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Published: 03 August 2025

[Citation in BibTeX format](#)

KDD '25: The 31st ACM SIGKDD
Conference on Knowledge Discovery and
Data Mining
August 3 - 7, 2025
Toronto ON, Canada

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Abstract

Incident management remains a critical yet challenging task for large-scale cloud services. Most cloud service providers abstract troubleshooting into predefined workflows for different incidents, offering step-by-step guidance. However, manually crafting workflows is resource-consuming and knowledge-intensive, hindering large-scale deployment. Most automated techniques for workflow orchestration rely on large language models (LLMs) to handle complex tasks but overlook key aspects of troubleshooting, including complex expertise, domain requirements, and the reliability of AI feedback. These limitations undermine workflow quality. Therefore, we propose FlowXpert, a novel framework for troubleshooting workflow orchestration. Leveraging LLMs, it first builds a knowledge base centered on incident-aware nodes to precisely depict expertise. Then, fed into AI feedback and synthetic preference data, reinforcement learning is applied to refine the workflow generator and evaluator. To assess troubleshooting workflows, we introduce OpsFlowBench based on Huawei Cloud's datacenter switch operation documents. Benchmark tests under the tailored STEPScore metric validate its effectiveness. Furthermore, during a 10-week

deployment in Huawei Cloud's datacenter network, FlowXpert provided valuable support to both on-call engineers and AI executors, as evidenced by empirical data and case study.

CCS Concepts

• **Software and its engineering** → **Software maintenance tools**.

Keywords

Troubleshooting, Workflow Orchestration, Incident Management, Large Language Model

ACM Reference Format:

Binpeng Shi, Yu Luo, Jingya Wang, Yongxin Zhao, Shenglin Zhang, Bowen Hao, Chenyu Zhao, Yongqian Sun, Zhi Zhang, Ronghua Sun, Haihua Li, Wei Song, Xiaolong Chen, Jingbo Miao, and Dan Pei. 2025. FlowXpert: Expertizing Troubleshooting Workflow Orchestration with Knowledge Base and Multi-Agent Coevolution. In *Proceedings of the 31st ACM SIGKDD Conference on Knowledge Discovery and Data Mining V.2 (KDD '25)*, August 3–7, 2025, Toronto, ON, Canada. ACM, New York, NY, USA, 12 pages. <https://doi.org/10.1145/3711896.3737221>

1 Introduction

Huawei Cloud's datacenter network (DCN) hosts more than $O(10^6)$ servers and $O(10^5)$ switches across 17 regions and 63 availability zones worldwide. Each month, the system generates over 20,000 incident tickets, posing a significant threat to cloud service reliability [3–5]. At such a large scale, effective and efficient incident management becomes more and more essential. Nowadays, most cloud service providers embrace process automation [6, 22, 40, 42], abstracting troubleshooting into workflows for different incidents, which follow a structured sequence of core steps. The primary customer for workflows consists of on-call engineers (OCEs) and AI executors (Executors). (1) For OCEs, workflows offer step-by-step guidance, including operations, commands, and data queries,

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thereby reducing expertise demands and boosting efficiency. Additionally, as standardized carriers of expertise, workflows facilitate knowledge sharing. When encountering novel incidents, past workflows of similar cases could serve as valuable references. (2) Moreover, Huawei Cloud engineers have transformed common workflows into executable scripts, enabling automated incident management and reducing the excessive burden on OCEs. Moving forward, Executor, an AI agent equipped with tool invocation and result analysis capabilities, is expected to streamline this process by directly interpreting workflows, eliminating the need for manual script conversion [42].

Traditionally, workflows are manually crafted, demanding significant effort and deep expertise. This resource-consuming and knowledge-intensive process struggles to keep pace with the growing number and complexity of incident scenarios, hindering large-scale development and deployment of AI executors. Recent advancements in large language models (LLMs) demonstrate strong potential in understanding natural language and handling complex tasks across various domains [32, 44, 56], paving the way for automatic high-quality workflow generation.

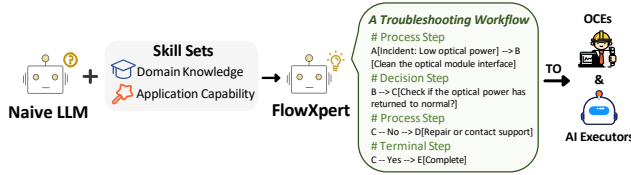


Figure 1: From naive LLM to workflow generator

As depicted in Fig. 1, for the transformation of naive LLMs into high-quality workflow generators, both domain knowledge and application capabilities are indispensable [18, 21, 27, 29, 53].

(1) **Support of domain knowledge.** It ensures the knowledge used in task-solving comes not from out-of-domain corpora but rather from expertise accumulated within the domain. To prevent hallucinations and noise, comprehensive and precise knowledge must be provided, typically in three forms. The first is action space, where application programming interfaces (APIs) define the executable operations within a given domain [6, 16, 54]. These APIs, developed and tested by experts, exhibit high accuracy and reliability before being made available to LLMs. The other two forms involve vector-based [25] and graph-based [14] retrieval of relevant documents. Vector indexing enables efficient semantic matching across large-scale texts, ensuring broad coverage of relevant information. Graph indexing captures complex relationships, particularly upstream and downstream dependencies between documents, thereby enhancing retrieval depth.

(2) **Alignment of application capability.** It guides LLMs to faithfully follow and fully explore domain knowledge, unlocking their workflow orchestration capability. Supervised fine-tuning (SFT) is a common approach [16]. It primarily relies on language modeling fine-tuning like next-token or mask prediction yet often lacks targeted optimization for workflow orchestration. In contrast, reinforcement learning (RL) incorporates a feedback mechanism to directly enhance task performance, allowing the model to iteratively refine and improve its knowledge application [26, 45]. Moreover,

some techniques [24, 45] utilize AI as a feedback source in RL, further reducing the need for human intervention.

When equipped with domain knowledge support and aligned knowledge application capability, LLMs specialize in workflow orchestration. However, in troubleshooting, three domain-specific challenges still exist:

C1: Complexity of troubleshooting expertise. Generally, OCEs document operation experiences like incident indicators, root causes, mitigation steps, etc. However, defining APIs based on these records to provide domain knowledge is suboptimal, as the process is labor-intensive. Furthermore, the constrained scope of API-defined spaces cannot fully capture the complexity and variability of troubleshooting expertise, which restricts LLMs from orchestrating only simple, small-scale workflows [16, 52]. Vector indexing also struggles to integrate distant textual information, limiting the depth of knowledge extraction [14]. Meanwhile, graph indexing faces granularity issues of entities and relationships, which often overlook the granularity required for troubleshooting [27, 51]. These limitations make it challenging to precisely depict complex troubleshooting expertise.

C2: Compliance of workflow orchestration with domain requirements. In troubleshooting, an effective workflow should comprehensively recall all key steps. Some redundancy or minor imperfections are acceptable and easily adjustable. Additionally, workflows must meet specific requirements such as readability and executability. That is, they should avoid confusion for OCEs and Executors while successfully guiding troubleshooting procedures.

C3: Reliability of AI feedback. RL with AI feedback is a common approach to improving workflow generation quality [26, 45]. In production environments, given concerns about resource cost and data privacy, customized open-source models are typically adopted as AI evaluators. However, static open-source LLMs have limited capability for providing feedback, especially in knowledge-intensive troubleshooting, where they may even produce incorrect feedback. None of the existing techniques [24, 26, 45] have accounted for this when leveraging AI evaluators.

In this work, we propose FlowXpert, a framework for automated orchestration of troubleshooting workflows. Specifically, FlowXpert consists of two modules: (1) *Knowledge Base Construction*. We convert operation documents into vector and graph databases to offer comprehensive and deep domain knowledge support (C1). The graph base is structured around a core of incident-aware nodes. Assisted by LLMs, the construction process includes incident extraction, node filling, merging, and refinement. (2) *Multi-Agent Coevolution*. This module instantiates two LLM-driven agents, the Planner and the Scorer, responsible for orchestrating and evaluating troubleshooting workflows respectively. To align workflows with domain requirements (C2), we fine-tune the Planner using Proximal Policy Optimization (PPO) [39], guided by multi-dimensional scores from the Scorer. To improve AI feedback reliability (C3), we synthesize preference data controlled by contextual richness, then fine-tune the Scorer using Direct Preference Optimization (DPO) [35]. The Planner and Scorer collaborate and coevolve to ensure precise application of domain knowledge, thereby producing high-quality workflows.

Our contributions are summarized as follows:

- We propose FlowXpert, a novel framework that orchestrates troubleshooting workflows by integrating domain knowledge support and aligned knowledge application.
- For high-quality workflow generation, we (1) define a domain ontology to guide the knowledge base construction, which converts troubleshooting expertise into precise incident-aware nodes (Sec. 4.1), (2) implement multi-agent coevolution through PPO and DPO tuning (Sec. 4.3), (3) design a preference data synthesis method controlled by contextual richness, improving the AI evaluator’s discernment capability (Sec. 4.3).
- To evaluate models’ capability to orchestrate troubleshooting workflows, we introduce STEPScore, a metric designed around core characteristics of workflows, and conduct extensive benchmark tests based on real-world incidents from Huawei Cloud datacenter switches (Sec. 5.1). The results demonstrate FlowXpert’s effectiveness (Sec. 5.2).
- During a 10-week deployment in the Huawei Cloud’s DCN, our framework contributed a lot to both OCEs (Sec. 6.1) and Executors (Sec. 6.2), recorded through empirical data and case study.

2 Related Work

Support of domain knowledge. When adopting LLMs for domain-specific tasks, comprehensive and in-depth knowledge support is essential, typically encompassing three forms. (1) Action space. ReAct [52] reveals the integration of reasoning and acting to generate task-solving trajectories. Building on this, ToolLLaMA [34] and T-eval [10] demonstrate LLMs’ capability to employ tools for domain-specific tasks. In production settings, the tools are virtualized as a set of APIs, which are meticulously developed and rigorously tested to equip LLMs with extensive domain knowledge. Several techniques [6, 16, 54] enable LLMs to learn, select, and invoke APIs to generate workflows and solve tasks. However, defining an API-based action space to sketch expertise is labor-intensive and inherently limited in scope. (2) Vector indexing. To provide comprehensive knowledge, vector indexing enables retrieval based on semantic similarity. Nevertheless, its linear structure hampers the establishment of long-range associations between texts [23, 25, 41]. (3) Graph indexing. In response, Graph RAG [14] constructs knowledge graphs by extracting entities and relationships, identifying communities, and establishing knowledge links with a global perspective. Further techniques enhance knowledge depth by extending graphs through multi-hop connections [9], brain-inspired modeling [19], and topic-aware retrieval [30, 51]. However, manual graph construction lacks scalability, while automated methods often miss the optimal granularity for troubleshooting, leading to either excessive noise or information loss. To harmonize the strengths of both approaches, emerging techniques combine vector and graph bases to provide domain knowledge [27, 38]. Yet, granularity issues in graph bases still hinder the precise sketch of troubleshooting expertise. This is the work of FlowXpert’s Module 1.

Alignment of knowledge application. Aligning LLMs with domain knowledge applications is crucial for tailoring them for specialized tasks. StateFlow [49] integrates finite state machines to explicitly define workflows, enabling better control over complex problem-solving. Certain techniques [26, 54] leverage LLMs’ in-context learning by incorporating human feedback into prompts

to refine generated workflows. Although effective and straightforward, these techniques rely on human intervention, limiting adaptability to diverse scenarios and restricting LLM adjustments. In contrast, fine-tuning presents a more robust strategy for teaching LLMs knowledge application patterns. SFT is commonly utilized to align LLMs with desired outputs. For example, WorkflowLLM [16] fine-tunes Llama with supervised learning on a large set of synthetic standard workflows. However, SFT focuses on language modeling rather than task-specific objectives. As a result, SFT tends to memorize training data, whereas RL generalizes in out-of-distribution data by directly optimizing for task performance [11]. AutoFlow [26] and PEER [45] utilize RL to refine workflow generators. Specifically, AutoFlow employs PPO based on workflow execution feedback, while PEER synthesizes preference data using AI feedback and then applies DPO fine-tuning. For the latter solution, extensive works [17, 24, 43, 48] have shown that AI feedback can match or even surpass human annotations while reducing manual workload. However, in automated troubleshooting, little attention has been given to how RL enhances knowledge application or whether AI feedback aligns with domain-specific requirements. This challenge is precisely what FlowXpert’s Module 2 aims to address.

3 Motivation

This section explains our motivation in two aspects: *usage* and *acquisition*. The former emphasizes the practical utility and unrealized potential of workflows in production, while the latter outlines the process, costs, and principles for acquiring workflows.

3.1 Workflow Usage

As illustrated on the right side of Fig. 1, workflows comprise a sequence of steps for incident resolution. These steps are recorded in natural language, encompassing instructions, commands, queries, code snippets, *etc.* Logically, they can be classified into three types [26]: (1) Process step. It defines the action to be executed. (2) Decision step. It introduces a branch based on specific conditions. (3) Terminal step. It marks the completion. We commonly use Mermaid [1], a Markdown-like syntax, to represent structured workflows.

Workflows play a critical role in production. Since 2021, Huawei Cloud’s OCEs have developed workflows for 189 distinct incident types across domains such as network, hardware, interface, and system. Among these, 79 high-frequency incidents have been automated into scripts. When these incidents occur, OCEs require no manual intervention; the program automatically generates execution results and analysis conclusions step by step. For incidents not equipped with scripts, OCEs receive workflow recommendations of similar cases. This provides a reference for every operation, reducing reliance on expertise and boosting efficiency. Notably, with the aid of workflows and scripts, the average incident resolution time has dropped from 24 minutes to 9 minutes, a 62.5% reduction. Despite more incidents from expanded business, labor costs remain unchanged.

3.2 Workflow Acquisition

The current workflow acquisition process primarily depends on manual effort. At Huawei Cloud, OCEs routinely review operation

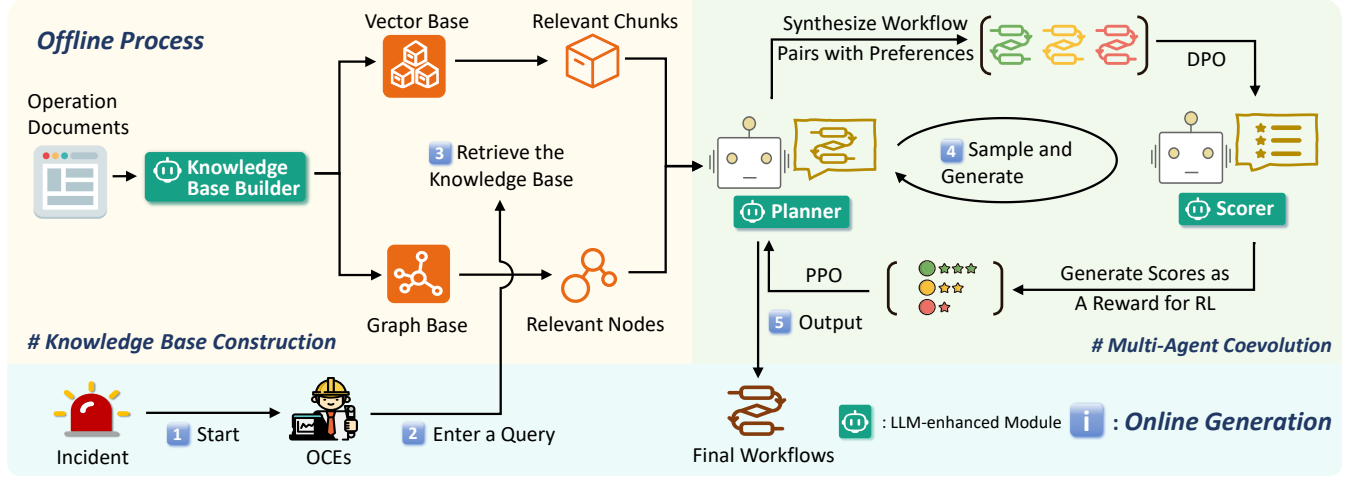


Figure 2: The framework of FlowXpert

documents from recent incident handling to derive workflows. Developing a workflow for a single incident requires a team of seven OCEs, including two experts, and takes approximately seven hours. The process is as follows: (1) *Summarization* (two hours). Collecting typical cases, analyzing root causes, and identifying key metrics. (2) *Formulation* (two hours). Defining standard incident-handling steps and assessing coverage and effectiveness. (3) *Orchestration* (three hours). Designing and testing workflows. On one hand, this is a resource-consuming and knowledge-intensive task. As the business expands, manually updating and maintaining workflows struggle to keep pace with the growing complexity and volume of incident scenarios. On the other hand, a comprehensive survey on OCEs reveals that factors like inconsistent standards, biased expertise, unclear expressions, and redundant or omitted steps challenge the quality of manually created workflows. These issues may mislead OCEs or Executors, potentially causing errors and greater losses in incident handling. In a word, OCEs call for an automated approach to orchestrate workflows from operation documents.

Usually, a high-quality workflow adheres to the following principles: fidelity to domain knowledge in operation documents, coverage of key steps, and readability and executability for both OCEs and Executors, *etc.* Despite these qualitative guidelines, there are few dedicated metrics for quantifying workflow quality. Task success rate is utilized as an indirect metric [6, 16, 26]. However, many operations like physically cleaning fan dust, involve long execution chains, making timely feedback impractical. Additionally, text generation metrics like BLEU [33] and ROUGE [28] fail to capture the core characteristics of workflows, *i.e.*, task-solving through multiple key steps. The absence of a dedicated evaluation system hinders the advancement of automated techniques for workflow generation.

INSIGHT: Workflows play a critical role in troubleshooting, which urgently needs to shift from manual creation to automated orchestration. Additionally, a dedicated evaluation metric would be beneficial.

4 Methodology

As detailed in Fig. 2, the offline process of FlowXpert is dedicated to transforming naive LLMs into high-quality workflow generators. Specifically, *Module 1, Knowledge Base Construction*, builds vector and graph bases by parsing operation documents that cover typical cases, incident indicators, root causes, and mitigation steps, thereby providing troubleshooting expertise for workflow orchestration. *Module 2, Multi-Agent Coevolution*, focuses on fine-tuning two LLM-driven agents: Planner and Scorer, responsible for generating workflows and assessing their quality, respectively. First, PPO tuning, guided by multi-dimensional AI feedback from Scorer, enhances the Planner. Second, we synthesize workflow pairs with preferences controlled by the richness of domain knowledge. DPO is then employed to refine the Scorer’s judgment capability. These fine-tuning strategies collectively enhance the application of domain knowledge from Module 1. For online generation, when handling an incident ticket, FlowXpert first retrieves contextual knowledge from knowledge bases according to OCEs’ queries. Then the Planner and Scorer engage in sampling and generation, automatically producing workflows for incident management.

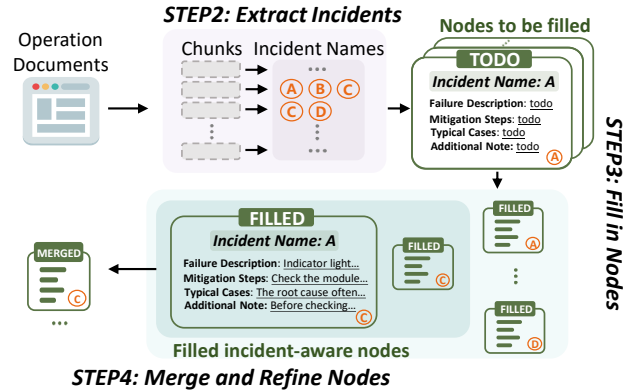


Figure 3: The process of graph base construction

4.1 Knowledge Base Construction

This module systematically integrates contextual knowledge from both vector and graph bases.

Construction. The vector indexing adheres to the standard paradigm [25], where raw documents are segmented into chunks due to the LLMs' context size limitations. An encoder converts these chunks into embeddings, which are then stored in a vector database. The graph indexing is designed for this work. Specifically, it follows four steps with the assistance of an LLM-enhanced knowledge base builder: predefining incident-aware nodes, extracting incidents from chunks, filling in nodes, and merging and refining them across chunks, as shown in Fig. 3 and detailed below. All prompt templates can be found in Fig. 7 of Appendix B.

Step 1: Predefining Incident-Aware Nodes. The key to constructing a graph knowledge base (KG) lies in triplet extraction. However, irrelevant entities or relations with poor granularity introduce noise or omit critical information. Instead, ontology offers a standardized framework for knowledge representation through detailed concept definitions and relation modeling at a higher level, thereby mitigating granularity issues in knowledge management while facilitating knowledge sharing, updating, and expansion [7, 12, 15, 31, 47].

Therefore, FlowXpert constrains triplet extraction within a pre-defined troubleshooting ontology, ensuring a knowledge graph that remains highly focused on the operation domain. Specifically, we abstract the key elements of incident management into five concepts: *Concepts* = {*Incident*, *Failure Description*, *Mitigation Steps*, *Typical Cases*, *Additional Note*}. Among them, *Incident* serves as the central concept, while the others characterize its attributes from various perspectives. Accordingly, we define the ontology relations: *Relations* = {(*Incident*, *has attributes*, *Attrs*)}, where *Attrs* = *Concepts* \ {*Incident*}. Leveraging the concepts and relationships, we restructure the triples in KG into multiple Incident-Aware Nodes: $node_i = \{(incident_i, has\ attributes, attrs_{ij})\}$. The $incident_i$ and $attrs_{ij}$ denote the instances of *Incident* and *Attrs*, respectively. Thus, KG is conceptualized as a set of incident-aware nodes, each node resembling a blank form to be filled, with the incident name as the primary key and the other fields as incident's attributes tailored to OCEs' interests and concerns. Consequently, triplet extraction in KG construction is elevated to the level of incident-aware node completion, providing proper granularity for knowledge exploration in operation documents.

Step 2: Extracting Incidents from Chunks. Completing all contents of a node at once remains challenging. So we start with the incident name acquisition. Given the context length limitation of LLMs, we split the raw document into K chunks and instruct LLMs to extract all incident instances $a_i^{(k)}$, i.e., incident names, for each chunk k .

Step 3: Filling in Incident-Aware Nodes. With determined incident names, this step identifies the remaining attributes of the nodes like filling in forms. Specifically, LLMs extract other attributes from the chunk in a few-shot setting, i.e., $attrs_{ij}^{(k)}$ associated with $a_i^{(k)}$. Notably, chunking may disperse the information of the same incident across multiple chunks. To mitigate the risk of missing or mismatching attributes due to absent incident instances, we fill the nodes with the incidents extracted from the current and the most recent previous chunk. The final node set is $S^{(k)} = \{node_1^{(k)}, \dots, node_n^{(k)}\}$, where n denotes the node number extracted from chunk k .

Step 4: Merging and Refining Nodes across Chunks. In Step 3, incorporating incidents from the previous chunk mitigates information loss but leads to notable node redundancy. To address this, we merge and refine nodes of the same incident type. Utilizing the strong semantic capability of LLMs, this step merges, restructures, and refines node content. The final output is a knowledge graph consisting of incident nodes, i.e., $KG = \{node_i \mid i = 1, \dots, N\}$, where N denotes the number of all incident types. Each node corresponds to an incident type, consolidating all relevant information from the source documents into four attributes: failure descriptions, mitigation steps, typical cases, and additional notes.

Retrieval. When an incident is triggered online, a query $Q^{(T)}$ is generated, typically including the incident name and description. The semantic similarity is then calculated between $Q^{(T)}$ and the vector indices of each chunk, as well as the encoded incident name of each node. Relevant domain knowledge is ranked by similarity scores, i.e., $C^{(T)} = \{chunks_{topK}^{(T)}, nodes_{topN}^{(T)}\}$, where $chunks_{topK}^{(T)}$ and $nodes_{topN}^{(T)}$ represent the $topK$ and $topN$ most relevant chunks and nodes in natural language, respectively.

4.2 Agent Roles and Their Collaboration

We employ LLM-driven agents to simulate the workflow generator and evaluator. Each agent specializes in a single task, collaborating to drive high-quality workflow orchestration. All prompt templates can be found in Fig. 8 of Appendix B.

Planner and Scorer. (1) The *Planner* agent orchestrates workflows using retrieved knowledge from the previous module, $W^{(T)} = Planner(Q^{(T)}, C^{(T)})$. (2) The *Scorer* agent evaluates how well the generated workflows align with domain requirements. It assigns multidimensional scores, covering Relevance (consistency with contextual knowledge), Coverage (completeness of necessary steps), Accuracy (correctness of steps), Coherence (logical flow), and Conciseness (clarity, brevity, and ease of execution). The overall workflow quality is quantified by averaging these five scores, $S^{(T)} = Scorer(Q^{(T)}, C^{(T)}, W^{(T)})$. The score $S^{(T)}$ is utilized for both offline fine-tuning and online generation.

Best-of-N Sampling. During online generation, the Planner orchestrates N workflows $W^{(T)}$ for a given query $Q^{(T)}$, selecting the best one based on the scores $S^{(T)}$ from the Scorer. This setup simply and directly scales inference, enabling broad exploration by the Planner while ensuring quality by the Scorer.

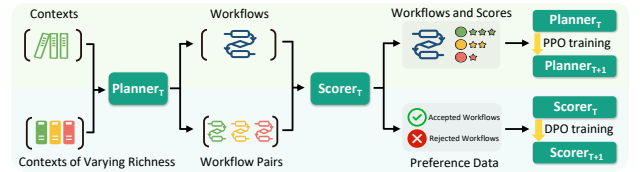


Figure 4: One iteration of multi-agent coevolution

4.3 Multi-Agent Coevolution

Planner and Scorer are not born experts but evolve through iterative fine-tuning. This refinement becomes especially critical when

resource constraints and data privacy concerns drive the need for open-source, lightweight LLMs. Next, we outline an iteration of the coevolution process, as depicted in Fig. 4.

PPO for Planner. Inspired by [17, 24, 43, 48], AI feedback can achieve comparable performance to human feedback in reinforcement learning, significantly reducing human effort. FlowXpert employs PPO tuning to enhance the Planner’s workflow orchestration, guided by multidimensional domain-specific feedback from the Scorer. The main objective is as follows:

$$\begin{aligned} L^{CLIP} &= \mathbb{E}_t \left[\min \left(r_t(\theta) \hat{A}_t, \text{clip} \left(r_t(\theta), 1 - \epsilon, 1 + \epsilon \right) \hat{A}_t \right) \right] \\ \hat{A}_t &= \delta_t + (\gamma\lambda)\delta_{t+1} + \dots + (\gamma\lambda)^{T-t+1}\delta_{T-1} \\ \delta_t &= r_t + \gamma V(s_{t+1}) - V(s_t) \end{aligned} \quad (1)$$

where the term $r_t(\theta) = \frac{\pi_\theta(a_t|s_t)}{\pi_{\theta_{\text{old}}}(a_t|s_t)}$ represents the policy ratio, indicating the likelihood ratio between the current and previous iteration Planner in generating each *token_t* during the production of workflow $W^{(T)}$ based on the prompt; \hat{A}_t is the advantage estimation, derived from the immediate reward r_t and the state-value function $V(s_t)$; The sentence-level score $S^{(T)}$ from the Scorer is assigned as the immediate reward for the last token, while the KL divergence penalty between new and old policies adjusts the immediate rewards for other tokens; The clip function and ϵ constrain policy update magnitudes to ensure training stability.

DPO for Scorer. Given the importance of AI feedback reliability, FlowXpert strengthens the Scorer’s workflow evaluation by combining data synthesis and DPO tuning.

Step 1: Synthesizing Workflow Pairs with Preferences Controlled by Knowledge Richness. In practice, identifying and correcting a small number of redundant steps is relatively straightforward, while OCEs prioritize comprehensive coverage of key steps. We generally consider the workflow quality to be positively correlated with key steps, determined by the richness of contextual knowledge. Therefore, for a query $Q^{(T)}$, we provide the Planner with three levels of contexts: complete and correctly ordered recommendations, complete but reversed ordered recommendations, and no context. The three levels correspond to the generation of workflows with varying quality. By pairing them, we obtain workflow pairs with preferences: $\mathcal{P} = \{(W_g^{(T)}, W_f^{(T)}), (W_g^{(T)}, W_p^{(T)}), (W_f^{(T)}, W_p^{(T)})\}$. The subscripts g, f , and p denote quality levels: good, fair, and poor, respectively. Additionally, we employ the Scorer to validate their quality, discarding any pairs misaligned with high or low scores.

Step 2: DPO Tuning. Based on the synthesized preference data $\mathcal{D} = \{(X, W_{\text{acc}}, W_{\text{rej}}) \mid (W_{\text{acc}}, W_{\text{rej}}) \in \mathcal{P}\}$, we perform DPO tuning. X is the prompt template integrating the query and normal contextual knowledge. W_{acc} and W_{rej} denote the higher-quality and lower-quality workflows, respectively, within each pair of \mathcal{P} . The loss function is as follows:

$$\begin{aligned} L_{\text{DPO}}(\pi_\theta; \pi_{\text{ref}}) &= -\mathbb{E}_{(X, W_{\text{acc}}, W_{\text{rej}}) \sim \mathcal{D}} \left[\log \sigma \left(\beta \log \frac{\pi_\theta(W_{\text{acc}} \mid X)}{\pi_{\text{ref}}(W_{\text{acc}} \mid X)} - \beta \log \frac{\pi_\theta(W_{\text{rej}} \mid X)}{\pi_{\text{ref}}(W_{\text{rej}} \mid X)} \right) \right] \end{aligned} \quad (2)$$

where π_θ and π_{ref} denote the Scorer of the current and previous iteration, respectively; the scaling factor β measures errors in ranking results and accounts for the KL constraint.

Planner and Scorer undergo iterative tuning via PPO and DPO, initialized from seed LLMs. The process relies solely on queries from the training set, without the need for standard workflows. Through multiple rounds of coevolution, Planner’s generation quality and Scorer’s feedback effectiveness progressively improve together.

5 Experiment

In this section, we address the following research questions:

RQ1: How to evaluate the workflow orchestration capability in the operation domain?

RQ2: How well does FlowXpert perform?

RQ3: Does each component contribute to FlowXpert?

5.1 RQ1: Evaluation System

Dataset: OpsFlowBench. To address the absence of task-specific benchmarks for troubleshooting workflow planning, we construct OpsFlowBench, a dataset derived from Huawei Cloud datacenter switch operation documents. These documents encapsulate domain expertise, detailing real-world incident descriptions, indicators, root causes, and mitigation procedures. The dataset comprises 252 user queries from 4 scenarios (hardware, interface, network, top) spanning 56 major incident types. Each query is paired with a standard troubleshooting workflow, $\text{case}_i = (Q_i, W_i)$. The distribution of cases across four scenarios is 83, 56, 31, and 82, respectively. The above construction follows a multi-stage process: initial workflow generation via GPT-4o, followed by manual refinement and validation conducted by a team of three graduate researchers specializing in Artificial Intelligence for IT Operations (AIOps) and experienced OCEs at Huawei Cloud.

Metric: STEPScore. Common text generation metrics such as BLEU [33] and ROUGE [28] are often inadequate for assessing workflow quality, as they fail to capture the structured nature of workflows, which consist of a sequence of core steps. Inspired by BERTScore [55], we propose STEPScore as a specialized evaluation metric. Specifically, both the generated and reference workflows are parsed into key step sets, S_g and S_r , respectively. (1) For each step s_i in S_g , we compute its maximum cosine similarity with all steps in S_r , denoted as p_i . The average of p_i defines the workflow’s precision, indicating how closely the generated steps match the standard steps. $\text{Precision} = \frac{1}{|S_g|} \sum_{s_i \in S_g} \max_{s_j \in S_r} \cos(E(s_i), E(s_j))$. (2) For each step s_j in S_r , we compute its maximum cosine similarity with all steps in S_g , denoted as p_j . The average of p_j defines the workflow’s recall, indicating how well the standard steps are retrieved in the generated steps. $\text{Recall} = \frac{1}{|S_r|} \sum_{s_j \in S_r} \max_{s_i \in S_g} \cos(E(s_i), E(s_j))$. The F1 score is the harmonic mean of *Precision* and *Recall*. Notably, execution-related metrics like pass rate are excluded in benchmark tests, as certain operations (e.g., physically cleaning fan dust) cannot be timely assessed in offline settings. Instead, such metrics as acceptance rate are applied in online deployment (Sec. 6.1).

Implementation details, including software environment, hardware configurations, training procedures, dataset split, and hyperparameters, are provided in Appendix A.

5.2 RQ2: Overall Performance

We evaluate FlowXpert through three comparisons:

Table 1: Overall performance across different scenarios on OpsFlowBench evaluated by STEPScore

Seed LLM	Method	STEPScore in Different Scenarios (%)														
		Hardware			Interface			Network			TOP			Average		
		Precision	Recall	F1	Precision	Recall	F1	Precision	Recall	F1	Precision	Recall	F1	Precision	Recall	F1
Qwen-2.5-7B-Instruct	zero-shot	76.4	72.3	73.7	70.1	67.2	68.0	75.6	69.5	71.9	66.4	60.0	62.5	71.6	66.8	68.5
	w/ VectorRAG	78.1	75.3	76.2	68.6	69.9	68.8	74.5	75.6	74.6	67.9	68.4	67.9	72.2	71.9	71.7
	w/ GraphRAG	73.8	77.0	74.9	70.1	70.8	70.1	65.3	65.8	64.9	65.8	67.9	66.3	69.3	71.2	69.8
	w/ CoT	76.6	76.7	76.4	71.7	73.2	72.1	68.7	73.1	70.5	64.9	67.4	65.8	70.7	72.5	71.2
	w/ SFT	67.5	70.5	68.5	65.7	70.5	67.5	63.2	68.6	65.3	61.6	66.2	63.3	64.6	68.8	66.2
	w/ RL_GPT4o	76.1	76.6	76.0	69.7	72.2	70.5	69.0	70.0	69.1	67.3	70.0	68.2	70.9	72.6	71.3
	FlowXpert (0th iteration)	74.8	78.1	76.0	70.2	71.7	70.7	70.0	73.0	71.0	63.8	66.0	64.5	69.6	72.1	70.4
	FlowXpert (1st iteration)	77.3	78.2	77.4	68.4	71.7	69.6	68.4	74.5	70.9	66.6	70.4	68.0	70.7	73.8	71.8
	FlowXpert (2nd iteration)	77.2	78.3	77.5	71.0	73.3	71.7	70.7	73.0	71.4	67.6	67.0	66.7	71.9	72.9	71.9
	zero-shot	65.8	62.5	63.6	49.7	45.6	47.3	71.0	65.6	67.2	56.4	49.1	51.9	59.8	54.8	56.6
Llama-3.1-8B-Instruct	w/ VectorRAG	75.2	74.7	74.6	70.6	67.8	68.6	69.5	70.8	69.7	63.9	63.5	63.2	69.8	69.0	69.0
	w/ GraphRAG	71.0	74.1	72.1	67.6	70.2	68.6	64.0	68.0	65.5	64.6	66.7	65.3	67.3	70.1	68.2
	w/ CoT	78.2	73.4	75.4	70.2	67.0	68.2	72.4	74.8	73.1	66.0	64.8	64.8	71.7	69.3	70.0
	w/ SFT	79.6	72.7	75.3	71.4	66.1	68.2	70.7	62.3	65.1	69.0	61.5	64.6	73.2	66.3	69.0
	w/ RL_GPT4o	77.8	72.8	74.7	71.0	66.4	68.1	69.9	72.5	70.6	66.0	63.3	64.2	71.4	68.2	69.3
	FlowXpert (0th iteration)	76.7	75.6	75.7	71.0	69.1	69.5	70.6	71.5	70.6	65.7	64.2	64.4	71.1	69.9	70.0
	FlowXpert (1st iteration)	77.0	72.8	74.4	69.7	68.2	68.6	71.4	71.9	71.1	65.5	63.9	64.1	70.9	68.8	69.3
	FlowXpert (2nd iteration)	74.8	71.9	72.3	70.7	66.5	68.1	69.8	70.5	69.7	62.4	59.2	60.3	69.2	66.4	67.3
	zero-shot	74.0	72.4	72.4	69.3	67.9	67.9	71.9	65.6	67.3	67.2	59.3	62.5	70.5	66.3	67.5
	w/ VectorRAG	76.6	72.7	74.0	69.3	66.3	67.1	77.2	72.2	74.0	66.5	61.5	63.3	71.8	67.5	69.0
InternLM-2.5-7B-Chat	w/ GraphRAG	71.4	75.6	72.7	71.4	69.8	69.9	70.8	66.8	67.9	64.9	64.8	64.5	69.2	69.7	68.8
	w/ CoT	75.0	73.3	73.5	71.9	67.9	69.2	70.6	73.5	71.3	65.3	60.7	61.7	70.6	68.0	68.4
	w/ SFT	82.0	76.2	78.5	70.7	68.0	68.9	71.6	71.1	72.2	65.5	68.3	75.0	70.3	72.1	
	w/ RL_GPT4o	75.2	74.0	74.0	69.3	71.2	69.9	66.9	69.3	67.7	66.5	67.5	66.5	70.0	70.6	69.9
	FlowXpert (0th iteration)	72.5	75.9	73.5	66.7	71.7	68.8	66.3	72.0	68.6	64.3	65.5	64.4	67.8	71.1	68.9
	FlowXpert (1st iteration)	73.2	75.8	73.8	69.8	71.4	70.3	67.1	70.8	68.3	64.2	68.4	65.8	68.7	71.8	69.7
	FlowXpert (2nd iteration)	72.3	74.8	72.8	68.2	70.4	68.9	70.0	72.0	70.1	65.7	69.3	66.8	68.9	71.7	69.6

- **Expertise Sources.** We examine three knowledge retrieval methods: zero-shot, VectorRAG [25], and GraphRAG [14]. The generation module is the same as FlowXpert but without fine-tuning.
- **Tuning Approaches.** We compare different fine-tuning strategies, including supervised fine-tuning (SFT) and reinforcement learning with GPT-4o feedback (RL_GPT4o). Additionally, CoT [46] serves as a baseline without fine-tuning. All methods leverage FlowXpert’s full knowledge base.
- **Seed LLMs.** Given the trade-off between cost and Chinese comprehension, we experiment on three LLMs: Qwen-2.5-7B-Instruct [50], Llama-3.1-8B-Instruct [13], InternLM-2.5-7B-Chat [8].

Tab. 1 presents the performance of FlowXpert and baselines across four troubleshooting scenarios on OpsFlowBench. The results underscore FlowXpert’s superiority, attributed to its comprehensive and precise domain knowledge and its alignment with practical application requirements. (1) **Effectiveness of Expertise Sources.** The zero-shot approach heavily depends on LLMs’ pretraining corpus, which proves inadequate for troubleshooting and leads to extremely low recall. Although precision is not so poor due to semantically relevant steps generated by LLMs, it often fails to reconstruct complete workflows. Among retrieval-based methods, VectorRAG prioritizes breadth, while GraphRAG emphasizes depth, yet neither fully capitalizes on both advantages. By integrating these knowledge bases and structuring them through a domain ontology, FlowXpert achieves a balance between knowledge breadth and precision. While broader knowledge introduces minor noise, slightly reducing precision, FlowXpert significantly improves recall by retrieving a more complete set of core steps, which OCEs prioritize in practice. (2) **Impact of Tuning Approaches.** CoT facilitates the knowledge application in a straightforward manner but remains

limited and unstable. SFT enhances performance through language modeling on high-quality datasets, neglecting domain specificity. RL_GPT4o incorporates advanced model’s feedback to refine workflow generation, while its unreliability may lead to adverse effects. In contrast, FlowXpert utilizes synthetic data to drive multi-agent coevolution, achieving performance comparable to or even surpassing that of SFT and RL_GPT4o. (3) **Generalizability Across Seed LLMs.** The results of different seed LLMs demonstrate that FlowXpert exhibits a degree of robustness and generalizability, suggesting its potential applicability across diverse model architectures.

Table 2: The evaluation results of ablation study

Seed LLM	Method	Average STEPScore (%)		
		Precision	Recall	F1
Qwen2.5-7B-Instruct	A1: w/o Knowledge Base	71.6	66.8	68.5
	A2: w/o Graph Base	72.2	71.9	71.7
	A3: w/o Vector Base	71.4	71.9	71.2
	B1: w/o DPO fine-tuning	70.3	72.9	71.2
	B2: w/o PPO fine-tuning	70.0	72.5	70.8
	FlowXpert (0th iteration)	69.6	72.1	70.4
	FlowXpert (1st iteration)	70.7	73.8	71.8
	FlowXpert (2nd iteration)	71.9	72.9	71.9

5.3 RQ3: Ablation Study

To validate the contribution of FlowXpert’s core components, we conduct an ablation study under different conditions: A1: without knowledge base, A2: without graph base, A3: without vector base; B1: only fine-tune Planner, B2: only fine-tune Scorer. The results, as shown in Tab. 2, reveal two key findings: (1) **Importance of a**

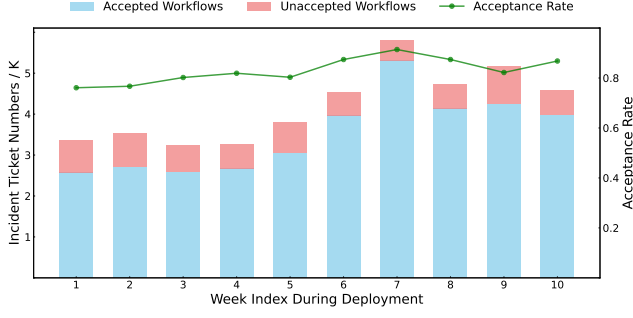


Figure 5: The weekly acceptance rate of workflows during the 10-week deployment

Comprehensive Knowledge Base (A1, A2, A3). Removing certain knowledge sources reduces recall and workflow completeness. Although it may enhance precision by filtering out noise, OCEs prioritize full retrieval of core steps. Thus, optimizing for overall F1 score is more effective than solely maximizing precision. (2) **Effectiveness of Coevolution (B1, B2).** Independently fine-tuning either Planner or Scorer yields improvements over FlowXpert’s initial iteration. However, this approach constrains further performance gains that could be brought by coevolutionary learning.

6 FlowXpert in Production

This section elaborates on how FlowXpert functions in a live production environment. We evaluate the quality of generated workflows through OCEs’ usage in daily incident management (Sec. 6.1). Moreover, we perform a case study to further demonstrate the potential of AI Executors equipped with workflows for autonomous incident management (Sec. 6.2).

6.1 Online Deployment: For OCEs

Huawei Cloud’s datacenter network (DCN) spans 17 regions and 63 availability zones, hosting $O(10^6)$ servers and $O(10^5)$ switches, and generating approximately 20,000 incidents monthly. To optimize OCEs’ incident handling, these incidents are aggregated into a management system, Alarmnify, where FlowXpert is integrated. The system operates on a high-performance Linux server equipped with an Intel(R) Xeon(R) Gold 6140 2.30GHz CPU and eight NVIDIA V100 GPUs, each with 32GB VRAM. Leveraging operation documents and 189 common incident queries from the DCN team, we perform a 2.2-hour knowledge base construction followed by a 15.1-hour coevolution, transforming naive LLMs (Qwen2.5-7B-Instruct) into specialized Planner and Scorer. For each ticket, FlowXpert generates a tailored troubleshooting workflow based on incident name and description, which OCEs can then use for further analysis.

Effectiveness. In the production environment, FlowXpert generates workflows for 189 common incident types. We calculate the STEPScore using manually curated workflows, achieving precision, recall, and F1 scores of 63.2, 78.4, and 69.6 respectively. These metrics demonstrate FlowXpert’s capability to produce high-quality workflows. Additionally, OCEs use the generated workflows for troubleshooting analysis. A workflow is deemed acceptable by

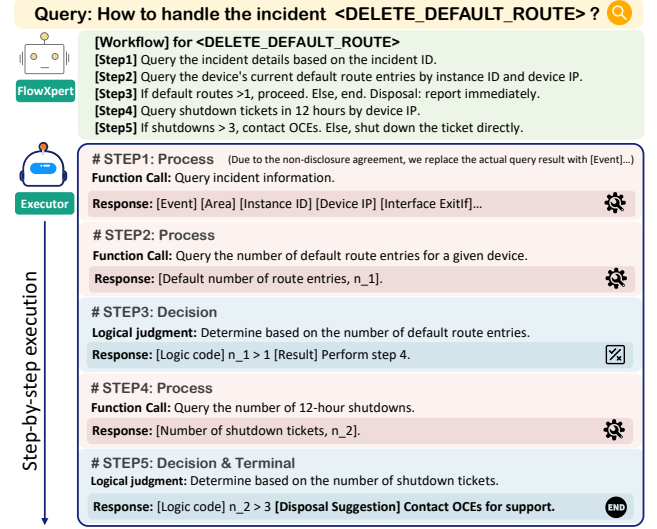


Figure 6: Autonomous AI Executor for incident handling

OCEs if it closely aligns with the standard incident-handling process, in quantitative terms, it recalls at least 75% of core steps. From October 21 to December 29, 2024, we gathered data on 34,488 incident tickets, tracking the number of accepted workflows and the weekly acceptance rates. As shown in Fig. 5, approximately 80% of the workflows effectively guided OCEs step by step in incident management. These findings suggest that FlowXpert is capable of orchestrating high-quality workflows that are useful in real-world deployment.

Efficiency. As described in Sec. 3.2, developing a workflow for a single incident previously took a team of seven OCEs about seven hours, involving tasks such as identifying key metrics, assessing coverage and effectiveness, and designing and testing workflows. Notably, the team includes two experts whose expertise is indispensable but difficult to quantify temporally. With FlowXpert deployed, the time required to generate a workflow for each incident has been reduced to an average of 22.1 seconds, significantly reducing both labor and time costs. Intuitively, FlowXpert’s minute-level generation combined with rapid validation by a single OCE can, to some extent, replicate the 7-hour effort of a 7-person OCE team, including contributions from 2 experts.

6.2 Case Study: For AI Executors

Furthermore, we develop an AI Executor powered by Pangu-7B [37] to handle five categories of high-frequency incidents. As shown in Fig. 6, when an incident is triggered, FlowXpert organizes the troubleshooting workflow. After simple verification and refinement by OCEs, the Executor carries out each step sequentially: In "Process" steps, the Executor conducts intent recognition, parameter extraction, and tool invocation; In "Decision" steps, it performs logical reasoning and transition determination. The Executor integrates intermediate responses and delivers analysis results. This case illustrates that, following the workflow from the deployed FlowXpert, the autonomous Executor effectively carries out troubleshooting analysis in the production environment. Moreover, as indicated in

Tab. 5 of Appendix C, the AI Executor enhances incident handling efficiency while minimizing interruptions to OCEs.

6.3 Lessons Learned

Three main threats challenge the validity of FlowXpert in deployment, and we try to suggest possible solutions:

Novel Incident Handling. For out-of-distribution incidents, FlowXpert retrieves relevant contexts from the knowledge base. Then Planner orchestrates workflows by leveraging historical handling of similar cases, emulating experts' analogical reasoning. As for entirely novel incidents with no prior experience, manual handling followed by periodic updates to the knowledge base is a good choice, which requires only the addition of new chunks and nodes.

Execution Constraints. API sets are inadequate to fully capture troubleshooting expertise. Additionally, certain operations, such as physically checking if a fan blade is stuck, are hard to execute and assess in real time. Given these constraints, our workflow generation relies on step descriptions in natural language rather than fully executable APIs, potentially affecting the real-world executability. However, we validate FlowXpert's effectiveness in guiding execution within the real-world production (Sec. 6.1 and Sec. 6.2).

Coevolution Optimization. The effectiveness of coevolution depends on synthetic data quality. In Tab. 5.2, performance improves with additional iterations for Qwen and InternLM, but declines for Llama, which appears to have limited Chinese language comprehension. Therefore, we introduce consistency validation by Scorer. Also, human intervention in refining the synthetic data could enhance quality but requires a trade-off between performance and manual effort.

7 Conclusion

This work presents FlowXpert, an automated framework for troubleshooting workflow orchestration. Initially, we build a knowledge base incorporating vector and graph indexing, which leverages incident-aware nodes to sketch expertise precisely. Subsequently, reinforcement learning is applied to refine the workflow generator and evaluator, enabling multi-agent coevolution. Benchmark tests on the constructed OpsFlowBench, evaluated by the tailored STEP-Score metric, demonstrate FlowXpert's effectiveness. Additionally, real-world deployment highlights its contributions to OCEs and AI Executors. We believe that the concept of transforming naive LLMs into domain experts, through knowledge support and application enhancement, will benefit more areas beyond troubleshooting.

Acknowledgments

This work is supported by the National Natural Science Foundation of China (62272249, 62302244), and the Fundamental Research Funds for the Central Universities (XXX-63253249).

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A Implementation Details

We implement FlowXpert with Pytorch 2.4.1, CUDA 12.1, transformers 4.46.1, peft 0.12.0, trl 0.11.3, llamafactory 0.9.2 [57], neo4j 5.27.0, and langchain 0.3.2. And we utilize a popular Sentence-BERT [36] model, all-MiniLM-L6-v2 [2], as the embedding model for knowledge base construction, retrieval, and similarity calculation, *etc.* The benchmark tests are conducted on a high-performance Linux server with two Intel Xeon Gold 5416S CPUs and eight NVIDIA A6000 GPUs, each with 48GB of VRAM.

Table 3: Distribution of different scenarios

	Hardware	Interface	Network	Top	All
Train	49	33	18	48	148
Test	34	23	13	34	104

Dataset Split. We gather 252 data pairs, (query, workflow), across four distinct scenarios including Hardware, Interface, Network, and Top. First, we sort the data pairs in each scenario according to the workflow step count, to divide the data by task difficulty. The top 75% of the data pairs are labeled as "Hard", while the remaining pairs are classified as "Easy". Next, we partition the dataset for each difficulty level within each scenario. Through random sampling, 60% of the data pairs are allocated to the training set, with the remaining data pairs designated for the test set. The specific partitioning results are presented in Tab. 3, where each number represents the amount of data pairs in the dataset. Notably, the training process of FlowXpert only needs to utilize the queries from the training set, without the need for standard workflows.

Table 4: Descriptions of hyperparameters

Name	Description	Value
max_token	Maximum number of tokens the LLM can generate in the output sequence.	4096
temperature	Controls the randomness of LLM's output	1
DPO.batch_size	Batch size for DPO training.	4
PPO.batch_size	Batch size for PPO training.	4
DPO.learning_rate	Learning rate for DPO training.	5e-5
PPO.learning_rate	Learning rate for PPO training.	8e-6
lora_alpha	Scaling factor for rank decomposition in LoRA [20].	16
lora_rank	Rank of LoRA decomposition, defining the number of low-rank matrices.	8
lora_dropout	Dropout rate for LoRA layers.	0.05
N	Number of generated workflows per query in the online stage (Best-of-N).	3

Data Synthesis. In FlowXpert, we synthesize preference data for Direct Preference Optimization (DPO) [35]. For one iteration of the multi-agent coevolution, we generate three rounds of workflows for queries from the training set of OpsFlowBench. Each round produces three workflows of varying quality, based on the given context, which are then paired to create preference data. Finally, we obtain 1332 preference data pairs ($148 \times 3 \times 3$). The pairs are employed for DPO tuning after consistency validation by Scorer.

Hyperparameters. In practice, one iteration corresponds to one epoch of PPO and DPO fine-tuning for the Planner and Scorer, respectively. We observe the performance of FlowXpert varies with the number of iterations. Compared to the initial generation, FlowXpert improves the performance across different scenarios through fine-tuning. As the number of iterations increases, performance fluctuates but generally improves, indicating the contribution of coevolution. However, excessive iterations may lead to overfitting, causing performance degradation or slow convergence. Therefore, we typically select three iterations. In addition, we present the default value of main hyperparameters in Tab. 4.

Notably, we start the coevolution from seed LLMs rather than SFT models for two reasons. First, the performance of SFT on troubleshooting workflow generation is unstable as shown in Tab. 1. Second, open-source instruction-tuned models [8, 13, 50] already provide a strong initialization with a stable output format for workflow generation, which is typically a core goal of SFT stage [11].

B Prompt Design

We illustrate the prompt templates for graph base construction and multi-agent generation in Fig. 7 and Fig. 8, respectively.

Table 5: Human Time vs. Executor Time

Incident	Human Time(s)	Executor Time(s)
BGP_STATE_CHANGE_ESTABLISHED_TO_IDLE	373.4	200.9
BGP_BACKWARD_TRANSITION_ACTIVE	602.2	226.7
BGP_NOTIFICATION	801.8	232.0
DELETE_DEFAULT_ROUTE	166.4	111.5
NETWORK_DEVICE_OFFLINE_MONITOR	401.1	206.9

C Human Time vs. Executor Time

Tab. 5 presents five categories of high-frequency incidents, comparing the average handling time of human and AI Executor during deployment. The significant reduction in handling time highlights the efficiency of AI Executor.

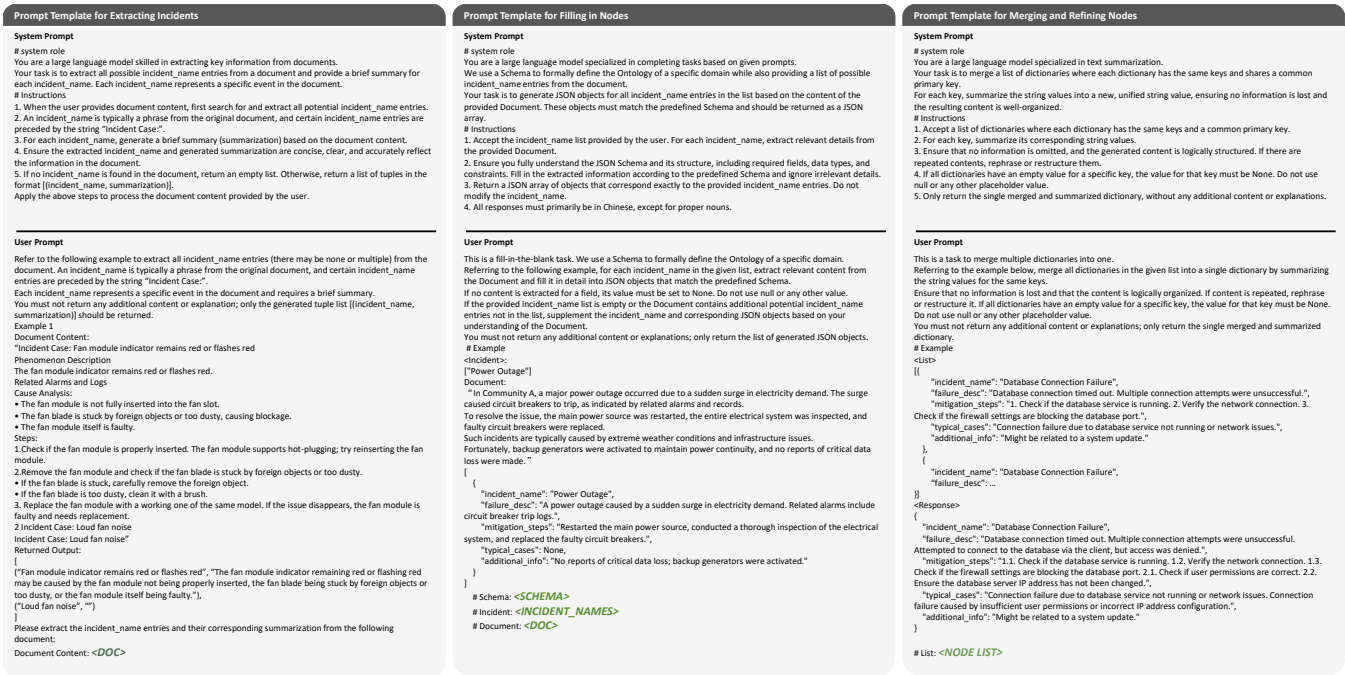


Figure 7: Prompt templates for graph base construction

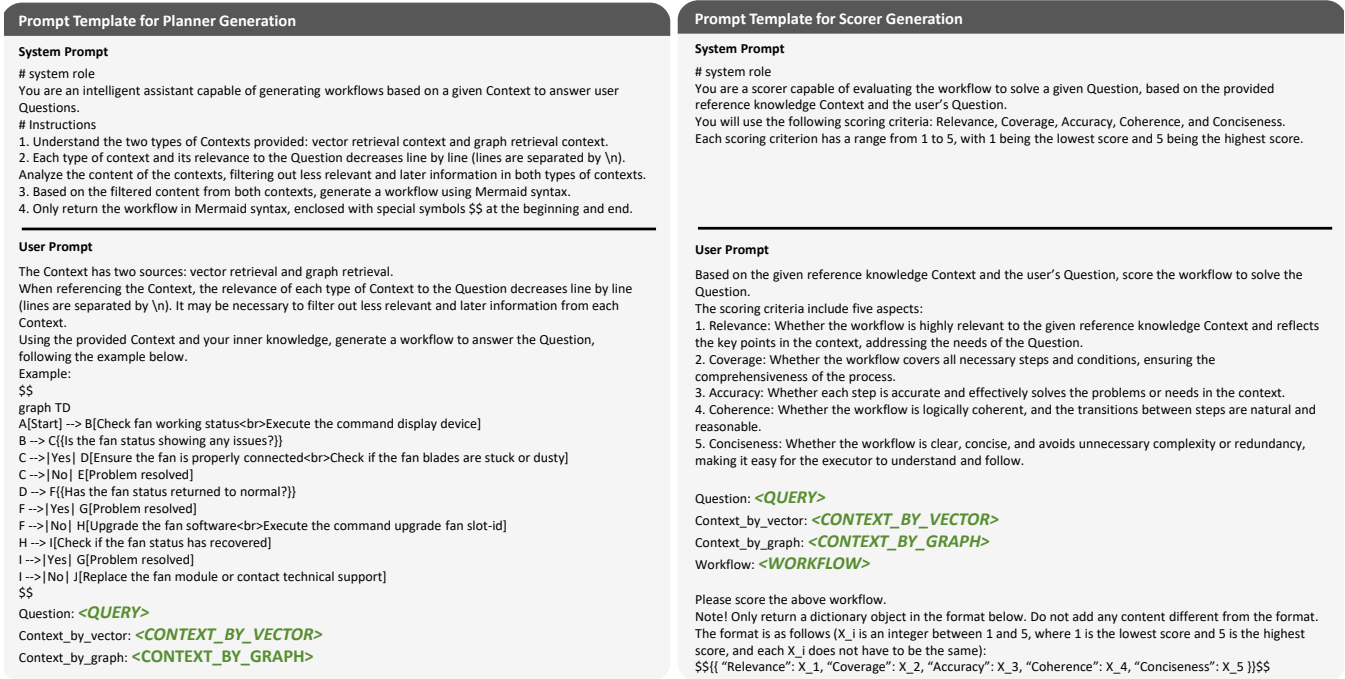


Figure 8: Prompt templates for Planner and Scorer generation