



# WELCOMES YOU!

~ Part 3 ~

## Sap Commissions: Key Features & Capabilities to drive the Commissions Process!

August 26, 2020

# TODAY'S AGENDA

5



WEBINAR  
RECAP



WHY SAP



DATA  
TYPES



COMMISSIONS  
PROCESSING



DASHBOARDS &  
REPORTING



INTEGRATION

# Speakers:

**Barbara Rubis, VP Solutions, GTM SPM, SAP**



**Rahul Iyer, Director, Sales Engineering, SAP**

**Abhijit Sant, Sr. VP, SAP Practice Lead, Spectrum**





# Webinar 1 and 2 Recap



- **WEBINAR 1: BUSINESS VALUE OF SALES PERFORMANCE MANAGEMENT**

- ✓ WE DISCUSSED WHAT IS SALES PERFORMANCE MANAGEMENT
- ✓ WHY IS SPM IMPORTANT TO ORGANIZATIONS
- ✓ WHAT ARE COMPELLING BUSINESS DRIVERS
- ✓ HOW TO DEFINE BUSINESS CASE/ ROI FOR SPM
- ✓ THINGS TO CONSIDER WHEN SELECTING SPM TOOL
- ✓ SPECTRUM LAUNCHED SPM ASSESSMENT TOOL
- ✓ SPECTRUM CAN ASSIST COMPANIES WITH THEIR VENDOR EVALUATION

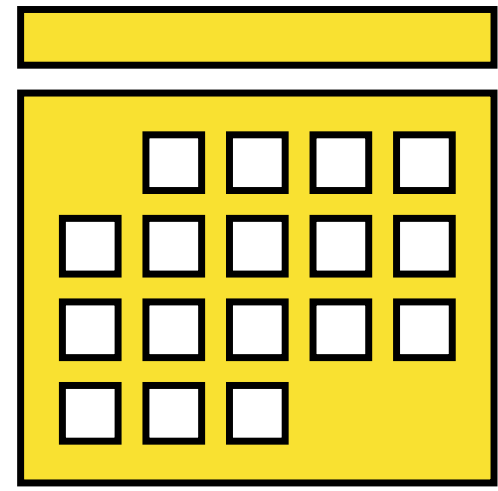
- **WEBINAR 2: IMPROVING YOUR SALES EXPERIENCE WITH SAP COMMISSIONS**

- ✓ REFRESH OF WHAT IS SPM
- ✓ SPM PERSONAS / END USER ROLES
- ✓ PLAN COMMUNICATION
- ✓ WHAT ARE REASONS FOR MID YEAR CHANGES
- ✓ END USER DASHBOARDS AND REPORTING
- ✓ SALES INQUIRIES AND DISPUTES
- ✓ WHAT IS AN IDEAL SALES EXPERIENCE WITH SPM SOLUTION
- ✓ SPECTRUM LAUNCHED YOUTUBE CHANNEL

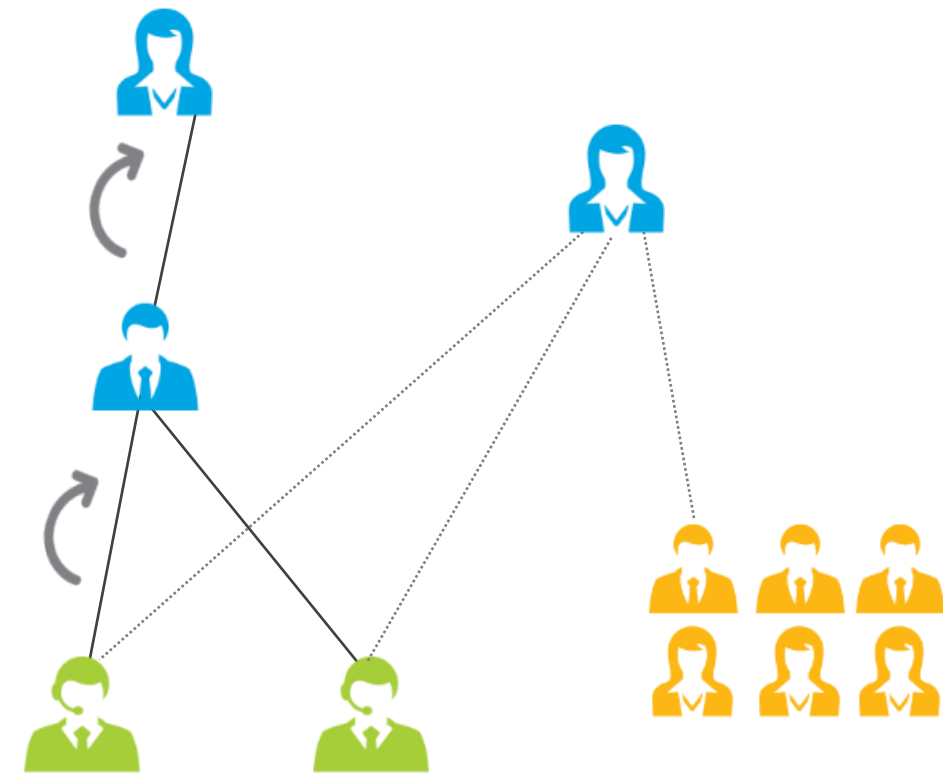




# Why SAP?



**Flexible** Calendars



Manage complex **hierarchies** easily



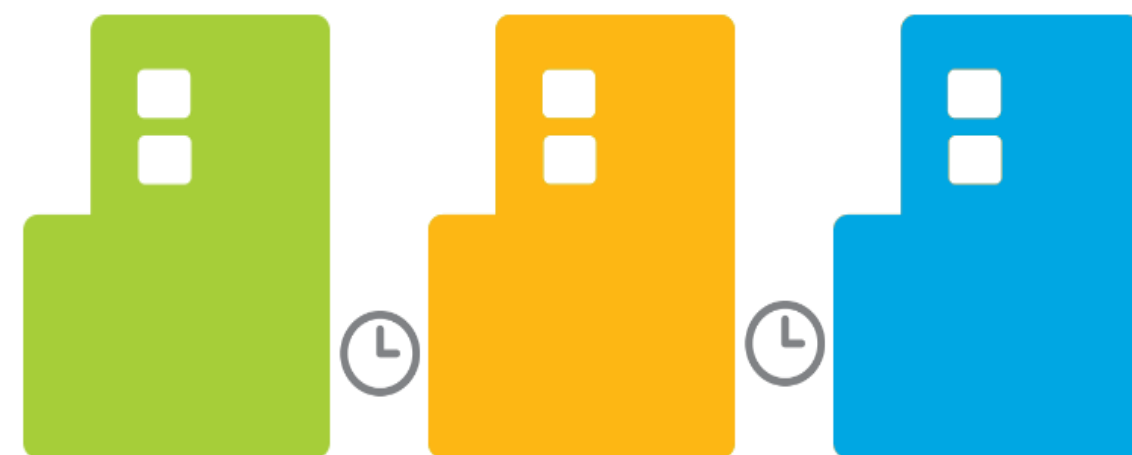
Multiple **Integration** Options



Role Based Security, **Audit** Controls, PII Controls



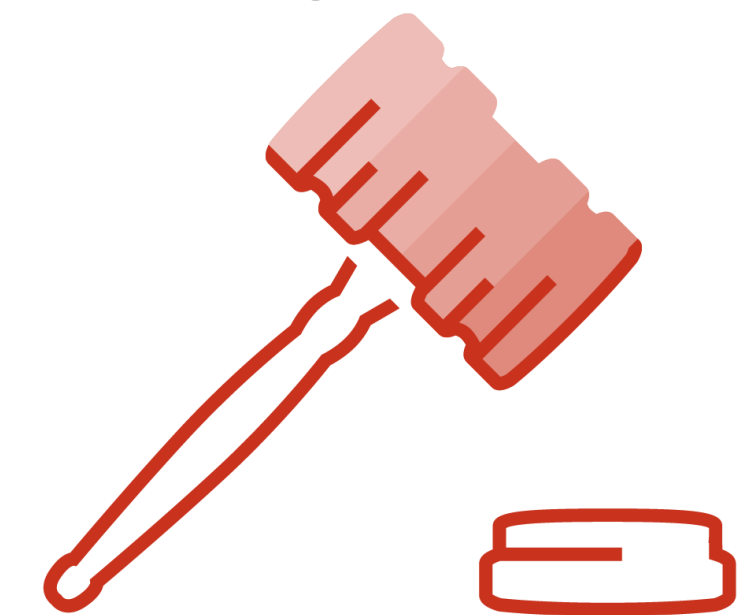
Effective dating & **retroactive** processing



**Business unit** Separation



Device specific **dashboard** design



**Context Sensitive** Rule writing



# Typical data types for commissions



## 1. REFERENCE

Data required for setup and enrichment. People data, product hierarchy, account data, sales organization, other hierarchies or references.

## 2. TRANSACTIONAL

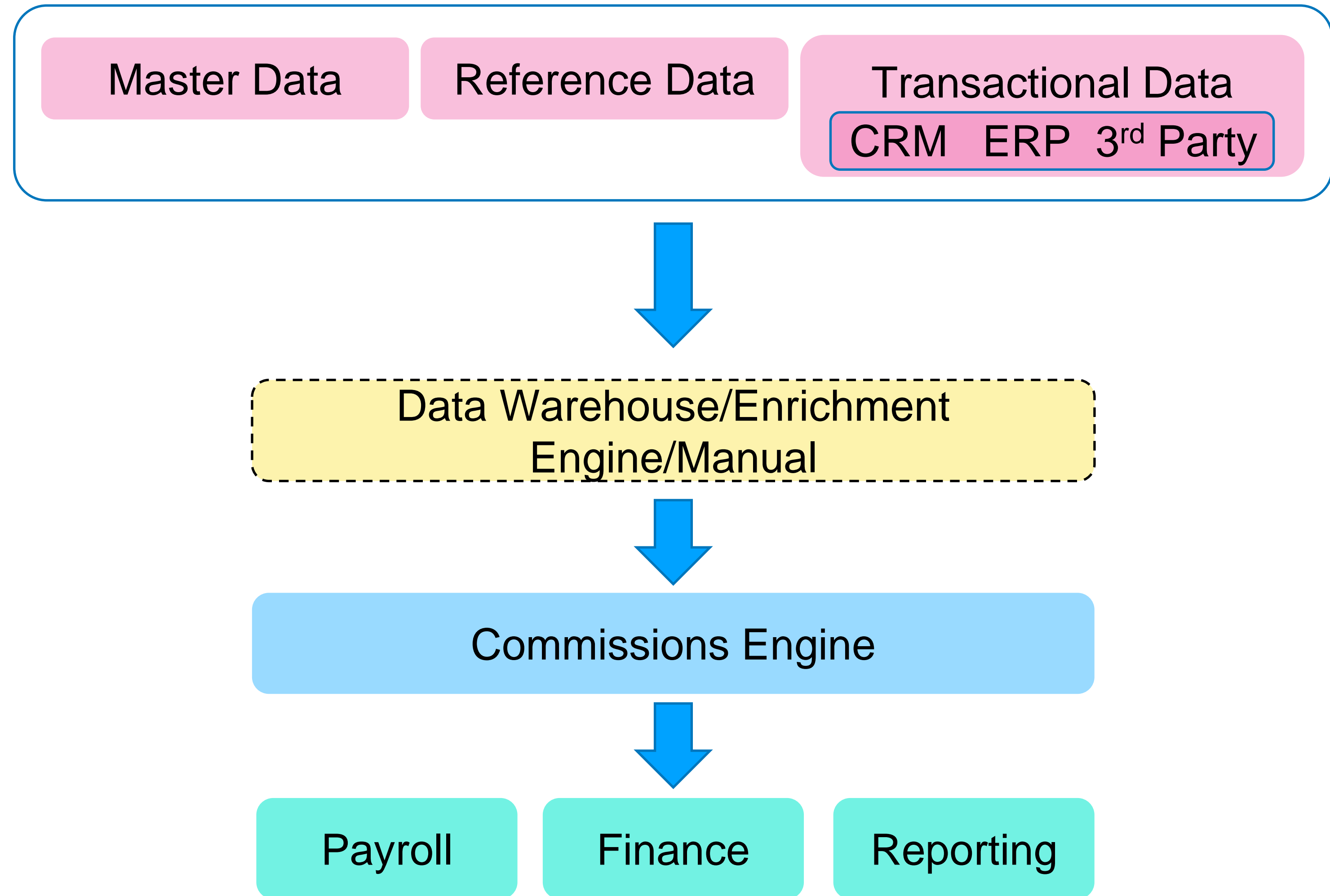
Core to crediting. Opportunity data, orders, shipments, invoices, revenue, margin, other financial data, third party

## 3. HISTORICAL

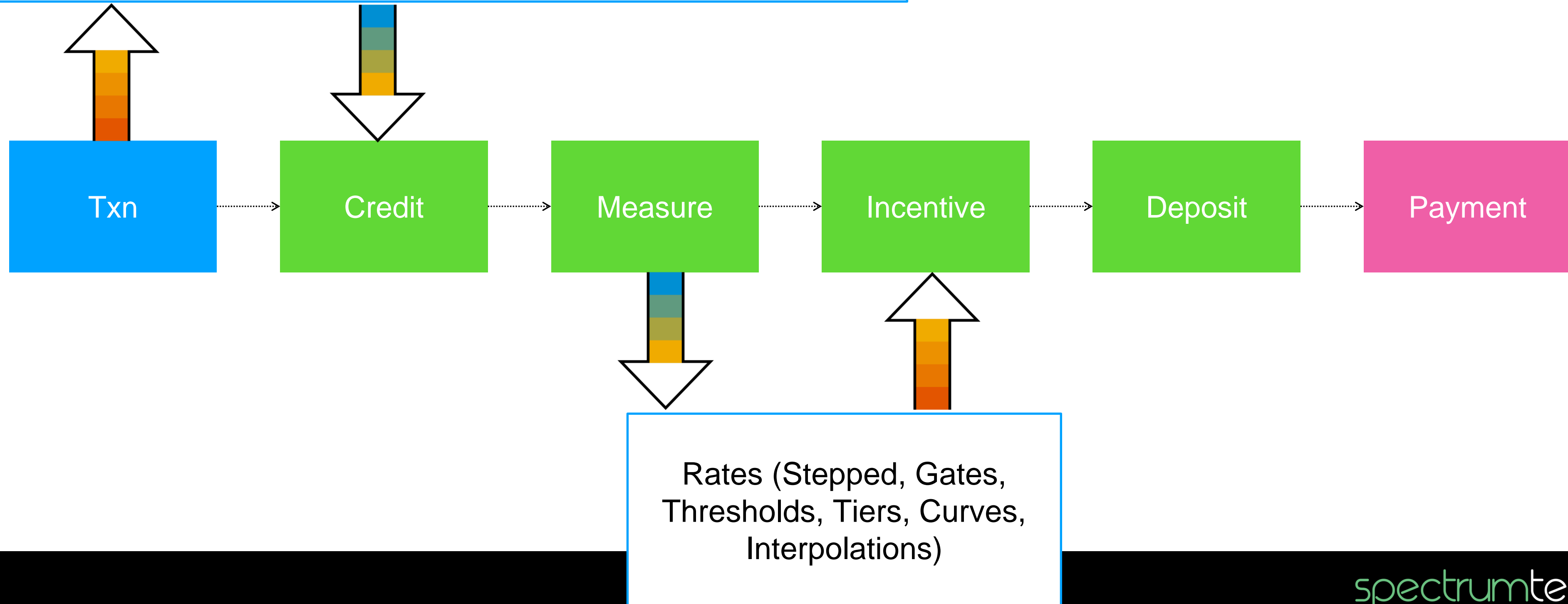
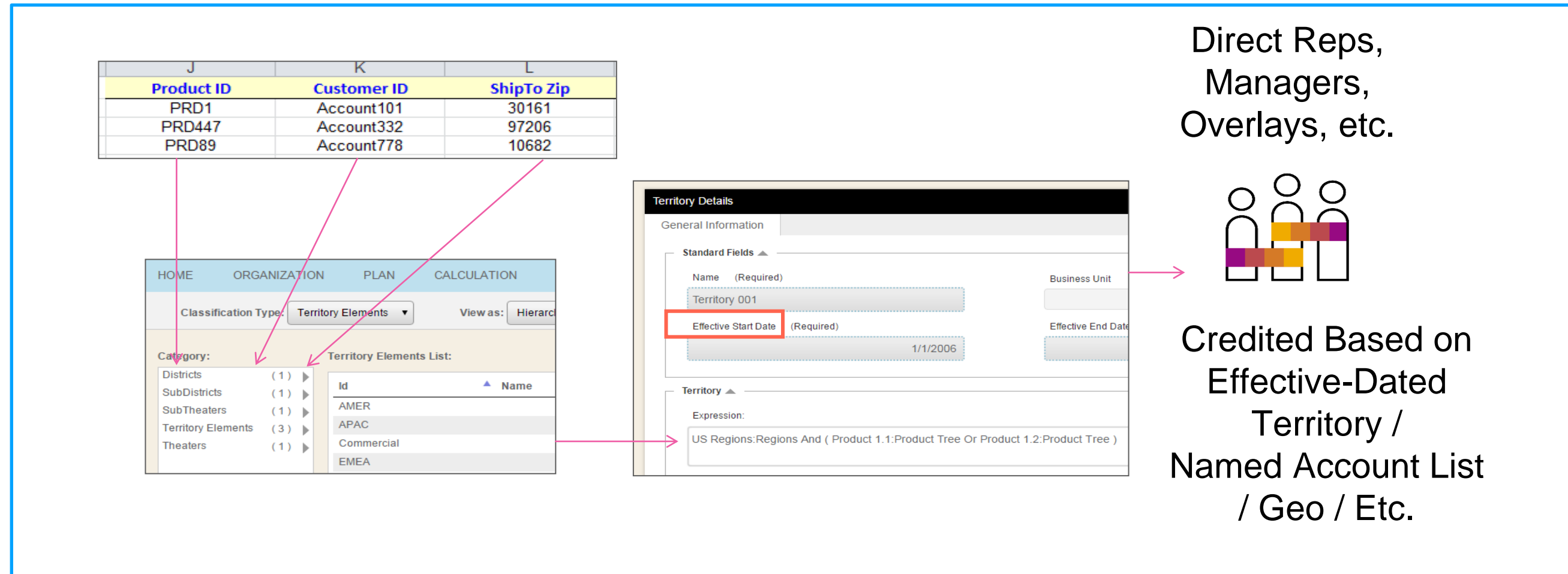
Effective dated and/or versioning of all data types.

## 4. Enriched

Data enriched to support processes downstream of source system. Typically transactional data in a data warehouse



# Commissions Processing



Account Exec Dashboard      Compensation Plan

Design   Preview      Save   Save & Publish   Cancel

Payee Widgets

### Profile

First Name : David  
Last Name : Litz  
Position Name : Sales Rep - Californ  
Job Title : --

### Current Period Payout

**\$1,337.00**

Payment

-\$123.00 Outstanding balance	\$337.00 Prior Balance Applied	\$1,000.00 Earnings This Period
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### Configure Payment

Widget Title: Current Period Payout  
Help Text: Sum of New Business Payout and Renewals Payout

Hide on Mobile Devices:

Show Finalization:

Earning Group: All

Show outstanding balance?:

Apply Changes   Cancel

### Payout By Period

Period	Value
1	10k
2	12k
3	8k
4	10k
5	11k

Widgets used: 8 / 8

20 / 27 contest in effect for Q3!

Share Your Feedback!



# Reporting



Files / USA- Hi-Tech Deposits by Payee\* ☆

File Insert Tools Data Format Designer Controls View

Period Name (12) (All) Unit Name for Deposit ... USD

Deposits by Payee

KPIs

in k

USD

**1,518,303.66**

Deposit Value

**25**

Payee Count

Deposit Details

in k | 1 Filter | 1 Filter

Period Name	Full Name	Manager Full Name	Position Name	Earning Group Id	Earning Code Id
April 2019	Adam Lynch	Shannon Cummings	alynch	Commission	Commission New Product Renewal
	Bean Jacob	Sue Dawson	bjacob	Commission	Commission New Product Renewal
	Bob Menson	Kate Jacob	bmenson	Commission	Commission New Product Renewal
	Charles Bate	Shannon Cummings	cbate	Commission	Commission New Product Renewal
	Dennis William	Sue Dawson	dwilliam	Commission	Commission New Product Renewal
	Harry Perry	Jacob Smith	hperry	Commission	Commission New Product Renewal
	Helen Fuller	Jacob Smith	hfuller	Commission	Commission Product Renewal

Builder

Data Source  
Deposits

Table Structure

- Responsive / flexible column width
- Arrange totals / parent nodes below
- Beta table [i]

Rows

- Period Name (x)
- Full Name (x)
- Manager Full Name (x)
- Position Name (x)
- Earning Group Id (x)
- Earning Code Id (x)
- Unit Name for Deposit Value (x)

+ Add Measures/Dimensions

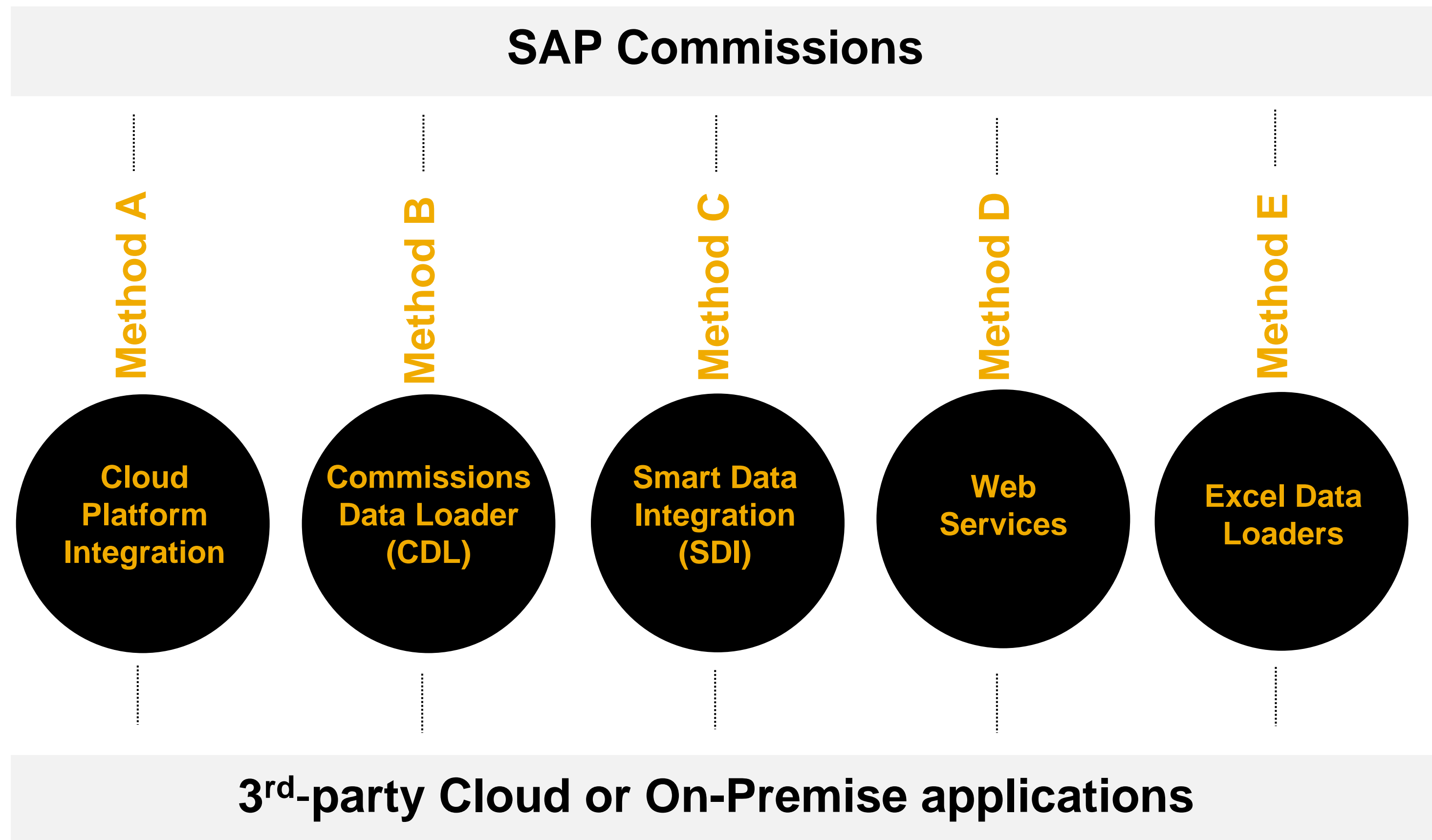
Columns

- Measures (1 Model Measures) (i) (x)

+ Add Measures/Dimensions

Filters

- Business Unit Name (1) (x)  
BestRun HI-Tech



**A.** Pre-built connectors for virtually all enterprise cloud solutions:



**B.** SFTP Batch Load. Template based Files

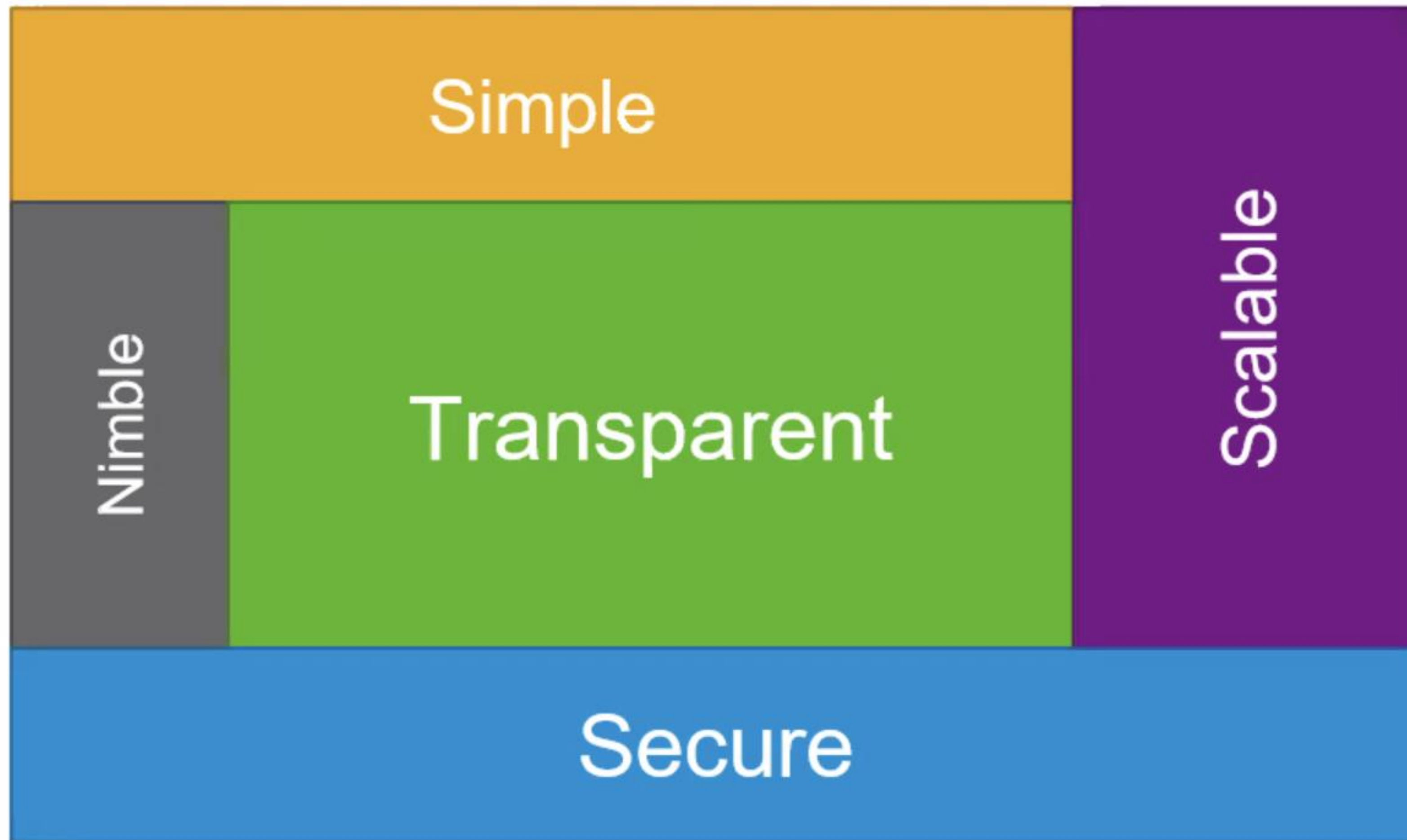
**C.** Direct connectivity to selected on premise and cloud applications (via built-in adapters)

**D.** Web Services Toolkit. REST API's

**E.** Built-In Excel Templates



# Comp Admin expectations from SPM Solution?



# COMPENSATION ADMINISTRATOR EXPERIENCE SUMMARY

## • WHY SAP:

- ✓ FLEXIBLE CALENDARS
- ✓ MANAGE COMPLEX HIERARCHIES EASILY
- ✓ ROLE BASED SECURITY, AUDIT CONTROLS
- ✓ EFFECTIVE DATING & RETROACTIVE PROCESSING
- ✓ BUSINESS UNIT SEPARATION
- ✓ CONTEXT DRIVEN RULE WRITING
- ✓ COMPONENTS OF COMMISSION PROCESSING

## • DATA TYPES & COMMISSIONS PROCESSING:

- ✓ REFERENCE DATA
- ✓ TRANSACTIONAL DATA
- ✓ HISTORICAL DATA
- ✓ DATA ENRICHMENT

## • DASHBOARDS AND REPORTING:

- ✓ DASHBOARDS DETAILS
- ✓ MOBILE CAPABILITY OF DASHBOARDS
- ✓ OPERATIONAL REPORTING OPTIONS
- ✓ ADHOC REPORTING

## • SAP INTEGRATION:

- ✓ CLOUD-TO CLOUD DATA INTEGRATION OPTION USING CPI
- ✓ FILE BASED DATA LOADING OPTION
- ✓ UI BASED EXCEL DATA LOADING OPTION
- ✓ WEB SERVICES OPTIONS
- ✓ HEAVY DATA CLEANSING OPTION USING SDI

# SALES PERFORMANCE MANAGEMENT – 3 PART WEBINAR SERIES SUMMARY

- **WEBINAR 1 : BUSINESS VALUE OF SALES PERFORMANCE MANAGEMENT (SPM)  
SPECTRUM LAUNCHED SPM ASSESSMENT TOOL**



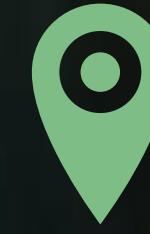
- **WEBINAR 2 : IMPROVING YOUR SALES EXPERIENCE WITH SAP COMMISSIONS  
SPECTRUM LAUNCHED THEIR  CHANNEL**



- **WEBINAR 3: SAP COMMISSIONS: KEY FEATURES & CAPABILITIES TO DRIVE THE  
COMMISSIONS PROCESS**



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