Guest,

Welcome to:
10 Considerations for Driving Exceptional Performance Through Your Sales Compensation Program

Presented by
Lighthouse Consulting Services, LLC
Clear-Cut Positioning Philosophy & Program Objectives (for example)

- Attract & retain top performers
- Incent the right performance & behavior
- Ensure the program is cost-effective & provides a solid ROI
Goal Focus & Alignment

- Align sales goals, carefully, with overall Company goals
- Level the playing field in territory goal/ quota setting
Role Clarification and Alignment

- Clarify roles to ensure holistic performance
  - Hunters, farmers, etc.
- Ensure job descriptions reflect the desired focus on key elements
  - Prospecting, selling, post-sales service, & administration
- Ensure titles reflect roles and desired mix of accountabilities
External Competitiveness & Internal Equity

- External Competitiveness & Internal Equity
- Check to ensure pay is fair & internally equitable

Featured Guest:
Larry Comp, Principal
LTC Performance Strategies, Inc.
(661) 294-2000, ext. 11
lcomp@ltcperformance.com
www.ltcperformance.com

Host:
Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of Cracking The Personality Code
(310) 453-6538, ext. 403
dana@lighthouseconsulting.com

Featured Guest:
Stevon Smith, Director,
Client Solutions
LTC Performance Strategies, Inc.

In-Depth Work Style Personality Testing

- In-Depth Work Style Personality Assessments
- Why In-Depth Is Best
- Work Style Personality Testing
- Work Style Assessments
- Pre-Employment Testing

Talent Development

- Talent Development
- Talent Development Workshops
- Skills Testing
- Team Building Service
- Sino American Management Style
- Interpersonal Coaching

Lighthouse Consulting Services, LLC
3310 Wilshire Blvd, Suite 550
Santa Monica, CA 90403
USA
T. 310-453-6556
F. 310-628-6987

Latest Posts from our Blog

The Next Recession Is Just Around the Corner. Are You Ready?

Why Breaking the Team Building Code Is So Important Today

Translate

Follow Us

facebook
googleplus
linkedin
youtube
Relationship Between Pay and Performance

- Offer salaries that are high enough to meet security needs, but low enough to provide attractive upside earnings opportunities.
Plan Design

- Quantitative & qualitative goals
- Bonuses vs. Commissions
Transparency & Clarity

- Ensure staff members understand how they can best benefit the Company & themselves under the Sales Compensation Plan.
Right People, Properly Trained, in the Right Place at the Right Time

- Evaluate sales force for performance AND potential
- Incorporate succession plans to ensure continuity
Sales Compensation Provisions

- Include all pertinent provisions (e.g. mid-course hires, separations, leaves, windfalls, splits) into written sales plan communication document
Ease of Administration

- Clarify responsibilities for administering the sales compensation plan
- Incorporate appropriate tools, procedures & reports for simple administration
Cost Effectiveness & Return on Investment (ROI)

- Incorporate controls to ensure payout levels don’t get out of hand
- Model plan to ensure appropriate pay-for-performance leverage and satisfactory return on investment (ROI)
Summing it Up

- It all starts with hiring great sales professionals
- Sales people will figure out how to make the most $$$
- Incent the right performance & behavior
- Plan communication is just as important as Plan Design
Thank you for attending
10 Considerations for Driving Exceptional Performance Through Your
Sales Compensation Program

Click Here to contact our Featured Guest directly.

Click on this link to sign up for our upcoming Open Line:
Redesigning Performance Appraisal for Today's
Organizations

Presented by
Lighthouse Consulting Services, LLC