

A leading manufacturer develops a highly transparent and integrated sales compensation solution in Anaplan



Case Study



Business Challenges and Objectives

- The system was inflexible and rigid, not allowing future state simulations.
- It did not easily integrate with other Organizational Reporting Systems.
- The system was unable to accommodate the compensation of multiple individuals.
- Other issues included being unable to adapt to organizational and compensation changes, lack of transparency, and no automatic complaints management and tracking system.
- The TekLink Team was asked to develop Global Compensation Systems, Accruals, Forecasting, Auditing, Reports, and Pay-outs.
- Additionally, the Team was tasked with creating real-time transparency, visibility, and clarity regarding compensable quota performance,

Client

- Our client is a global leader specializing in tooling and wear-resistant solutions, catering to diverse customer needs across the globe. Their extensive product range serves various sectors such as Aerospace, General Engineering, Transportation, Earthworks, and Energy.

Industry

- Manufacturing

Function

- Sales

Technology

- Anaplan



The Solution

- Simplified the system with real-time aggregation of financial metrics, allowing easy filtering by customers, sales employees, and other entities.
- Flexible adaptation to changes in Financial Metrics, Seasonality, and other parameters, ensuring the system remains up-to-date.
- Minimized human intervention for improved efficiency, allowing users to focus on high-value tasks.
- Enhanced functionality to calculate accruals on the first day of the month, providing accurate financial insights from the start.
- Advanced capability to calculate performance to plan for multiple sales roles, streamlining compensation processes for greater efficiency.
- Maximum transparency enabling SIP participants to gain a precise understanding of their compensation basis daily.
- In-built Complaints Management Workflow integrated within the tool, facilitating streamlined issue resolution and customer satisfaction.



Outcomes and Benefits

- Real-time visibility of daily, monthly, quarterly, and yearly performance to Quota/Margin/Others
- Fully integrated single-global solution for seamless operations
- Global/Regional Management overviews provided within 1 hour, compared to the previous system's 1-day delay
- Reduction of closing efforts for Accruals by one day
- Simplified Daily Reporting Updates, including Quota and Achievement with customer detail for SIP Eligible Employees
- Managerial Reporting for Team Achievement
- Global Reporting showcasing achievements by individual regions.