Incentive Compensation

Vistex®

Now it all **adds up**™

Managing business driven sales performance

Effectively manage incentive compensation and improve sales performance

Goals are not aligned with incentive plans. Sales compensation and incentives management are time consuming. Quotas are oversimplified and internal systems cannot keep up with the increasing complexity of incentive plans. These are just some of the challenges facing organizations as traditional systems lack the functionality to meet increasing organizational objects. Failure to manage sales plans effectively can result in ineffective or misaligned incentive programs that are not only demotivating for sales teams, but also have a direct and adverse effect to your bottomline.

Motivate and communicate
Direct employee behavior with precision and visibility

Align with organization goals
Tie increasingly complex incentive plans to business objectives

Manage by Objective
Measure performance and behaviors that matter

Vistex ®

Compensation based on value creation

Vistex solutions offer robust sales compensation plan management capabilities not offered by stand-alone solutions, using key performance indicators such as revenue or margin for benchmarking. As part of the overall suite of products, Vistex's solution for incentive compensation provides full visibility into the actual margin your organization is earning on each sale by considering the post-sale incentives such as discounts or rebates.

When organizations compensate employees on the value they generate—not just the gross sales revenue—the organization can motivate employees to achieve the true goal: increase profits.

Full lifecycle support of incentive plans

Commissions, incentives, motivation and business objectives are the common thread that link action to business alignment. Vistex solutions are integrated into ERP business processes so sales commissions can be accrued, earned and settled at the appropriate point in the order-to-cash process. Vistex offers full lifecycle support for incentive plans of varying complexity, including plan definitions, eligible products and customers, quotas, sales crediting, and calculation of accruals and settlements. Qualitative and non-transaction quantitative data can be included in plan goals.

As a result, incentive plans can be used to motivate employee performance in both direct and indirect ways including customer support value, store operations, customer feedback and other non-sales-related data.

Performance insights that leads to results

With Vistex solutions, organizations can easily introduce short term bonuses or special performance incentives to guide sales behavior, use reports to gauge sales performance and fine tune compensation programs.

Management and sales reps alike gain real time visibility to incentive programs across your organization. The solution automates the sales incentive crediting and accounting processes, accurately calculating compensation directly from business transactions as they occur, and provides analytics to evaluate program viability and effectiveness, and true customer profitability.

Align incentives to business goals

Vistex solutions are flexible, scalable and rules-based, enabling organizations to model, administer, report and analyze complex incentive plans. With your incentive plans aligned to business goals, your sales force precisely motivated, and enterprise-wide visibility into commission goals, achievement and payouts, you can have peace of mind knowing that Vistex is supporting the organization at all levels, and helping you add it all up.

Vistex®

The right software makes it all add up

- Align goals with incentive plans and incentivize based on metrics that really matter such as gross or net revenue, margin, and any other measurable metric

- Manage by objectives and adapt plans to meet increasingly complex organizational goals

- Reward value-add employee performance in areas such as customer support and team management

- Motivate, communicate and effectively manage sales crediting while avoiding errors from manual calculations

- Leverage "what if" simulation and modeling capabilities

- Gain real-time visibility using extensive reporting capabilities including analytics and dynamic, native tools

- Process direct, indirect and non-sales data to calculate incentives, monitor and report on performance – from both inside and outside core ERP

Vistex®

Deployment Options

Whether you decide to run your systems on-premise, in the cloud or in a hybrid environment, with Vistex solutions your organization is empowered with unprecedented visibility into any program and performance. Gain deeper insight and enable fact-based decisions to drive revenue, control cost, minimize leakage, and streamline processes. With a range of deployment options for all your programs, you choose the way that works best for your business needs.

Add the right option for your business

On-Premise

In Cloud

Hybrid

Vistex®

Now it all adds up with
Incentive Compensation

Drive Revenue, Control Costs & Increase Margins

About Vistex®

Vistex solutions help businesses take control of their mission-critical processes. With a multitude of programs covering pricing, trade, royalties and incentives, it can be complicated to see where all the money is flowing, let alone how much difference it makes to the topline and the bottomline. With Vistex, business stakeholders can see the numbers, see what really works, and see what to do next – so they can make sure every dollar spent or earned is really driving growth, and not just additional costs. The world's leading enterprises across a spectrum of industries rely on Vistex every day to propel their businesses.

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Software   Services   On-Premise   In Cloud