

Incentive Compensation Management

Incentive compensation plans are the crucial final piece in your sales strategy. With Anaplan for Incentive Compensation Management (ICM), sales organizations can make sure their incentive plans drive behaviors that align with organizational objectives. Robust “what-if” scenario planning lets you modify compensation plans to anticipate changing market conditions. Automated, real-time calculations shrink computation time and increase the accuracy of your data. With Anaplan, you can provide full visibility throughout the organization, keeping your whole sales team moving as a single unit.



Model “what-if” scenarios and rapidly adapt.

Anaplan’s scenario-planning capabilities keep your incentive plans flexible, able to shift quickly to anticipate market evolutions or updated business needs. Powerful “what if” modeling lets you measure the effects of potential changes before rolling them out to the sales team.

Reduce calculation time and optimize incentive plans.

Calculate incentive payouts in minutes—not days or weeks. With Anaplan you can automate complex computations, improving the speed and accuracy of your data and reclaiming time for value-added activities. Reliable data keeps disputes at a minimum and lets you pay out incentives in a timely manner.

Provide real-time insights that drive performance.

When sales reps and leaders have access to real-time performance data, they can quickly adjust tactics to better meet their goals. The Anaplan platform supplies this and other business intelligence, including summary reports and historical audits.

Key Benefits

- Model compensation structures to assess potential effects
- Connect incentive compensation data to finance, supply chain, and HR
- Standardize compensation plans across regions and geographies
- Provide real-time visibility to stakeholders across your organization
- Increase selling time by reducing administrative tasks
- Give sales reps real-time information on performance and compensation structures
- Minimize compensation disputes
- Boost seller motivation by delivering accurate, timely incentive payouts
- Simplify audits by maintaining an organized history of transactions, payouts, and compensation plans



Using Anaplan, Amer Sports manages incentive compensation plans for salespeople in over 17 countries. Amer Sports now provides full visibility to team members throughout the company, keeping salespeople motivated, reducing manual efforts, and standardizing KPIs across the company.

Benefits

- 70 percent reduction in time spent target-setting
- Antiquated spreadsheets replaced with a single source of information
- Transparency into sales performance worldwide
- Ability to create sales roles tailored to specific markets
- Sales results consolidated across geographical areas
- Compensation solution fully implemented in 40 days

“We’ve estimated a 70 percent reduction in time spent target-setting. This has freed up our field sales managers to spend more time with their sales teams and their customers.”

Global Sales Development Manager
Amer Sports

Key Features

Incentive Compensation Management

- Enterprise, cloud-based incentive compensation management platform
- Construction and oversight of all plan elements, including thresholds, accelerators, splits, adjustments, tiered commission rates/bonuses, and SPIFs
- Capture sales information from any product, in any currency
- Calculate payments quickly and accurately
- Standardize compensation plans across regions, geographies, or industries
- Resolve complicated disputes and automate clawbacks

Data and analysis

- Give sales reps and managers real-time data on sales performance
- Track sales and incentive data at any level of granularity, down to the individual sale
- Aggregate sales information for sales leaders or executive reports
- Maintain easily traceable record of historical data, dramatically simplifying audits
- Build dashboards that update in real time
- Visualize metrics in charts, graphs, maps, lists, and other actionable packages

Modeling, analysis, and “what if”

- Create “what-if” scenarios to assess potential changes or competitive situations.
- Optimize compensation plans by tweaking parameters and instantly viewing the effects
- Measure potential changes before rolling new plans out to the sales team

Flexible planning

- Quickly modify compensation plans to emphasize new products, territories, or business priorities
- Expand your compensation platform to incorporate new reps, or, if you are in an M&A strategy, new companies
- Give sales leaders freedom to modify compensation plans locally or apply the same rules across your entire organization

Collaboration across the organization

- Provide a single shared source of data, eliminating version control issues and source confusion
- Limit visibility by role, giving the right people access to the right information
- Share budgets, plans, quotas, and sales goals across the organization, keeping everyone attuned to the same larger business objectives

Automated workflows

- Automate complex calculations, minimizing manual efforts
- Deliver incentive payouts on time
- Free reps to spend their time selling
- Resolve disputes quickly and easily

Robust Integration

- Import data from Salesforce, Workday, ERP solutions, and other applications
- Have incentive calculations incorporate information from HR, including changing titles, regions, and responsibilities

Key features of the Anaplan platform

Open data integration with Anaplan HyperConnect powered by Informatica Cloud, APIs, and ETL services through MuleSoft, Dell Boomi, and SnapLogic.

Best-in-class **security and compliance**, with role-based access control, user management, SSO support with SAML 2.0 compliance, and data encryption.

Data and metadata management uses Business Map, which visually captures the relationships and interconnectedness between data and plans to help business users and IT administrators manage their planning landscape.

Lifecycle Management provides precision and control while streamlining the design, development, testing, and delivery of planning models and forecasting scenarios.

Application integration provides easy access between Anaplan and third-party apps. For example, **Tableau visualization and analytics**, driven by Anaplan data, enables informed decision-making. **DocuSign integration** enables users to send, track, and sign documents securely and efficiently.

About Anaplan

Anaplan is driving a new age of connected planning. Large and fast-growing organizations use Anaplan’s cloud platform in every business function to make informed decisions and drive faster, more effective planning processes. Anaplan also provides support, training, and planning transformation advisory services. To learn more, visit anaplan.com.