

Enterprise Incentive Management by INCENTIVES-Pro



When your incentive pay adds up to millions every month
IMAGINE – understanding the impact of CHANGES, down to the PENNY !

In the following scenario, a simplistic incentive program based on set tariff, is under consideration to be changed to an accelerated incentive program, based on a scale.

Current incentive program



Fig. 1:
 Left bars represent even target (gray) and variable attainment (blue)
 Right bars (green) represent relative incentive pay distribution, in red

New incentive program in simulation



Fig. 2:
 Left bars remain the same as the target and actual remain the same.
 Right bars (green) represent the **new** relative incentive pay distribution

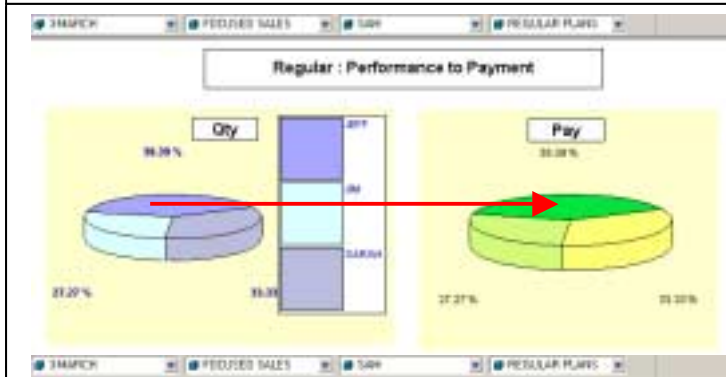


Fig. 3:
 Left pie represent sales quantity distribution in the department
 Right pie represent the relative incentives distribution
 The **best performer makes insignificant incentive** over the others

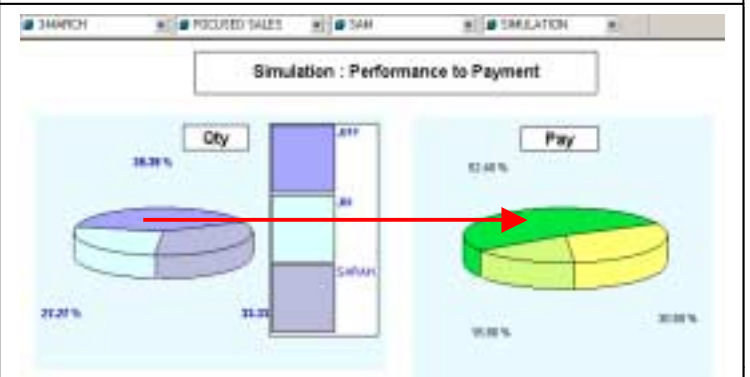


Fig. 4:
 left pie represent the same sales quantity distribution in the department
 Right pie represent the **new** relative incentives distribution
 Best performer is now given a **true incentive for the excellent results**



Channel Name	Quota	Qty	\$Pay	Amount	Department Name	Plan Name
JEFF	10.00	13.00	520.00	4,365.00	CORP SALES	SILVER PLAN
JIM	10.00	9.00	360.00	150.00	CORP SALES	SILVER PLAN
SARAH	10.00	11.00	440.00	250.00	CORP SALES	SILVER PLAN
Sum:	30.00	33.00	1,320.00	4,765.00		



Channel Name	Quota	Qty	\$Pay	Amount	Department Name	Plan Name
JEFF	10.00	13.00	823.47	4,365.00	CORP SALES	SIMULATION
JIM	10.00	9.00	360.00	150.00	CORP SALES	SIMULATION
SARAH	10.00	11.00	440.00	250.00	CORP SALES	SIMULATION
Sum:	30.00	33.00	1,571.47	4,765.00		

Fig. 5 and 6:
 The reports indicate **current** and **new** incentives, per person and for the department. According to the new plan, the incentives budget had just **risen 19%**. Ops.. better go back to the drawing board. Imagine, 19% more on what seems to be a good idea, but without the detailed simulation, it may cost you dearly and impact your bottom line.