



AT A GLANCE

USE CASE: Sales Incentive Comp

INDUSTRY: Medical Devices

TECH LANDSCAPE: Anaplan,
Snowflake, Salesforce



Efficiently Administering Incentive Compensation for a Global Sales Team



THE ISSUE

With a global sales team of over 400 individuals spread Nevro was facing challenges effectively administering its incentive compensation programs. As a result of the limitations of Callidus, the Compensation Administration team was forced to utilize Excel based spreadsheets.



THE SOLUTION

To solve for the limitations of the Callidus and Excel, Nevro partnered with Akili to implement an Incentive Compensation Management solution within Anaplan. Over a 12-week period, Akili worked shoulder to shoulder with comp admin stakeholders to customize an ICM solution leveraging Akili's SPARK ICM model.



THE IMPACT

Utilizing the SPARK ICM model as the foundation, the ICM solution for Nevro created a single source of truth utilized across the sales organization

- **Comp Admins** – Enabled to integrate comp data, and territory & quota assignments, manage and create new comp plans, and payroll files
- **Sales Leadership** – Provided with dashboards to understand team performance, drive behaviors, and minimize 'shadow accounting'
- **Sales Reps** – Provided visibility through reporting dashboards into individual compensation plan, payouts, and performance metrics