body Request headers Modify permissions (preview) Access token

OK - 200 - 124ms

Response preview Response headers Code snippets Toolkit component Adaptive cards

```
"employeeHireDate": "2022-09-01T01:00:00Z",  
"employeeLeaveDateTime": null,  
"employeeType": null,
```

PATCH beta <https://graph.microsoft.com/beta/users/stenn.jacobs@jacobsaa.nl>

Request body Request headers Modify permissions (preview) Access token

```
{  
  "employeeHireDate": "2022-09-01T01:00:00Z",  
  "employeeLeaveDateTime": "2022-10-01T01:00:00Z"  
}
```





# Seeing is believing

- Create offboarding workflow
- Run offboarding workflow
- See results 😊!





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# Considerations & next steps





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# Important attributes

Make sure that:

- EmployeeHireDate
- EmployeeLeaveDateTime
- Manager



are populated and synced to Azure AD.







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# Rome wasn't built in a day



Start out simple  
and basic, **but with  
a plan!**



Lifecycle Workflows



Access Packages



Access Reviews



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ANNO

LIQUIT

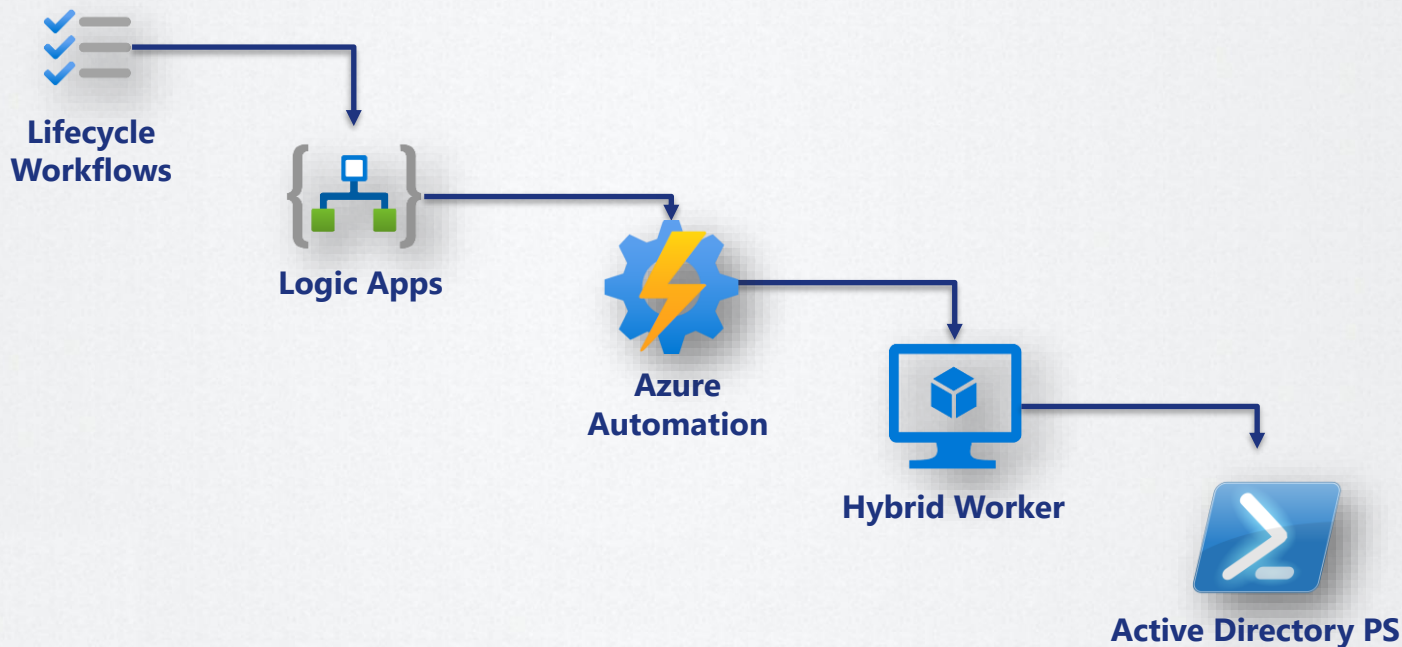
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# Options for Hybrid Identities



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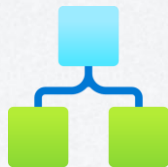
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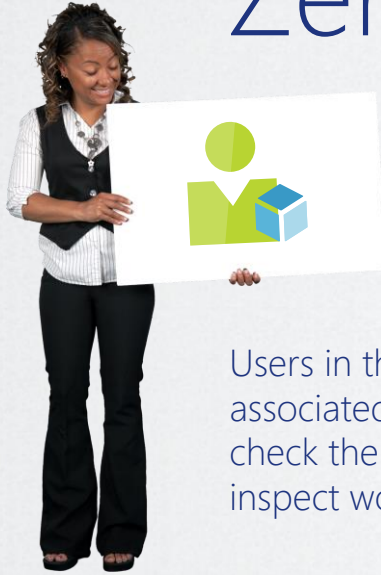
# Logic Apps



Start with templates and fill the gaps with Logic Apps to provide hybrid support and custom/complex tasks.



# Zero Trust!



## Lifecycle Workflows Administrator



Users in this role can create and manage all aspects of workflows and tasks associated with Lifecycle Workflows in Azure AD. This role also grants the ability to check the execution of scheduled workflows, launch on-demand workflow runs, and inspect workflow execution log.







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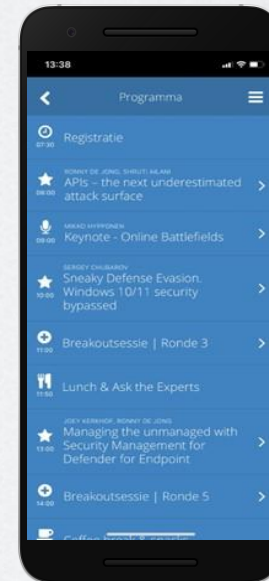
# Questions ?






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# Thank you!



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