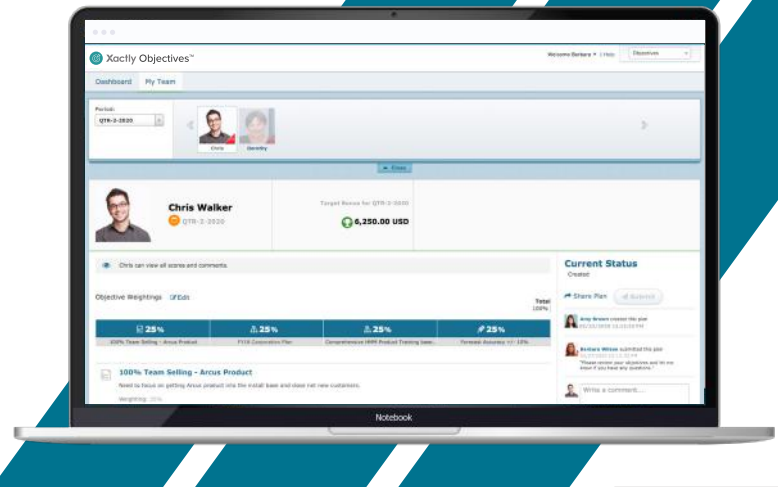# Xactly Objectives™

Employee Performance Management

Drive performance and revenue by aligning employee behaviors with company goals

Inspiring day-to-day achievement, while ensuring an employee's work aligns with company objectives has always been a challenge. And bonus plans based solely on company performance don't accurately reflect individual effort and contribution.

Xactly Objectives addresses these challenges by aligning employee behavior and rewards with company priorities by increasing collaboration and visibility into goals and achievement. With performance management software, Sales teams can assign, track and evaluate their management by objectives (MBO) plans easily to keep employees engaged, focused and motivated.

MOTIVATE PERFORMANCE

Reps and managers work together to solidify MBO plans to:

▶ Increase rep engagement and inspire performance with more involvement and visibility into goals
▶ Allow Sales reps to visualize bonus payments based on progress against their goals at any time

AUTOMATE AND STREAMLINE MBO PROCESSES

Compensation administrators can customize and deploy MBO plans that align with internal processes, and set goals based on flexible time periods to easily manage them using automation to:

▶ Decrease managers' time spent on MBO processes from weeks to hours
▶ Reduce managers and rep time spent scoring performance time to minutes
▶ Utilize out-of-the-box capabilities to leverage existing Xactly Incent® data to populate the system with the same people hierarchy

INCREASE REP AND MANAGER ALIGNMENT

Increase alignment between reps and managers to:

▶ Define measurable and agreed-upon goals
▶ Estimate individual contribution achievement so differences are clearly visible, ensuring no last minute surprises
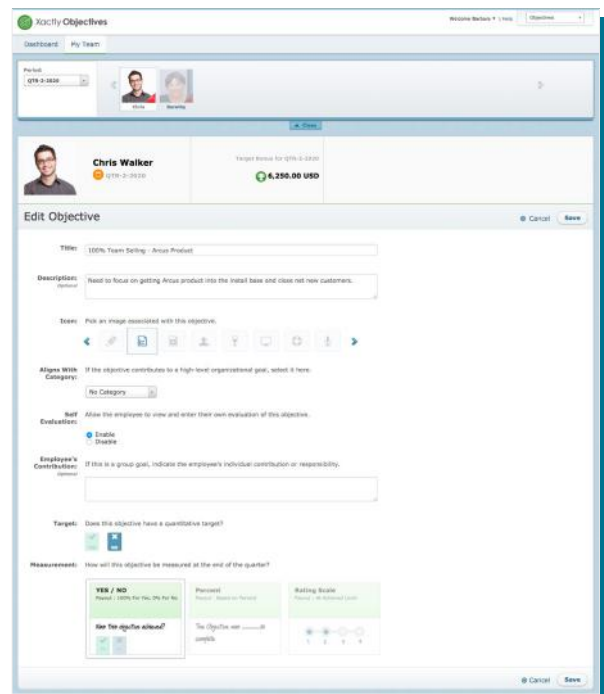
DRIVE FASTER AND MORE ACCURATE ACCRUALS

Using manager and rep projected payouts, administrators can give finance faster estimates on expected payouts to speed up and increase the accuracy of accruals.

Why Xactly Objectives™?

Xactly Objectives offers a centralized platform to manage all bonus information in your performance management system, giving the entire organization access to real-time updates and eliminating the need to track multiple spreadsheets.

Xactly understands the value of bringing together operational and intelligence capabilities to drive revenue operations success. That's why we built our Intelligent Revenue Platform, enabling us to align planning, performance, and prediction functions into one cohesive platform. Our ability to integrate Xactly Objectives into the broader compensation strategy is how we empower you to make efficient, strategic decisions with accurate data at your fingertips.

> "As we prepare our sales plans, we want to make sure that all of our internal stakeholders are on the same page about our goals and how we will use compensation to align our business objectives to our sales results."
>
> **MATT SHEPPARD**
> Global Sales Compensation Operations and Systems, LinkedIn
>
> **Linked**in

Increase efficiency
for administrators and managers with streamlined and automated MBO processes

Provide reps visibility
into goals and achievement in one place

Increase collaboration
on goal-setting between reps and managers

>> READY TO GET STARTED? <<

To learn more about Xactly Objectives™, visit our website to request a demo at xactlycorp.com.

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.

Xactly