INCENTIVE COMPENSATION MANAGEMENT (ICM) IMPLEMENTATION READINESS & PLANNING

ARE YOU READY FOR AN ICM PROJECT?

- Are your sales compensation plans optimized for automation?

- Have you defined an approach to achieve best practices?

- Have you defined both your current and future state program requirements?

- Have you completed a risk assessment and know its impact on your project plan or resource commitments?

- Will your resources be ready to manage the program on a new solution?

Given the critical role of sales compensation administration and the fact that more than 65% of all IT projects fail to meet business needs, it's essential that your team is not only prepared for the project from a timeline and budget perspective but that your organization has a clear and defined vision of what success should look like when you've completed your efforts.

To help increase your chances for a successful implementation and to ensure you can answer "yes" to the questions above, there are a number of components that need to be considered prior to a project kick-off. Future state definition, readiness assessment, and deployment planning are key activities in preparing for a successful automation project.

WHERE XACTLY CAN HELP...

Future State Definition: Drawing on ICM best practices, company goals and technology capabilities, Xactly helps your organization create a defined framework for how sales compensation will be managed following deployment of the ICM tool. Future state definitions will help set expectations for items such as: data integration management, reporting and analytics, governance model, process workflow and change management strategy.

Readiness Assessment: Xactly will assist in conducting a comprehensive evaluation of your company's ability to achieve their ICM related goals. This will include a detailed review of the project dependencies (i.e. data availability, resourcing, compensation plan readiness, reporting/analytics goals) to assess the readiness of your team to move forward with a project as well as any recommendations to close gaps and mitigate risks ahead of project kick-off.

Deployment Planning: 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 automation effort. Specific focus will include but not be limited to: execution of a testing strategy, managing business process redesign, and identifying end user deployment and adoption strategies.

EXPECTED BENEFITS AND OUTCOMES

- Leveraging your ICM program goals and ICM best practices, your organization will receive a defined future state roadmap for the management of sales compensation related processes that will support your business needs

- You will be provided with a project readiness assessment that will help ensure a successful project by identifying program gaps and tasks to be addressed before project kickoff

- In addition to setting project expectations and identifying your state of readiness, Xactly will provide a clearly defined project plan and timeline, setting expectations for your project team and the commitments that will be needed to ensure a successful project completion.

Completing this work before a formal ICM Implementation project commences will not only allow an organization to better align project requirements and set expectations but also increase the chances for a successful project. This will ultimately allow a company's program to align with best practices and achieve the expected ROI.

> *With the help of Xactly Strategic Services, we were able to better define our configuration requirements as well as create a future state roadmap that will allow us to continue to improve and elevate our sales compensation processes, enabling us to become a world class sales compensation company.*
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> – Jessica Owen, Director of Incentive Compensation, Manheim Automotive (a COX company)

ABOUT XACTLY STRATEGIC SERVICES

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 platform, and their sales compensation plans, allowing for a greater return on your incentive compensation investment.

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