



SAP SUCCESSFACTORS INCENTIVE MANAGEMENT IMPLEMENTATION: THREE COMPELLING CASE STUDIES

ABOUT THIS GUIDE

This case study will help you understand what impact SAP SuccessFactors Incentive Management can have on your sales organization. It will explore the projects and results from three Canidium clients utilizing SAP SuccessFactors Incentive Management implementation services.

MAUI JIM AND SAP SUCCESSFACTORS INCENTIVE MANAGEMENT: A SUCCESS STORY



Maui Jim has revolutionized the sunglasses industry by combining technology with style to offer over 125 styles of sunglasses with UV protection. Maui Jim had elaborate, manually calculated compensation plans, and they needed an SPM solution to manage their commissions, incentive compensation and Kahuna Club (President's Club) process. Their objective was to give the Account Executives and Sales Management transparency and access to commissionable sales, compensation statements, and Kahuna Club qualification status.

WHY SAP

Canidium partnered with SAP early in the sales process and the primary competition was Optymize. The collaboration between Canidium and SAP was able to successfully turn Maui Jim from implementing Optymize to seeing the value of the SAP SuccessFactors Incentive Management solution. The capabilities that drove the decision for SAP SuccessFactors Incentive Management included flexibility of the solution, centralization of compensation administration, and transparency into compensation systems.

RESULTS

- Deliver more standardized and consistent processes for sales operations
- Allow for increased auditability of compensation and accrual processes for finance
- Provide increased visibility for reps into their commissions and an ability to forecast potential outcomes
- Drive better team performance through targeted sales management reporting and analytics

METRICS

- Reduced administrative resources required to support SPM processes.
- Reduced manual efforts by leveraging automated workflows.
- Centralized data, reducing data replication from 34 distinct comp plans to 8 SAP SuccessFactors Incentive Management plans.

FUTURE PLANS

Continued progress against long term SPM roadmap, including Plan Communicator, Embedded Analytics, and advanced dispute resolution capabilities.

ABOUT THE MAUI JIM PROJECT

Company

Maui Jim, Inc.

Headquarters

Peoria, IL

Industry

Manufacturing

Revenue

\$350M (2017)

Website

www.mauijim.com

SAP SF Products:

Incentive Management

HEARTLAND DENTAL PARTNERS WITH CANIDIUM TO IMPLEMENT SAP SUCCESSFACTORS INCENTIVE MANAGEMENT



Heartland Dental is the nation's largest dental support organization, providing non-clinical and administrative support services to 1400 dentists across 37 states. With a versatile customer base and plans to scale their clientele, Heartland needed to organize and streamline their compensation system while allowing transparent reporting to doctors, improved workflow automation, and reduction in payment errors, all while increasing speed to payment.

WHY SAP

Heartland chose to partner with Canidium and another consultancy called Dickenson to implement SAP SuccessFactors Incentive Management. With commissions data previously being tracked in spreadsheets, Heartland needed an all-encompassing and reliable system. The capabilities that drove the decision for SAP SuccessFactors Incentive Management included: Flexibility of the solution, transparent reporting capabilities, automated workflow routing, centralization of compensation administration, and increased speed to payment.

RESULTS

- Increased visibility to doctors via one dashboard, minimizing on-off report requests.
- Empowered doctors via self service workflow to automate routing and adjustment approval.
- Synced commissions data for bonus calculations, reducing payment errors.
- Increased commissions automation, enabling quicker processing and a scalable solution.

METRICS

- Close process moved up by 2 days, enabling doctors to get paid sooner.
- Automated workflow allowed removal of middle administrative layers.
- Improved automation allowed for sustainable increase in new clients.

FUTURE PLANS

Leverage centralized compensation data for more enhanced plan and program analytics.

ABOUT THE HEARTLAND DENTAL PROJECT

Company

Heartland Dental

Headquarters

Effingham, IL

Industry

Dental

Website

www.heartland.com

**SAP SF Products:
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PANASONIC SUCCESSFULLY IMPLEMENTS SAP SUCCESSFACTORS INCENTIVE MANAGEMENT

Panasonic



Panasonic Holdings Corporation, together with its subsidiaries, develops, manufactures, sells, and services various electrical and electronic products worldwide. It operates through Lifestyle, Automotive, Connect, Industry, and Energy segments. It is a multinational electronics corporation with headquarters in Japan, US, and Europe.

WHY SAP

Panasonic was previously utilizing Excel to calculate and report on commissions payments. They were managing disputes through email and were spending extensive time managing this highly manual process. The capabilities that drove the decision for SAP SuccessFactors Incentive Management included automated processes that greatly reduce human error and incidental loss.

RESULTS

- Completed end-to-end implementation in a compressed timeline to deliver value quickly.
- Key collaboration between data integration consultants and Panasonic resources minimized any potential timeline delays and helped in achieving testing success.
- Compensation resources adapted to clients' changing requirements and those requirements changed significantly from the initial scope.
- Effective relationships with the SAP AE, as well as key support resources, ensured any blockers from SAP were quickly resolved.

METRICS

- Ability to pay incentive compensation components accurately, on time, every time
- Creation of focused sales incentive plans aligned with organizational direction
- Improved transparency of calculations and data via reporting and dashboards.
- Better control over change
- Establish a process for their MBO components via advanced workflow abilities

HIGHLIGHTS

A significantly shortened timeline while still meeting every business objective.

ABOUT THE PANASONIC PROJECT

Company

Panasonic Holdings Corp.

Headquarters

Kadoma, Osaka, Japan

Industry

Manufacturing

Revenue

\$50B (US)

Website

www.panasonic.com

SAP SF Products:

Incentive Management

WHY SHOULD YOU IMPLEMENT SAP SUCCESSFACTORS INCENTIVE MANAGEMENT?

It's clear that SAP SuccessFactors Incentive Management has a transformative impact on sales organizations. We witness several significant advantages with our clients, such as:

- Enhance transparency of calculations and data through reporting and dashboards.
- Synchronize commissions data for bonus calculations, leading to fewer payment errors.
- Improved auditability of compensation and accrual processes for finance.
- Greater visibility for sales reps into their commissions, allowing for better forecasting of potential outcomes.
- Enhance team performance through targeted sales management reporting and analytics.

WHY CANIDIUM?

Since 2008, Canidium has specialized in SAP SuccessFactors Incentive Management and SPM solutions. Our experience and expertise in sales performance management enable us to deliver a personalized SAP SuccessFactors Incentive Management implementation. We provide end-to-end services, including planning, testing, training, and support.

Our track record proves our ability to deliver successful outcomes for clients across various industries.

Want to learn more?

[What are the Top 3 Pain Points of Software Implementation?](#)

[Incentivizing Success: How SAP SuccessFactors Incentive Management Shapes Sales Rep Behavior](#)

[Leveraging SPM to Reduce Risk and Incidental Loss](#)