



The  
Identity  
Salon™

Identity Salon October 2025

# Recap and Insights

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# Executive summary

The October 2025 Salon marked a full year of conversations exploring how identity, trust, and governance are reshaping digital infrastructure. Across twelve months, participants have moved from asking *what identity enables* to examining *what it obliges* in systems, institutions, and society.

This report captures the highlights of that evolution via the discussions in our October 2025 meeting, held next to the Authenticate conference. It opens with a retrospective on the first year of dialogue, tracing threads from early discussions on verifiable credentials to new questions about digital estates and wallet governance. The middle sections turn toward the enterprise: the shift from static access control to continuous identity, the unresolved challenges of delegation, and the readiness gap for AI-driven authorization models such as the Model Context Protocol (MCP). The report closes by looking outward, situating identity within the larger forces of Internet fragmentation, demographic change, and supply-chain realignment.

What emerges is a picture of an industry that continues to speed through several transitions. Standards work is accelerating, but so are the pressures of compliance, automation, and sovereignty. Identity professionals are no longer just implementers of protocols; they are stewards of accountability across human and non-human actors alike. The Salon continues to provide a neutral space to examine those tensions, under the Chatham House Rule, but with the shared aim of advancing open, responsible, and globally interoperable identity systems.

# About The Identity Salon

The Identity Salon™ provides a unique, exclusive environment where seasoned digital identity architects, technical standards experts, and researchers can engage in meaningful, protected conversations. Limited in size to foster genuine connections, this gathering allows experienced professionals to dive into complex, long-term challenges with peers who understand the depth and breadth of identity's impact.

We host the Identity Salon under the Chatham House Rule, facilitating candid dialogue that often isn't possible in larger, more public settings. Participants have the rare opportunity to explore the '5-year problems' in identity, share leading practices, and discuss emerging approaches with like-minded experts. Our aim is to bridge the gap between academic and industry research and real-world practice, connecting public and private sectors to advance knowledge and drive practical solutions.



**Heather Flanagan**, is the Principal at Spherical Cow Consulting, where she helps organizations navigate the fast-moving world of digital identity and Internet standards. With more than 15 years of experience translating complex technical concepts into clear, actionable strategy, Heather is known for her ability to bridge communities, guide collaborative work, and make standards development a little less intimidating. Named to the 2025 Okta Identity 25 as one of the top thought leaders in digital identity, Heather is also a regular speaker and writer, focusing on standards, governance, and the real-world challenges of identity implementation.



**Ian Glazer**, is the Chief Customer and Strategy Officer at SGNL. His extensive career in identity includes founding the advisory firm Weave Identity, serving as Senior Vice President for Identity Product Management at Salesforce where he led product strategy, and acting as a research vice president at Gartner, overseeing identity and privacy research. A prominent figure in the industry, Ian is the co-founder and Board Emeritus of IDPro. He also co-founded and is a board member of the Digital Identity Advancement Foundation, which works to remove financial barriers to participation in the digital identity space. Throughout his career, he has co-authored a patent, contributed to user provisioning specifications, and is a noted blogger, speaker, and photographer of his socks.



**Andrew Hindle**, is an independent consultant focusing on digital identity, privacy, cyber security, and corporate governance. A co-founder of The Identity Salon, Andrew is also Conference Chair for both the Identiverse and Authenticate conferences, serves as a non-executive member of the board at Curity, and chairs the UK Advisory Board at the Kantara Initiative. Andrew has over 25 years' experience in the software industry in a range of technical sales, pre-sales, product marketing, business development and corporate governance roles. He maintains CIPP/E, CIPM and CIPT privacy certifications with the IAPP, a CIDPRO certification with IDPro; and holds a BA in Oriental Studies (Japanese) from Oxford University and an advanced professional diploma in corporate governance. Outside of the world of identity, Andrew holds several governance roles with the Scouts at both local and county level; rides regularly with a local road cycling group; and plays keyboard, guitar and bassoon (not at the same time) with more enthusiasm than skill, and for an audience of one. Andrew is based in the UK

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