

XACTLY STRATEGIC SERVICES ICM PROCESS & TECHNOLOGY OPTIMIZATION

Xactly Strategic Services is a business consulting division of Xactly that utilizes Incentive Compensation Management (ICM) best practices, and expert knowledge of our ICM technology to help clients successfully optimize their administration of sales compensation and utilization of the Xactly toolset.

OVERVIEW OF XACTLY ICM PROGRAM & TECHNOLOGY OPTIMIZATION SERVICES

Led by principal consultants, the ICM process and technology optimization engagements utilize benchmarks and administration best practices to identify opportunities to maximize ROI on your sales compensation spend. Our project approach uncovers where the customer's incentive compensation processes, resource allocation, and supporting technology stand relative to the current and ongoing needs of the customer's business and market practices.

Whether it's assisting our clients with pre-implementation readiness, defining future state planning, or helping current clients with an ICM assessment, Strategic Services is here to support you in achieving your organization's goals as they relate to managing your sales compensation programs.

HOW STRATEGIC SERVICES CAN SUPPORT YOUR ORGANIZATION

Sales Compensation Administration Strategy

- **Future State Planning & Definition:** By drawing on ICM best practices, company goals, and technology capabilities, Xactly Strategic Services helps your organization create a defined framework for how sales compensation will be managed on a go-forward basis. Clients can leverage planning engagements to create a future state definition that will help set expectations for items such as: data integration management, reporting and analytics, governance model, and process workflow. Once the future state is defined, a change management strategy and action plan can be created to help your organization achieve your desired future state.
- **Implementation Readiness & Project Planning:** Xactly Strategic Services will work with your team to evaluate your program and processes (plans, policies, reporting, data, etc.) and future state goals to help assess your organization's capabilities to move forward with an ICM deployment. By evaluating your program readiness and project resource availability to move forward with an ICM automation effort, Xactly Strategic Services will be able to help formulate a project plan that will allow your project team to clearly define all potential work-streams and subsequent resource considerations needed to take on the ICM automation effort. Specific focus will include but not be limited to: managing business process redesign, identifying appropriate data integration dependencies and mappings, creating effective testing strategies, and defining end user deployment and adoption roadmaps.

ICM Process & Technology Optimization

- **ICM Assessment:** Xactly Strategic Services will assist in conducting a comprehensive evaluation of your sales compensation administration processes and utilization of the Xactly solution. This evaluation will include an in-depth review of current state administration processes and challenges, a detailed review of your specific configuration, and best practices related to utilization of various functionalities within the toolset that can make your administration processes more efficient. Our goal is to provide administration best practices and recommendations that your company can implement to gain maximum ROI out of your ICM technology.
- **Focused Engagements:** Leveraging a focused workshop with your team, Xactly can help your organization formulate strategy and action plans related to a number of focus areas, such as: incentive compensation reporting and analytics, sales end user utilization, data integration and/or change management processes. We can help your organization create business intelligence strategy, define configuration dependencies, and effectively elevate your sales compensation program to the next level.

WANT TO LEARN MORE?

Xactly Strategic Services is a consulting practice that combines best-in-class technology, incentive compensation expertise, and big data from Xactly Insights™ to help clients improve the effectiveness and efficiency of their incentive compensation program and the technology that supports their compensation administration processes. Our consulting engagements are designed to optimize clients' incentive processes, their use of the Xactly solution, and their sales compensation plans, allowing for a greater return on your incentive compensation investment.

If you are interested in learning more about how Strategic Services can help, please let your customer success representative know, or contact Robert Blohm, Vice President of Xactly Strategic Services at rblohm@xactlycorp.com.