Incentive Compensation Tool

CONEXUS
solutions, inc.

Customer Need

Managing incentive compensation programs is a tedious task. Some teams spend hours modeling and managing spreadsheets and standalone tools to create views of sales rep performance, territory performance, and payout calculations.

Team members need one location to see relevant compensation information in easy-to-digest formats. Different users require role-based views that support their management responsibilities within territory, region, or the organization. Some managers need to be able to see the broader view across a region while sales reps may be more interested in their territory specific performance against KPIs. Human Resources needs specific information for payment processing and employment records.

To maintain responsiveness when new incentive programs are implemented, team members need the ability to add new hires, new territories, new payout factors or kickers, and generate a view of the entire compensation program along with historical, current, and projected performance. Often, this comprehensive view requires an integration with a data warehouse, CRM, or other internal systems.

The complexity and required detail can be debilitating, even for the nimblest of organizations.

Key Features

The Incentive Compensation Tool helps users generate and manage incentive compensation plans for field sales teams. The tool easily integrates data from key systems, automates calculations, and presents the plan in accessible dashboards, scorecards, summary reports, and automated compensation calculations. Scorecard views of past and present performance include ranking, KPIs, and payout calculations.

Customizable dashboards present current sales performance at territory and region levels for management and field teams, for each compensation plan. Users can manage plans, archive historical data and plans, and access historical evidence for auditing purposes.

Robust reporting and visualizations support operational decisions and provide visibility into current and predicted payout. Adjustable slider supports "what if' scenarios with automated calculations.

The Conexus Incentive Compensation Tool is part of an integrated sales management suite that provides holistic support for commercial operations. The suite also integrates with Veeva CRM.

# Benefits of Incentive Compensation Tool

The Conexus Incentive Compensation Tool automates administration and management of incentive compensation plans. It enables commercial teams to design, implement and manage incentive compensation plans and gives sales reps a deeper understanding of their current and potential earnings and performance.

The Incentive Compensation Tool automates tedious and detailed tasks, saving time and resources required to manage effective incentive plans.

Incentive Compensation Tool
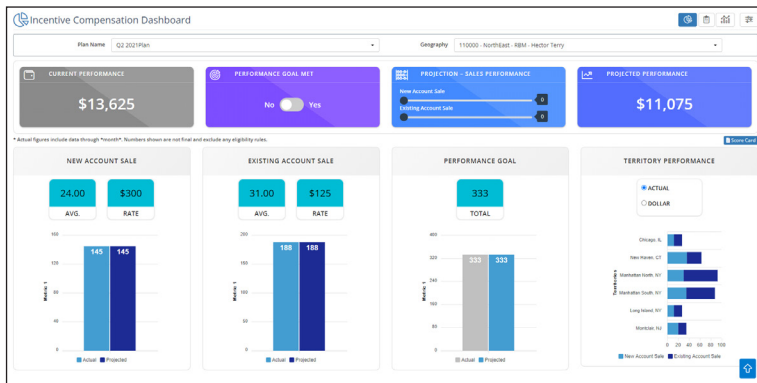
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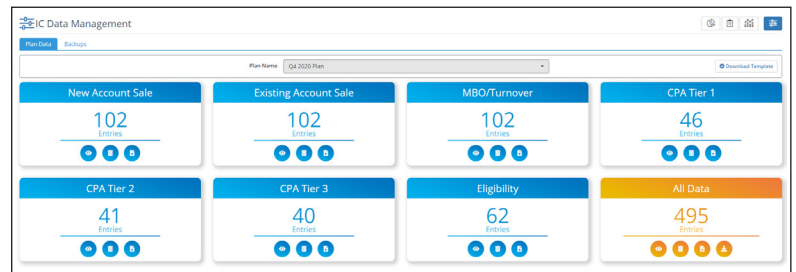
IC Data Management

About Us

Conexus Solutions delivers innovative sales and marketing operations support and technology solutions to small and mid-size life sciences companies. Incentive Compensation is designed, developed, and implemented by our team of sales, marketing, and technology professionals who bring decades of experience and innovation to every project. Visit us at: www.cnxsi.com.