
› Top Use Cases for Xactly Incent

5 Ways to Boost Sales Team Success with Automated Commission Management

Xactly[®]

What is Xactly Incent?

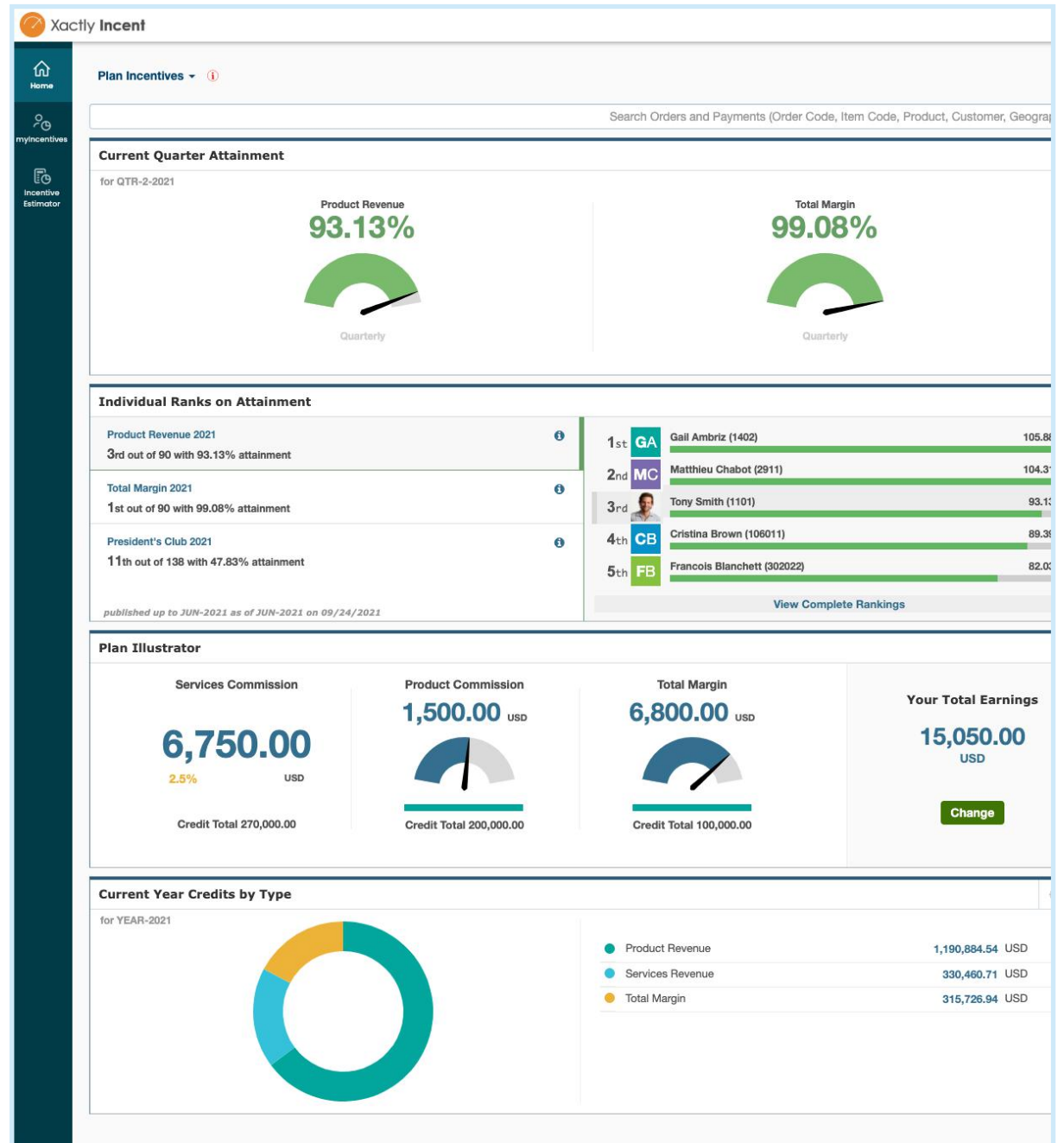
To hit your revenue and growth targets, you need to motivate your sales team effectively. That requires a top-notch compensation strategy.

Xactly Incent empowers companies to successfully design, implement, and manage their incentive compensation management (ICM) programs. With robust functionality and seamless integration with your existing tech stack, our solution maximizes the ROI of incentive compensation with improved efficiencies, greater timeliness and accuracy, and plan optimization.

To maximize your company's performance, you need a 360-degree view into all aspects of your revenue team's performance, including goals, attainment levels, and underlying drivers of success. In order to do all of this, you need data. Compensation data identifies how your ICM strategy affects the behavior of your sales teams and what you can do as a leader to adjust your plans to drive revenue while keeping your sellers selling.

By leveraging Xactly Incent, sales leaders can create transparency, trust, and alignment among quota-carrying teams within their revenue organization. This solution allows customers to scale their ICM processes with an end-to-end, automated compensation tool that seamlessly connects data across their revenue ecosystem.

Incentive solutions, like Xactly Incent, ease the planning process burden and provide the data and analytics needed to create strong incentives and improve organizational efficiencies. By analyzing performance at a granular level, leaders are armed with valuable insights to make quick decisions, continuously monitor performance, and stay on track to achieve their goals.





By using Xactly Incent, you can:

Guarantee Commission Accuracy

If you can't track it, you can't improve it, and 60 percent of organizations don't track the accuracy of their commission payments. Once automation tools and tracking are in place, you'll be able to monitor key metrics that measure payout accuracy. Xactly Incent increases productivity and sales rep retention by showing reps where they stand in real-time.

Plan Summary									
02/04/2022 04:19 AM EST									
Name	Title		Salary						
John Smith (J0000)	Account Manager		75,000.00 USD						
Target Incentives	Company		Region						
85,000.00 USD	Xactly Incent		America West - North						
Manager	Currency								
Julie Peterson (J25)	USD								

Plan Quotas									
Quota	Jan-2022	Feb-2022	Mar-2022	QTR-1-2022	QTR-2-2022	QTR-3-2022	QTR-4-2022	YEAR-2022	
Bookings	497,227.00	497,227.00	497,227.00	497,227.00	497,227.00	497,227.00	497,227.00	1,986,960.00	
Margin	127,858.00	127,858.00	127,858.00	127,858.00	127,858.00	127,858.00	127,858.00	514,344.00	
Revenue	284,130.00	284,130.00	284,130.00	284,130.00	284,130.00	284,130.00	284,130.00	1,136,530.00	
Bookings	284,130.00	284,130.00	284,130.00	284,130.00	127,858.00	127,858.00	127,858.00	127,858.00	
Bookings	284,130.00	284,130.00	284,130.00	284,130.00	127,858.00	127,858.00	127,858.00	127,858.00	
Bookings	284,130.00	284,130.00	284,130.00	284,130.00	127,858.00	127,858.00	127,858.00	127,858.00	
Bookings	284,130.00	284,130.00	284,130.00	284,130.00	127,858.00	127,858.00	127,858.00	127,858.00	

Automate Compensation Processes

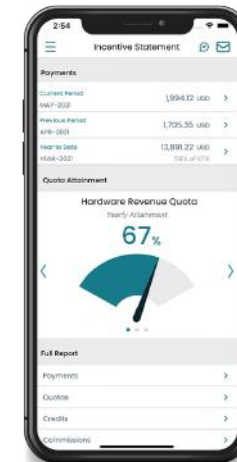
One of the biggest causes of commission mistakes is human errors that exist with spreadsheets. Automation helps to eliminate errors by calculating commissions instantly. Xactly Incent allows organizations to automate and streamline commission processes, thereby reducing errors and saving administrators time.

Model 'What-if' Scenarios

Sales teams that can model "what-if" scenarios help businesses evaluate plans and provide insights into how changes will impact a plan's success. Xactly Incent helps sales leaders demonstrate expected and/or potential incentive earnings for every deal, thus motivating performance.

Enable On-demand and Real-time Visibility

Sales reps with access to real-time compensation information help leadership build confidence and accuracy into the sales team dynamic. Xactly Incent improves direct communication concerning plan-related information between management and sales reps. This leads to higher levels of trust and transparency among sales teams.



Xactly Incent Use-Cases

1. Configure Flexible Compensation Plans

Challenge: Manual and labor-intensive administrative processes lead to time wasted running comp when it could be better spent on more productive activities.

Solution: Easily create and manage any level of complexity with your compensation plans, including plans based on dollars sold and revenue bookings, while ensuring payment accuracy. Gain ultimate flexibility in incentive comp plan creation by building and reusing robust plan elements like rules, quotas, and rate tables across plans for different payees.

Advantage: Xactly Incent allows teams to operate more efficiently, saving comp admins time and reducing errors that impact the bottom line.

2. Execute Automatic Comp Planning

Challenge: Manual creation and execution of comp plans can be a long, complex process. Manual effort can result in overpayment or underpayment, leading to greater costs to the business or unhappy reps. Manual processes limit time spent evaluating, or creating, the most effective plans for the business.

Solution: Cut down time spent administering, calculating, and reporting commission plans. You can take that process from weeks to days due with automated commission calculations. This gives teams more time to spend on evaluating and identifying areas to optimize.

Advantage: Xactly Incent allows sales leaders to reduce risks, operate more efficiently, and ultimately save comp admins time so they can redirect their focus on more strategic sales activities that add value to the business.

3. Improve Rep Satisfaction and Retention

Challenge: All it takes is one comma in the wrong place to create payment errors. If you create confusing plans or restrict a rep's visibility into their own performance, a breakdown in trust, productivity, and motivation will ripple through your sales department.

Solution: Automated compensation plans create accurate commission payments. When reps no longer need to waste time figuring out their commission themselves, they can spend more time on selling activities to achieve quota and mitigate any need for disputes.

Advantage: Xactly Incent provides a clear view of where reps stand, so there is no confusion. This includes creating detailed incentive statements which lead to greater visibility into comp plan structure and increased transparency into how payments are being made. This allows your sales teams to focus on selling versus administrative tasks.

Version: Start of Period - End of Period + Add Version Show Version Details

Pay Curves

Enter the threshold and tiers below. The tiers will automatically be sorted upon save.

Threshold	% Quota Attainment	% Personal Target	Personal Rate Multiplier	
Threshold:	<input type="text" value="0"/>	0	0	
Tier 1:	<input type="text" value="50"/>	<input type="text" value="20"/> ...	0.40	X
Tier 2:	<input type="text" value="100"/>	<input type="text" value="100"/> ...	1.60	X
Tier 3:	<input type="text" value="120"/>	<input type="text" value="120"/> ...	1	X

+ Add Row

Cap Percentage

Cap % Personal Target with Highest Tier

% Quota Attainment	% Personal Target
0	0
50	20
100	100
120	120

4. Align Incentives with Corporate Objectives

Challenge: Without a singular, automated solution, it can be difficult for companies to proactively leverage insights as a means to adjust plans.

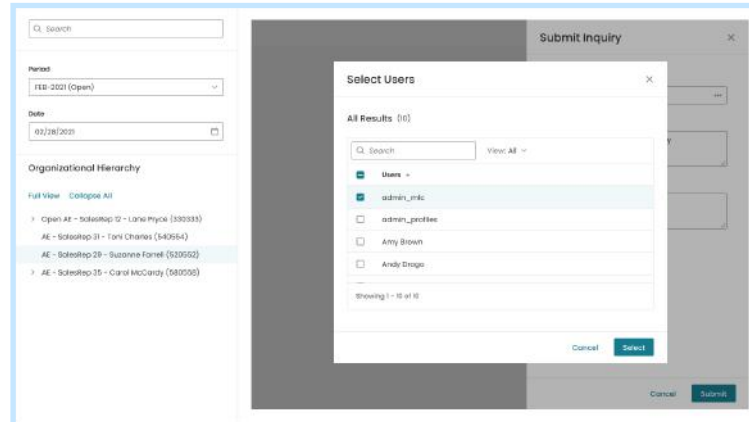
Solution: Leadership should be evaluating plan effectiveness to ensure that their sales compensation is motivating their sales teams and aligning with corporate goals. Strong incentive plans create healthier, more profitable companies. Healthier businesses are able to adapt their strategies as markets change, which allows them to drive long-term revenue growth.

Advantage: Xactly Incent simplifies the tactical execution of your compensation. This helps to reduce errors and the time spent calculating and paying out incentives. More importantly, it empowers you to align sales behaviors with your revenue strategy, which is critical to driving long-term revenue.

5. Expedite Insights for Enterprise Scalability

Challenge: Complex calculations are difficult to manage with basic compensation solutions, and even harder for teams using spreadsheets. To effectively manage performance, comp admins and sales leaders require the ability to benchmark pay and performance data and visibility into commission costs. Without it, valuable time is wasted on inefficient processes and commission payouts errors.

Solution: Revenue organizations should utilize out of the box (OOTB) solutions with intuitive dashboards that are personalized for sales reps, managers, and executives alike.



This gives the organization the speed required to operate more efficiently, and the robust reporting they need to track sales and comp plan performance, including key data such as commissions, bonuses, spifs, and other payment information.

Advantage: Xactly Incent can be up and running with OOTB functionality quickly, allowing teams to run complex calculations in no time. The time saved and insights gained provide revenue teams the opportunity to build more effective, inspiring compensation plans.





bazaarvoice™

“ The growth of our sales team meant an opportunity for increased revenue—provided we had the proper sales compensation management architecture or data insights to drive strategic sales behaviors. With Xactly, we were able to not only gain the technology, but also the intelligence we needed to create a sales compensation program geared for better productivity, efficiency, and results. ”

CONTROLLER
BazaarVoice



Infuse Intelligence Into Your Compensation Strategy

Long story short, there's no time—or dollars—to waste when it comes to hitting your revenue targets. Compensation plans are strategic assets for any business, which is why maximizing the ROI on your ICM approach is critical. Companies must manage this investment strategically. By using the right ICM platform, they can improve their organization's competitive advantage.

To accelerate profitability, sales compensation must be aligned with revenue strategy. Implementing automation tools like Xactly Incent empowers organizations to eliminate errors, drive higher performance, and gain valuable strategic insights to become a revenue-driven enterprise.

Xactly is the only company capable of cross-industry and cross-company benchmarking and insights analysis. This data, consisting of tens of thousands of incentive plans, and hundreds of thousands of sales reps, is available exclusively to Xactly customers. It allows organizational leaders to motivate their sales teams with empirically tested measures to optimize their incentives and drive behaviors aligned to corporate goals.

Make data-driven incentive compensation decisions using real data. Connect with us and see how it can work for you.

About Xactly

Xactly has helped thousands of companies and millions of sellers around the world beat their revenue targets. Using Xactly's solutions, leaders look past the current quarter to create revenue streams for long-term growth.

The Xactly Intelligent Revenue Platform marries artificial intelligence and 17 years of proprietary data in easy-to-use applications. Sentiment, process and trend analysis come together to form accurate machine forecasts. Quick identification and implementation of revenue plan, quota and territory improvements is easy. And, rapid calculation of even the most complex compensation plans keeps sales reps motivated and on track.

This makes the Xactly Intelligent Revenue Platform the only solution that aligns seller behavior with boardroom strategy to create a resilient, predictable and profitable business.