White Paper

Essential Considerations for Workload-Centric IT Strategies

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IDC OPINION

Applications and data are the backbone of any organization’s business. The way they operate contributes to organizational success or failure. And the operational aspect of applications and data (collectively referred to as enterprise workloads) is tightly related to the IT infrastructure they run on. In the modern digital era, IT infrastructure is no longer a set of rigid blocks but rather a set of resources that can be consumed by the business, much of it as code. A variety of infrastructure consumption models – both traditional, hardware oriented and newer services oriented – figure prominently in a modern IT infrastructure strategy.

With the variety of IT infrastructure choices and workload architectures (e.g., traditional, designed for running in corporate datacenter versus cloud native or edge native) comes the difficult but important challenge of finding the optimal environment for each workload. Running a workload in the wrong environment can be costly from both financial and business perspectives. An array of factors contribute to identifying the optimal workload location, including common considerations like performance, availability, security, business needs, latency, and compliance and governance requirements. As a result, organizations often find themselves operating in multiple public clouds and across both on-premises and off-premises environments. This introduces considerable operational complexity and various forms of budgetary and security risk. Thus enterprises can benefit considerably from greater consistency in managing workloads across these environments and seamless integration of the workloads into business processes independent of where they run.

As more organizations implement a workload-centric approach to their IT strategies, IT managers are frequently prioritizing efforts to rationalize infrastructure choices and simplify management of diverse environments. Choosing the right technology partner makes this job more manageable and the goals easier to achieve. One of the major technology and IT services companies, Dell Technologies, offers a broad portfolio of infrastructure products and solutions optimized to the needs of specific workloads and industries, as well as Dell APEX – a portfolio of infrastructure offerings and services, including infrastructure as a service and subscriptions that can be deployed in public cloud and on-premises environments. Dell APEX is a fast-growing and expanding portfolio, which is targeting delivery of a common experience when accessing and managing infrastructure across the edge, the datacenter, colocation facilities, and public cloud. To achieve this goal, Dell now sells its storage software in public cloud, offers distributed cloud platforms with appliances that integrate cloud stacks (including Microsoft Azure, VMware, and Red Hat OpenShift), and continues to expand its network of partners across the multicloud ecosystem to provide a more comprehensive set of customer solutions. Such a comprehensive set of enterprise infrastructure solutions from a single vendor offers the opportunity to reduce complexity and simplify vendor interaction.
SITUATION OVERVIEW

Corporate IT: From Decision Makers to Coordinators of Decision Makers

Traditionally, one of the major responsibilities of IT administrators was allocating infrastructure resources deployed in a company's datacenter across a variety of the organization's workloads, depending on their importance for business operations, performance requirements, storage needs, and other factors. Though the IT world has gone through a significant transformation, corporate IT still often makes decisions on workload placement and management. The difference is in the scale and increased complexity of these decisions. First, there is an infusion of modern compute and storage technologies, such as software-defined infrastructure, distributed architectures, accelerated computing, and artificial intelligence (AI)-driven automation. Second, IT teams can choose from multiple deployment environments, ranging from remote edge locations to corporate datacenters to public cloud environments to colocation facilities. Third, there is an urgency not only to effectively manage diverse resources but also to control access to these resources by internal users. And fourth, the choice of workloads expanded tremendously beyond more "traditional" workloads designed for running in corporate datacenters to include workloads designed and built for cloud environments (cloud-native workloads) and for the edge (edge-native workloads).

With the incorporation of IT into business processes and strategies, the stakeholders in the IT decision-making tree have become diverse and have expanded to include line-of-business leaders, legal teams, data scientists, software developers, finance, and procurement. In an ideal world, all these constituents collaborate with IT to develop and implement an optimal IT strategy to address business needs and achieve company goals.

In reality, the lack of adequate partnerships with IT organizations often leads to business units implementing their own solutions—with or without coordination with corporate IT, leading to the creation of one or more "shadow IT" environments. Direct access to public cloud services makes it easier for business operations teams or individual workers to adopt new services to serve their needs.

Too many organizations are faced with a dilemma where their developers go to corporate IT for traditional applications and use shadow IT for new cloud-native applications. This is obviously an unsustainable situation for the business. The lack of proper security and mandated governance controls and runaway financial costs and the lack of proper integration among applications and service-level assurances pose huge risks to the entire business. While corporate IT can try to root out shadow IT operations, it must acknowledge that shadow IT is in fact a symptom of lacking IT services and not the problem itself. Corporate IT must use it to better service the needs of the business, delivering an internal cloudlike service to the business.

One approach is IT decentralization. It has been proven to work well—especially in large enterprises with several business units and geo-distributed operations. In this case, IT branch units can work with their local stakeholders to implement an agile but nevertheless reliable and efficient IT service. They can gain a level of autonomy on decisions related to the selection and management of appropriate IT delivery models and environments. Relaxing centralized IT management controls while maintaining transparency and adherence to overarching governance policies can in fact lead to a more agile IT service.

IDC has observed that businesses that have embraced decentralized IT are able to gain a level of operational efficiency that rivals that of leading public cloud services. In fact, by embracing the
decentralized approach, companies enable a faster but also more elaborate IT infrastructure decision-making process. Within this process, however, the analysis of pros and cons of various IT environments and workload management aspects should remain among the top priorities.

**From Edge to Cloud: Pros and Cons of Deployment Environments**

It is quite common these days for businesses to invest in more than one infrastructure deployment environment. Most IT decision makers foresee that they will run most enterprise workloads in hybrid multicloud environments, which can include some combination of core on-premises environments, one or more public cloud environments, colocation environments, and multiple edge locations.

Table 1 summarizes the pros and cons of various deployment environments and outlines the types of workloads for which these environments represent a good fit.

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**TABLE 1**

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<th>IT Environment</th>
<th>Pros</th>
<th>Cons</th>
<th>Suitable for (Workloads)</th>
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| Edge locations (traditional IT or dedicated cloud environments) | ▪ Close to data creation/action  
▪ Low latency  
▪ Low round trip time  
▪ Real-time processing capabilities | ▪ Typically, no onsite technical support  
▪ Can be costly to maintain/upgrade  
▪ Dependency on bandwidth for integration into centralized workflows  
▪ Limited support for infrastructure footprint | ▪ Workloads for which real-time data processing is critical  
▪ Real-time analytics  
▪ Operational workloads |
| Colocation facilities (traditional IT or dedicated cloud environments) | ▪ Datacenter support/management cost savings  
▪ Enhanced physical security  
▪ Control over compute/storage infrastructure  
▪ Cloud adjacency reducing latency  
▪ Data fabrics simplifying access to multiple cloud providers | ▪ IT typically not onsite to support infrastructure  
▪ No control/flexibility in choosing datacenter components | ▪ Non-mission-critical workloads* as an alternative to running own datacenter  
▪ Data persistence (storage) layer supporting compute layers running in public cloud for low latency and control of egress/ingress costs |
### TABLE 1

**Pros and Cons of IT Deployment Environments**

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| Self-owned/operated datacenters (traditional IT or dedicated cloud environments) | - Full control of infrastructure decisions and technical characteristics  
- Control over security  
- IT governance control  
- Flexible consumption/as-a-service consumption models for compute and storage, bringing a cloudlike experience and providing relief to capital investments and infrastructure management | - Datacenter and infrastructure capital and operating costs  
- System infrastructure upgrades that lag behind workload needs  
- Shortage of IT skill set becoming a growing issue  
- Longer cycles for launching new workloads | - Workloads with high levels of bandwidth consumption and high data transfer needs  
- Workloads with predictable and stable compute and storage needs  
- Workloads that are subject to regulatory requirements, limiting use of public cloud usage |
| Public clouds (shared cloud environments)            | - As-a-service consumption — relief in datacenter and infrastructure management  
- Access to service catalog/adjacent services  
- Geographically distributed access  
- Faster workload deployment  
- Easy scaling up/down of resource usage  
- Short-term resource provisioning (cloud bursting)  
- Agility  
- Industry-specialized clouds offering unique benefits  
- Sovereign cloud services for meeting regulatory requirements | - Costs associated with data transfer/movement, even within a singular cloud  
- Impact of workloads scaling on costs  
- Cost tracking  
- Security/data privacy/regulatory concerns  
- Potential bandwidth limitations  
- Upskilling internal staff to leverage public cloud  
- Governance (shadow IT)  
- Interoperability/application dependency considerations — cross-cloud and between public cloud and on-premises environments | - All types of workloads, especially those that have spikes in performance/storage needs  
- Non-mission-critical workloads*  
- Pilot workloads |

* Non-mission-critical workloads refer to workloads that don't represent a top priority for business operations, don't require high levels of availability, and wouldn't halt business operations in case of unplanned downtime.

Note: Traditional IT environments are also called noncloud environments.

Source: IDC, 2023

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**Workload Placement Considerations**

An element of modern decentralized IT is a strong focus on workload-centric decision making. Armed with the full knowledge of the pros and cons of various IT deployment types, IT and business decision-making processes can be more informed and strategic.
makers analyze the feasibility of a particular deployment environment for each workload. The criticality of the workload to the business and its characteristics are used to formulate a strategy on placement. Workloads are then mapped to a detailed implementation blueprint and operations runbook.

The task of identifying the appropriate mix of IT infrastructure deployment models is multidimensional. It includes — among several application and vendor-specific criteria — industry-level regulations, business-level policies and mandates, and capital and operational budgets. While industry and company-level forces shape IT strategies at a broader level (e.g., the ability or inability to use certain public cloud services, overall shift toward public cloud, or the shift from capex- to opex-oriented consumption), workload-specific decisions require a complete analysis of how the workload can be optimally and cost effectively operated within the confines of the specific deployment environment.

IDC recommends that IT architects consider the following workload-related factors when making decisions about workload placement:

- **Technical characteristics of the workload.** These include:
  - **Performance.** Key compute and storage requirements such as latency, throughput, processor cycles, and accelerators
  - **Scalability.** Requirements for scaling compute, storage, and bandwidth to meet the demands of the application in anticipation of user demand.
  - **Workload design.** The way in which the workload has been designed and packaged to run in traditional, noncloud versus cloud-native, location-agnostic, and shared cloud environments
  - **Workload life cycle.** Whether it’s a pilot workload; how it is expected to grow

- **Workload ecosystem.** This includes:
  - **Application interdependency.** The ability of the workload to interoperate to deliver consistent outcomes (This factor is especially important to consider when applications or data sets, which are dependent on each other, are being placed in different environments, as this can create unexpected disruptions to services [e.g., an application runs in public cloud, but a database that stores the data used by this application is located on premises]).
  - **Criticality of the workload to the organization’s operations.**
  - **Workload migration feasibility.** The required effort to migrate the workload from one environment to another; efforts for rehosting or refactoring the application to run in a cloud environment
  - **Policy/regulatory requirements.** Any regulations limiting the use of certain types of resources
  - **Cost alignment, analysis, and tracking capabilities.**

In addition to workload-related factors, the following aspects influence workload placement decisions:

- Organizational approaches and capabilities
- Investments in datacenter and colocation facilities and existing spend commitments with public cloud providers
- Openness toward adopting newer forms of consumption models for on-premises infrastructure, including as-a-service (aaS) consumption

Most IT organizations acknowledge that workload placement is not a one-time “deploy and forget” activity. IT organizations are constantly evaluating the workload, adjusting the compute or storage parameters as the size of the workload increases or shrinks, assessing requirements for meeting new
regulations, evaluating costs of running the workload in its current environment and comparing it with alternative placements, and tightening the service-level assurances and objectives to meet business requirements. This often leads to workload migration and replatforming, refactoring, or rehosting to a new deployment environment.

ESSENTIAL GUIDANCE FOR IT BUYERS — A HYBRID MULTICLOUD IT OPERATING STRATEGY

A Workload-Centric Approach

Given the strategic significance of optimized workload placement, IDC recommends that organizations pursue a hybrid multicloud IT strategy. To be effective in the long term, a hybrid multicloud IT strategy requires the following:

- A comprehensive set of tools that enable the effective management of cloud and noncloud environments, across on-premises (dedicated) and off-premises (shared) locations
- An analysis of the service quality characteristics of each deployment environment, including performance, scalability, latency, and security features, which then enables the creation of a service catalog and policy framework for mission-, business-, and noncritical workloads
- A data security, data privacy, data protection, and governance framework that ensures that the workload (application and its associated data sets) remains compliant with internal and external (e.g., government or industry) requirements regardless of how it is deployed
- An analysis of total cost of ownership (TCO) that considers both capital and operational expenditures and projections of workload growth.

Table 1 provides a reference to the selection criteria for each location. Of course, even with a common set of evaluation criteria, different workload placement decisions can occur, not only among different IT organizations but also within the same IT organization at different points in time or for different workloads. The latter often leads to initiatives such as workload rebalancing or repatriation:

- **Rebalancing**: Placing all or a portion of a workload across multiple locations to ensure consistent business outcomes
- **Repatriation**: Migrating workloads placed in public cloud environments back to dedicated IT environments, either in self-owned/operated datacenters or third-party-managed hosted facilities for financial, performance, or other reasons

Hybrid Cloud FinOps

Financial analysis of cloud and ITOps (FinOps) helps optimize hybrid cloud operating strategy and placement of workloads in various deployment environments. Following are costs to consider:

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1 Mission-critical workloads are defined as those requiring the highest levels of availability (five-nines or greater) or which result in a halt of business operations in case of any unplanned downtime; business-critical workloads typically require lower levels of availability (four-nines) and can accommodate short periods of unplanned downtime without causing a halt of business operations; and noncritical workloads don’t require specified levels of availability and wouldn’t lead to a halt of business operations in case of unplanned downtime.

2 IDC defines FinOps as an evolving cloud financial management discipline and cultural practice that enables organizations to get maximum business value by helping engineering, finance, and business teams collaborate on data-driven spending decisions.
Datacenter operations: Real estate, power and cooling, and physical security costs, to name a few

Infrastructure acquisition: Capital expenses associated with purchase of compute, storage, and networking infrastructure; software licensing costs

Infrastructure management: Operational expenses associated with infrastructure management, as well as maintenance and upgrades

Choice of Infrastructure Consumption Models

To address the needs of businesses pursuing a hybrid IT strategy, many leading infrastructure vendors have introduced programs for delivering their products and services in a broad number of ways from traditional capex to flexible consumption and as-a-service options. The latter set of services are designed to:

- **Enable scale in an operationally friendly manner:** This is no different than public cloud services, but maintaining the benefits of on-premises infrastructure (e.g., single tenancy, control, and choice over hardware). This also means that IT staff/users don't need to learn yet another stack of management tools to utilize available resources.

- **Increase IT automation:** IT automation helps businesses mitigate infrastructure management challenges. The growing penetration of AI/machine learning (ML)-based solutions in the aaS IT management fabric helps businesses usher in advanced levels of autonomous datacenter operations – something that is hard for IT organizations to implement on their own.

- **Address IT staffing issues:** By adopting aaS IT consumption models, businesses can address challenges associated with IT skills, as many of these services are offered as a fully managed option, with the infrastructure management tasks offloaded to the system provider’s services teams or partners (such as managed service providers, solution providers, or cloud service providers).

- **Provide budgeting/spending flexibility:** One of the main benefits of flexible consumption and aaS delivery models is tied to their cost structure. With flexible consumption, customers can take advantage of reduced up-front capital investments and the flexibility of paying for infrastructure usage with fixed payment per period for committed usage and variable payment for usage above the committed levels. With aaS consumption, up-front capital costs are avoided, and a customer pays for usage of resources similar to the public cloud consumption schema.

Workload Placement Examples

The sections that follow provide placement recommendations for specific workloads. A workload is made up of an application (compute) and its data sets (storage). A workload environment is thus made up of all the platforms, systems, and services that provide a desired outcome.

These recommendations are based on the workload characteristics, service quality, and operational criticality to the business. For each workload, IDC has analyzed its characteristics based on the factors listed in this paper and provided recommendations for deployment locations. This analysis represents a high-level assessment and excludes considerations of the factors specific to any organization deciding on the most efficient environment for its workloads. Hence the recommendations illustrate a generalized approach to weighting workload characteristics and requirements. Of course, if there are additional, specialized factors, the workloads could be deployed in an environment different from a recommended one or in more than one location.
Performance-Intensive Computing

Performance-intensive computing (PIC) workloads include data analytics (DA), artificial intelligence and machine learning (ML), modeling and simulation (M&S; also called high-performance computing [HPC]), and certain engineering and technical applications. These workloads are often placed on fit-for-purpose infrastructure that is optimized for performance. There is also a growing trend toward hosting two or more of these workloads (e.g., HPC and AI) on a common infrastructure stack.

The demand for consistent performance, data security, and predictable costs suggests these workloads should be placed in self-owned or self-operated datacenters. However, investments in fit-for-purpose infrastructure optimized for performance above all other service-level attributes are capital intensive (for example, hardware accelerators like GPUs), and unless the business has figured out a way to maximize return on investment, these investments can take a toll on IT budgets.

This has led to several organizations—especially small and medium-sized companies—to start their PIC initiatives in the public cloud. With the ability to spin up and spin down performance-optimized compute instances in the public cloud, organizations can accelerate their development and deployment life cycle. This is a sound strategy.

However, the mistake that organizations make when deploying these environments is that they continue to rely on the public cloud for their journey into production. This approach could become quite expensive in the long run. IDC recommends a more nuanced approach.

For example, with AI workloads, there are usually two components: training and inferencing. This is like HPC workloads, which have two components: modeling and simulation. AI algorithm development and training and HPC model development (which are performance intensive, often require specialized hardware, and have a finite runtime) can be run on premises. Inferencing and simulation on the other hand, which are not as intensive, can be run in a distributed fashion and can be run at edge locations, in public cloud environments, and even on premises. Another reason to choose these locations based on the functional attributes is data security. Before and during the process of model building, most organizations can scrub the data of any sensitive information. However, the environment itself must be secured from prying eyes.

More mature technical workloads that are run continuously for long periods of time are best run in self-owned or self-operated environments that are not pay as you go. Further, these workloads are often custom in nature and migrating them into public cloud can take significant time, effort, and costs. And these efforts may not bring substantial improvement from a service quality perspective (i.e., the performance, scalability, or cost savings may not be worth the effort).

Client Computing

Client computing includes workloads such as virtual desktop farms, digital workspace solutions, and client applications. These workloads are inherently distributed in nature, require plenty of connectivity, and follow specific usage patterns that are tied to the working culture of the business. For example, a multinational enterprise could support users placed in multiple countries across the globe.

The choice of environment for client computing should involve assessment of multiple factors. On one hand, the distributed nature of the workload points to public cloud as a primary choice as it provides greater scalability and lower maintenance. However, the client computing workloads can also be a subject for more tightened control due to regulatory requirements or corporate policies. In this case,
IDC usually recommends organizations to avoid public cloud and run the workload in a controlled (on-premises) IT environment or utilize a hybrid cloud approach.

Client computing workloads are also a great candidate for placement in edge locations, especially in situations where network bandwidth may be limited or sporadic during peak hours. Further, the use of cloud-enabled storage enables distributed file locking and makes collaboration seamless when multiple teams are required to operate on the same data sets.

**Application Development Environments**

Application development and test environments are inherently developer-centric and can be highly customized, based on the type of methodology adopted by the organization. Businesses are under constant pressure to roll out new applications or enhancements to existing ones, and in turn there is increased pressure on developers to figure out new ways to accelerate development and the deployment lifecycle. Developers can no longer work within traditional IT environments, which are perceived as too inelastic and lack direct software-driven or as-code access. As a result, developers are increasingly preferring public cloud environments — it gives them the flexibility to spin up or spin down instances as needed using API calls. Public cloud environments are also great for collaboration between distributed teams.

That said, while public cloud environments are great for application development, an organization needs to ensure that the development environment protects its intellectual property. Security therefore plays a critical role in the development process for applications that provide competitive advantage to the business. Businesses should therefore consider running certain types of application development in self-owned and/or self-operated environments.

Public cloud-based application test and quality assurance (QA) is great for mobile and edge deployments. Here developers can simulate production end-user scenarios quite effectively.

In the long run, application development is best run inside dedicated cloud environments that offer the same level of agility and access as public cloud but also offer better control over compute and storage resources.

**Cyber-recovery**

The digital era has compelled organizations to take a serious look at their data protection and recovery systems and processes. Data protection is no longer about just protecting data but also about making the business resilient. It is about ensuring that the organization can keep a valid copy of data outside of its production environment. This valid copy of data can then be used to operationally recover to a known good state in the case of a cyberattack. Similarly, disaster recovery is about more than a company's ability to restore an application, a service, or an operation after some form of human-driven or natural disaster; it now includes the ability to demonstrate business continuity under extraordinary circumstances.

Cost-optimized public cloud storage services are well suited as nearline targets for data protection software. For many organizations, the cost of public cloud storage can be very economical relative to the cost of maintaining tape- or disk-based data protection systems on premises. In recent times, several ISVs have certified their software to support public cloud storage as backup targets. Some have even expanded their offerings to include SaaS-based cyber-recovery and disaster recovery.
The biggest challenge with public cloud-based cyber-recovery is hidden costs that are borne only in adverse situations. While transferring data into the cloud is generally free, it is the transfer-out charges that can be expensive. Furthermore, certain cost-optimized storage services have lower data transfer SLAs, making it much harder to recover data quickly. Finally, an organization must have enough bandwidth to recover the data necessary for a full recovery. A consideration for businesses opting for public cloud-based cyber-recovery is to host the recovery compute environment adjacent to the cloud service — for example, in a colocation facility that has a dedicated private network to the public cloud service. This eliminates egress costs while ensuring faster recovery.

This challenge of hidden costs of data transfers is now getting addressed by some providers of cloud services.

CONSIDERING DELL TECHNOLOGIES

Today's organizations have a diverse portfolio of application and data workloads that they rely on to deliver innovative products and services, as well as differentiated customer experiences. To stay competitive, businesses must be able to deliver their traditional and cloud-native applications at the right place, at the right time, and at the right cost.

As businesses consider hybrid multicloud IT strategies and operating models, they will likely be considering server, storage, data protection, networking, infrastructure software, and other offerings from a variety of vendors. On-premises datacenters have often been made up of a range of products from different suppliers, a reality that adds to management complexity. Migrating workloads to public cloud can help, but most enterprises will retain certain workloads in on-premises infrastructure with their hybrid cloud environments and so will still have to face this complexity issue. In addition, variation in public cloud service offerings will drive greater adoption of multicloud strategies, in which enterprises will utilize services from multiple public cloud providers. As such, managing multicloud complexity will continue to be a challenge going forward for IT managers who lack a true hybrid multicloud strategy. Working with a partner that can address this complexity while offering a broad range of solutions optimized to serving the needs of diverse workloads can help organizations avail themselves of the benefits of multicloud while mitigating its challenges.

Dell Technologies is a leading provider of both consumer and enterprise IT products and services. The vendor's extensive enterprise technology portfolio includes cloud software, servers, storage, data protection, networking, converged and hyperconverged infrastructure, software-defined datacenter, and cloud platforms as well as enterprise infrastructure software in the virtualization, storage, security, and data protection markets. In the enterprise storage market, the vendor's portfolio is made up of primary storage, unstructured data storage, and software-defined storage solutions and features many of the key technologies — solid state storage, AI/ML-driven management, cloud technologies, software-defined infrastructure, and scale-out architectures. Dell has one of the most diverse and broad technology partner ecosystems — these partnerships enrich the value of Dell's own offerings and allow Dell to address a broad range of customer needs and workload requirements.

The Dell APEX portfolio includes a set of offerings built upon industry-leading technology and decades of experience and is available across environments, such as corporate datacenters, colocation facilities, public cloud, and edge — all available for as-a-service and subscription consumption models. The APEX portfolio not only includes Dell managed and customer-managed offers simplifying the procurement, payment, and consumption of compute and storage on premises and in colocation facilities but also includes Dell's storage software, data protection, and cyber-recovery services in
public clouds; co-engineered cloud platforms built on Dell systems integrated with partner software stacks (including Red Hat OpenShift, VMware, and Microsoft Azure); and tools for simplifying data movement and management across multicloud environments. In addition to a broad and flexible IT stack, Dell APEX draws on decades of consultative expertise and access to established partnerships across the multicloud ecosystem. Whether it’s efficient, automated, and secure resources for traditional workloads on premises, in a colocation facility, or in public clouds or the creation of a multicloud application and data fabric for cloud-native workloads, the Dell APEX portfolio provides the essential building blocks, services, and flexible consumption that organizations require to power their digital business initiatives, today and tomorrow.

CONCLUSION

IT organizations must take a nuanced approach to developing and implementing a hybrid multicloud IT strategy, factoring in the pros and cons of various deployment environments. To do so, they must take a workload-centric approach when assessing the feasibility of deployment environments. Organization-specific needs and capabilities also weigh heavily when choosing optimal workload environments. Further, businesses must address how workloads running in different environments integrate into the common business workflows and how those placements need to shift over time. When all these factors are considered carefully, organizations are more agile, efficient, and competitive, today and tomorrow.
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