2023 Sales Commission Software Buyer's Guide

CHOOSING A PLATFORM THAT ENABLES STRATEGIC IMPACT.

SPIFF

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Introduction

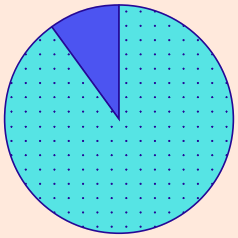
Commission management is a massive responsibility, one that directly impacts an organization's wellbeing and bottom line. As a sales comp manager, your goal is to be a valuable asset to your team and business–but without the right systems in place, it's easy to get stuck in a cycle of inefficient processes, including:

- **Complicated commission calculations**
- **Administrative busywork**
- **Manual problem-solving and error remediation**
- **Neverending dispute resolution**

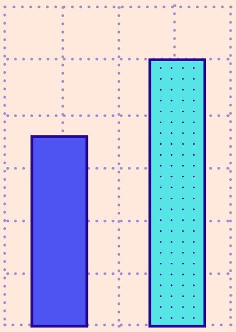
So, you search for a solution that will eliminate these inefficiencies, automate the commission management process, and enable you to drive genuine business value.

But therein lies another challenge: not all commission management software is created equal, and purchasing the wrong tool can exacerbate rather than alleviate your problems.

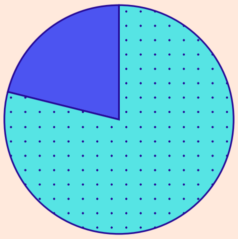
If the solution proves to be a success, you become the sales comp hero. A failure, and your job is on the line.



90% of top-performing companies utilize incentive programs to reward their sales associates (source).



Properly structured incentive programs can increase employee performance by **44%** (source).



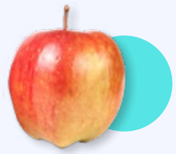
Companies utilizing an incentive program reported a **79%** success rate in achieving their established goals when the correct reward was offered (source).

Sales Commission Software:

The Good, The Bad, and The Ugly

As you start to evaluate solutions, you have high hopes in terms of what you could accomplish with a powerful, efficient commission management system in place. And, while that may be the reality for some, without the proper research and due diligence, you run the risk of landing in a far worse situation than where you started.

Let's take a look at the good, the bad, and the ugly of sales comp software.



THE GOOD:

- You save countless hours on commission calculations.
- Your calculations are accurate and error-free.
- You motivate sales performance and improve morale.
- You have confidence in your program's compliance with legal and financial regulations.
- You're able to self-manage but feel supported if questions or large projects arise.
- You're able to redirect time and resources to useful strategic work.
- Commissioned employees are excited about the new tech and it's easy to get them logged in and actively using the tool.
- **You become an essential value driver for the business.**

THE BAD:

- You never get comfortable using the solution.
- The solution produces inaccurate calculations.
- Commission disputes increase in frequency.
- The solution becomes less effective as the company grows.
- You feel in the dark about your program's compliance with legal and financial regulations.
- You're able to self-manage to some extent, but anything complex or structural requires hours of professional services fees.
- Some commissioned employees use the tool, some don't.
- You lose valuable time trying to make your new solution work for your organization.
- **Your performance is called into question.**

THE UGLY:

- You never complete onboarding.
- You're unsure if the solution is accurate because there's very little insight into how it works or how calculations are completed.
- Compliance, what's that?
- Change happens in a black box and is typically completed by a professional services team and accompanied by exorbitant fees.
- Commissioned employees quickly lose interest in the platform because it's confusing, isn't updated in real time, and doesn't reflect their commission earnings accurately.
- You fall behind on your regular job responsibilities after spending your time trying to stand up your new tech, while also managing comp programs manually in the interim.
- **Your job is at risk.**

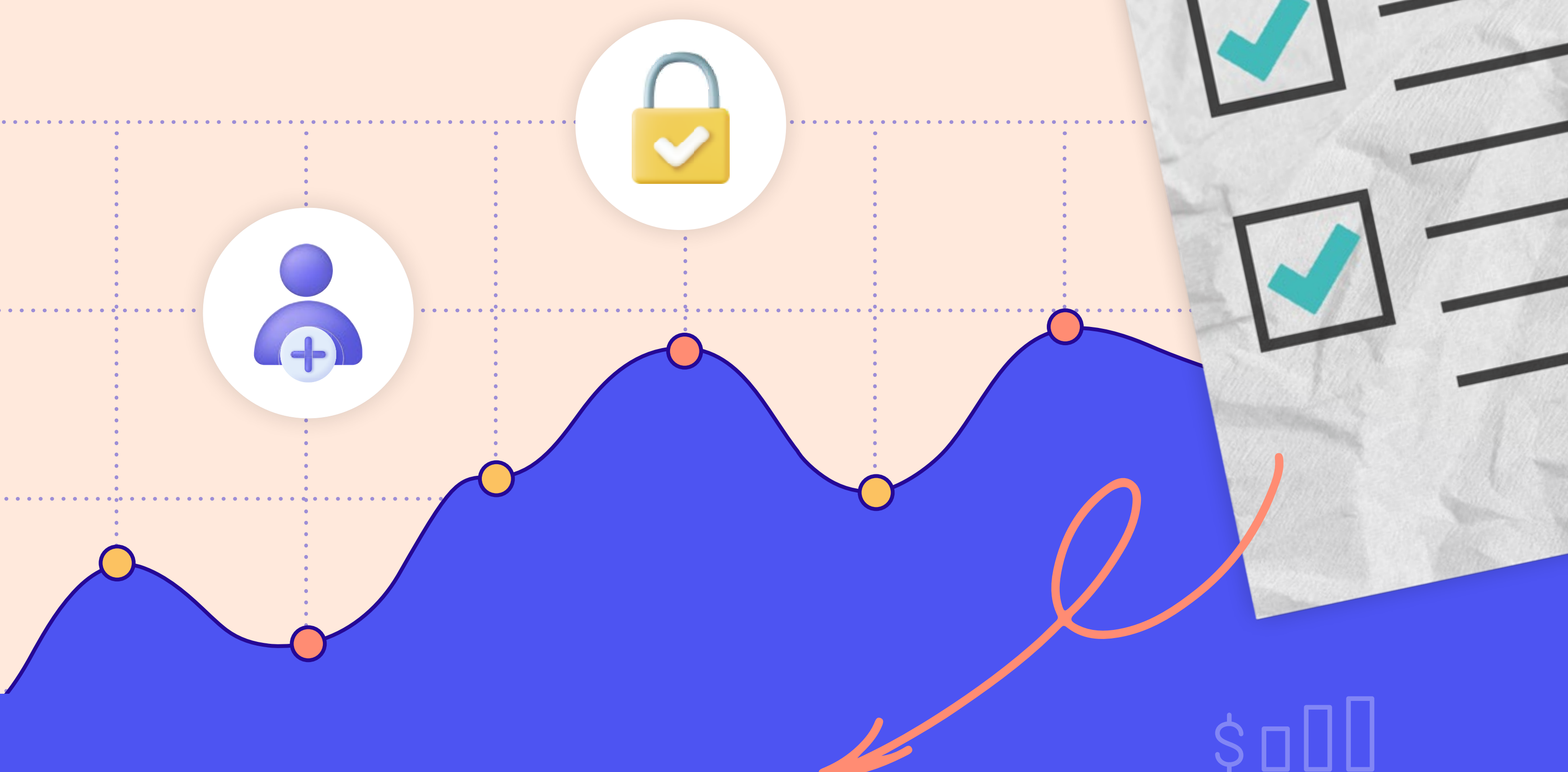
No matter where you fall on this spectrum, you're not alone and we're here to help.

The Sales Commission Software Checklist

Purchasing a sales commission solution is a major decision—but it doesn't have to be a major risk. It's all in the details: if you know exactly what to look for, you'll find exactly what you need.

Use this checklist to evaluate commission vendors based on the capabilities and benefits that matter most. The solution that checks every box will lift the burden of inefficiencies and give you the freedom to reach your full value-driving potential.

#1: Admin Capabilities & Permissions



Research suggests...

that tools built to support multiple, flexible user roles and access levels enable more efficient admin processes, time savings, promote security and compliance, and ultimately **save money long-term**.

(source)

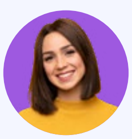
Determine whether the solution provides you with flexibility and control over permissions and access.

You may serve as the primary admin for the commission tool you adopt, but many other users will need to directly engage with the solution in order to fulfill commission-related responsibilities.

These stakeholders often include:

Finance team members: Other finance professionals will leverage the solution to edit commission plans, draft and transfer financial documentation, access analytics, resolve issues, and more.

Team leads: Sales managers will need access in order to view quotas and statements, trace commission calculations, analyze commission trends, adjust plans, and perform other actions that support their ongoing management of their specific teams.



Commissioned employees: The solution should enable individual sales reps to see into their commission statements, trace calculations, submit comments and disputes, and track their quota attainment.

RevOps teams: Members of your RevOps team will likely also need access to the commission platform you purchase– while responsibilities vary from company to company, RevOps often plays a vital role in sales planning, quota assignment, and designing commission plans.

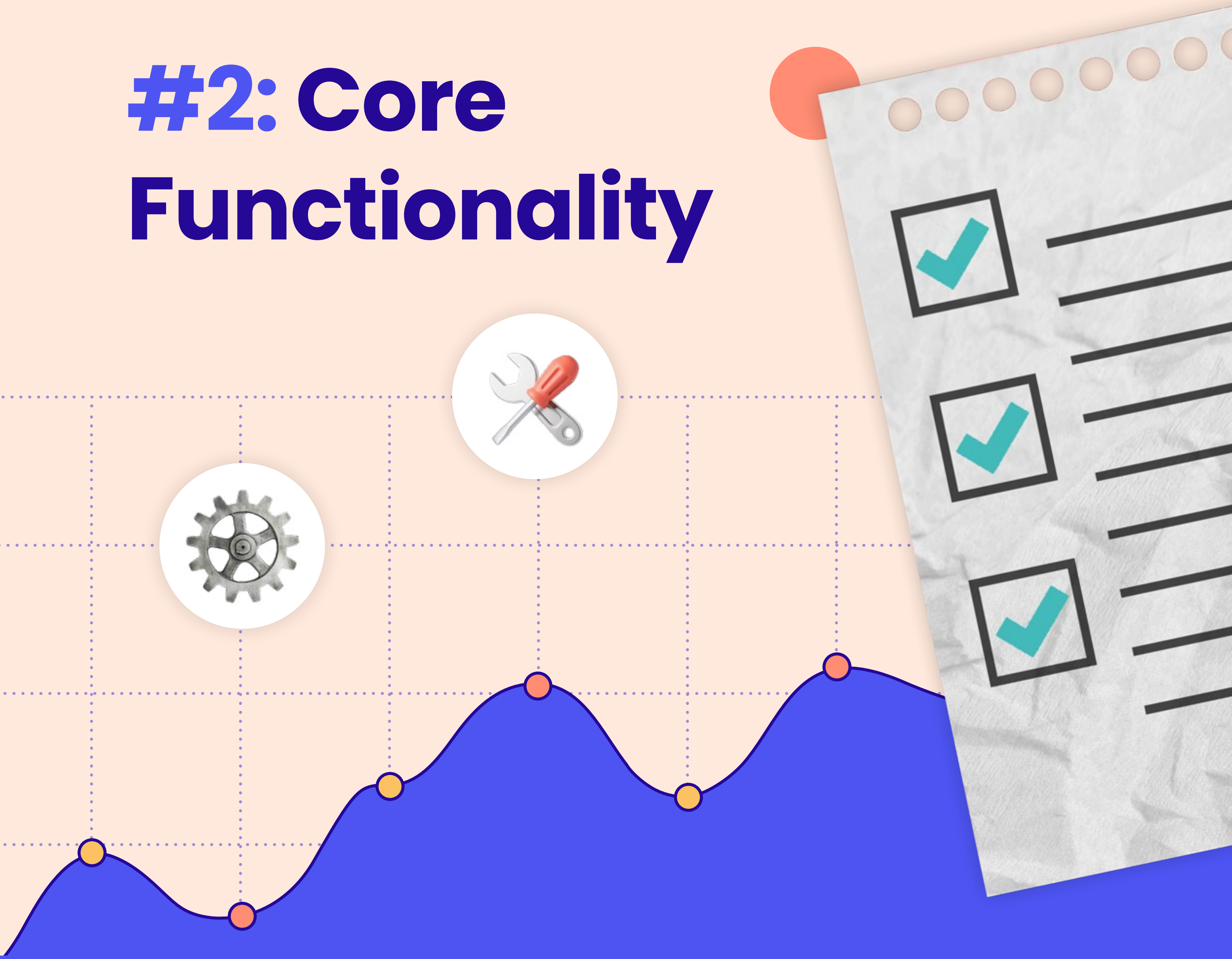
IT: IT professionals may need access to the solution in order to ensure compliance with company security measures, adjust settings, and perform ongoing technical maintenance.

With so many parties to account for, it's wise to begin your evaluation process by **understanding the full scope and limitations of the solution's admin capabilities**. Find out who will have access, how the permission process works, whether access is uniform across the board or can be customized for different levels and hierarchies.

Questions to ask each vendor:

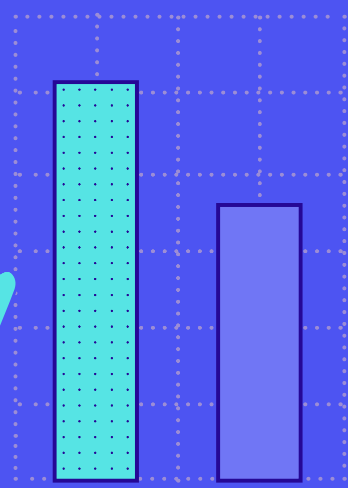
- What type of user roles or access levels does your system offer?
- Is admin access permissionable? If so, how can we segment our admin functions?
- How does your software support hierarchies and access levels for different levels in an organization?
- Who/what roles have access to make intra-period adjustments to plans?
- Who/what roles can build reports in the system? Is access to data permissionable?
- Can each rep export a statement in Excel?
- How does manager assignment to teams work? Can users be managers of multiple teams?
- How does rep assignment to teams work? Can reps be on multiple teams?
- Can managers and reps assignment to teams be temporarily assigned to teams for specific periods of time?
- Can teams be nested under other teams and have commissions roll up accordingly?

#2: Core Functionality



PROPERLY STRUCTURED INCENTIVE PROGRAMS

can increase employee performance by **44%**.



(source)

Understand the solution's process for designing and automating commission programs.

Determine what the solution can do, and how. Have the vendor guide you through the actual processes for performing your primary commission management activities, so you can quickly identify the solution's capabilities and limitations.

Evaluate the solution's processes for:

Commission calculation: Understand how and from where the solution pulls commission data, whether it automates calculations in real-time or requires user input, and what functionality it has in place to ensure accuracy.

Plan design: Visualize the steps that it takes to design a new sales comp plan within the platform. Inquire about specific comp plan characteristics, such as accelerators, promotions, modifiers, and custom pay periods, so you can determine the level of complexity the solution can support.

Plan rollout: See how the tool handles the process of generating and distributing commission statements and other reports. Determine whether the solution automates the entire commission process, including document management and rollout, or requires users to switch between tools or handle distribution manually.

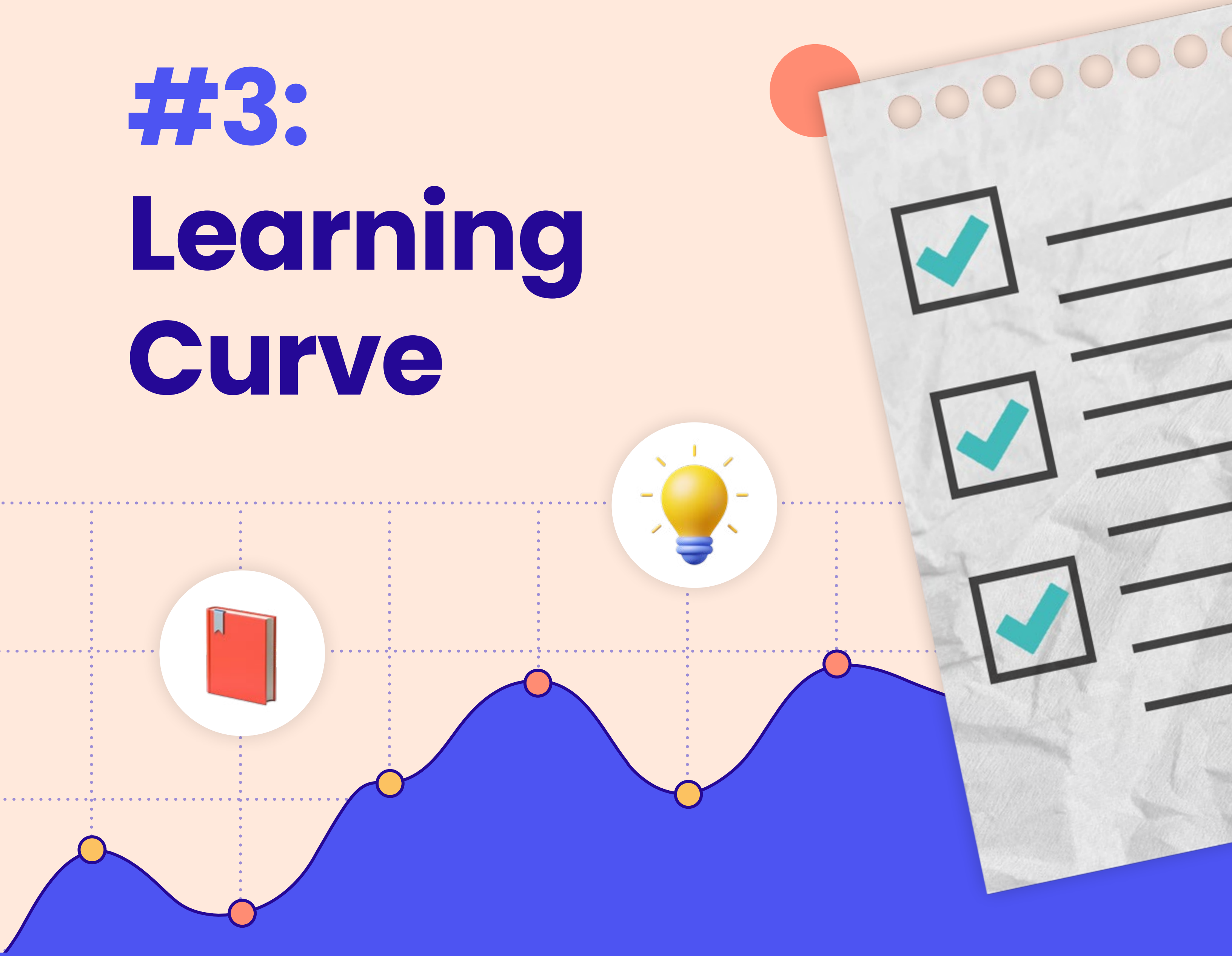
Reporting basics: Evaluate the depth, complexity, and diversity of reports you'll be able to observe and create using the solution. Pay attention to the flexibility of the reporting functionality, the specific data and insights that can be gathered and organized, and the look and feel of the analytics dashboards and reports themselves.

It's important to inquire about specific capabilities early in the evaluation process, **so you can quickly disqualify solutions** that can't handle the full scope and complexity of your commission process.

QUESTIONS TO ASK EACH VENDOR:

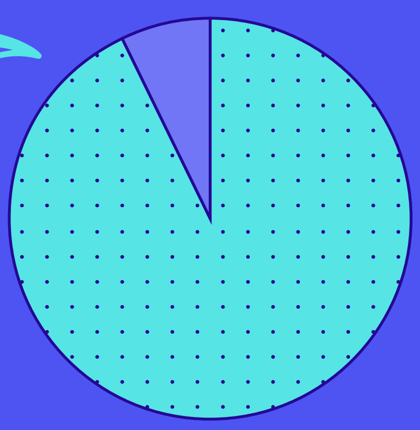
- What is the average timeline for creating and rolling out compensation plans?
- What functionality do you provide to ensure commission calculation accuracy?
- How does your software help me design more effective commission plans?
- How does your system help my company establish and follow best practices for commission?
- Can reps be on multiple plans at once? How are promotions or overlapping comp plans managed?
- How do I add new compensation rules to existing plans (new quarterly bonuses, new product/service kickers, spot bonuses, etc.)?
- Can I assign reps to a plan for only a specific period of time? Do you handle project-based compensation?
- Does your system support lookup table functionality?
- What functions, logic, and math does your commission automation support? How many calculations can your system perform in comparison to Excel?
- How does your system support accelerators?
- What languages does your system support?
- What currencies does your system support?
- What kind of reports can I run in your system? Please provide examples of rep attainment vs. quota, proximity to next tier or accelerator, peers or top performers, etc.
- How do admins create a report or an export for Payroll?
- How do admins create a report or an export to see all payments for all employees within a statement period?

#3: Learning Curve



93% OF B2B TECHNOLOGY BUYERS

say that the quality of the implementation process has a significant influence on their decision to renew a contract with a vendor in the future.



(source)

Avoid commission tools that require a demanding and complex implementation process.

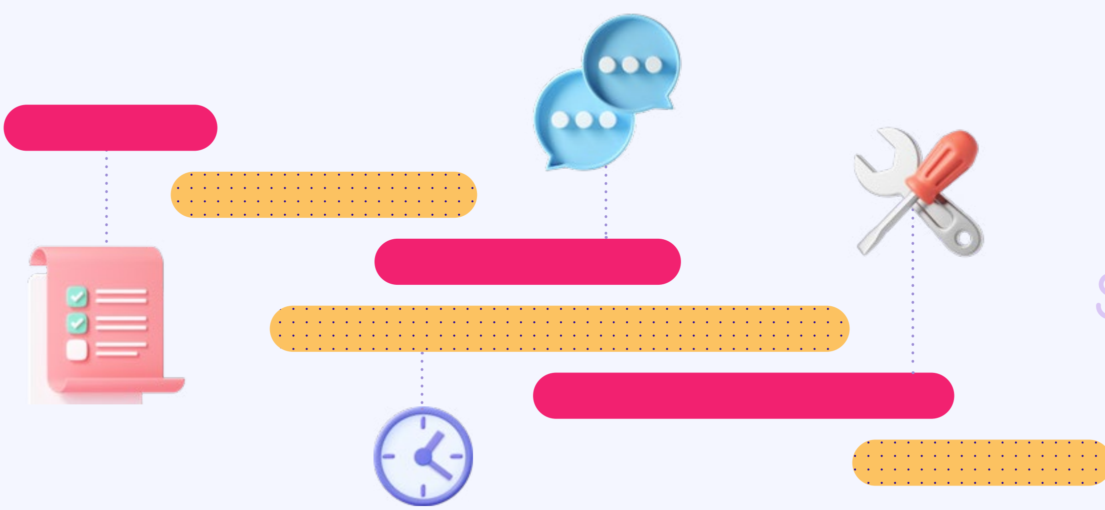
Certain platforms promise big results, but only function in the hands of admins who possess hyper-specific coding skills, can build custom ETL pipelines, and have learned a completely foreign proprietary logic language.

Here's why you should be wary of solutions with steep learning curves:

Long implementation process: Complicated solutions require extensive heavy lifting when it comes to backend development and the skills required to start using them. This drawn-out process disrupts your existing commission management efforts and delays your time-to-value.

Ongoing maintenance requirements: Solutions that are difficult to learn typically require ongoing support from the provider, as you'll need to consult a CSM or professional services team to implement changes or utilize new functionalities.

Proprietary or non-transferable workflows: The skills you develop to learn the platform aren't transferable; you'll be back to square one if you eventually switch solutions or take a role with a new employer that doesn't use the same platform.



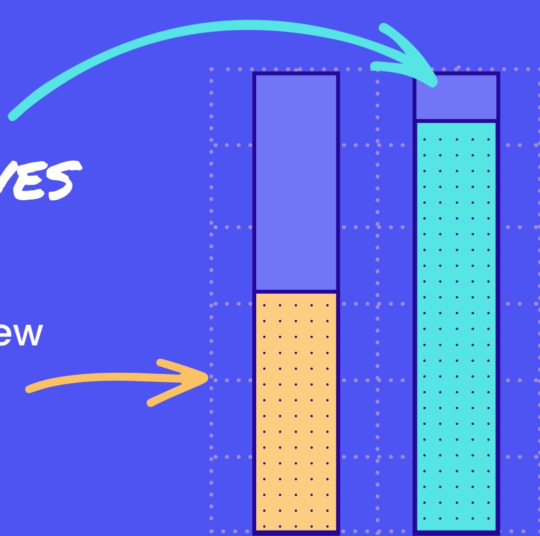
Fortunately, learning a commission management solution doesn't have to be difficult. Prioritize solutions that are easy to learn, utilize familiar programming syntax, and offer logic simplification capabilities that **enable you to get up to speed quickly**.

QUESTIONS TO ASK EACH VENDOR:

- How long is your average implementation process?
- What percentage of your customers churn during or fail to make it through the implementation process?
- What operational skills are required to use your solution effectively?
- Does your platform use a familiar language or do I need to learn a new syntax?
- Describe your training options. How many do you offer? Do you charge for training?
- What internal resources does your system provide to users? Is content permissionable by user profile?
- How do you charge for training? During implementation? Ongoing?

#4: Usability & Adoption

90% OF C-SUITE EXECUTIVES believe their company pays attention to people's needs when introducing new technology, but **only about half (53%) of staff say the same.**



(source)

It's a myth that complex technology and ease-of-use can't coexist.

If spreadsheets are so inefficient, why do finance and RevOps professionals still use them to manage their commission programs? Because they're familiar. Because they're easy to use.

Replacing a spreadsheet with a powerful but convoluted automation platform is like swapping out a trusty frying pan for a confusing all-in-one cooking appliance— all those cool features mean nothing if you never get comfortable using them.

The best commission solutions offer the best of both worlds, merging the power of automation with the ease-of-use of a spreadsheet. A user-friendly commission tool will provide:

Familiar formulas: Recognizable formulas and datasets that make it easy to design new plans, directly on the platform, without tinkering with complex source codes or learning unfamiliar logic.

Intuitive user interface: A streamlined and visually appealing graphic interface, with a familiar layout that doesn't overwhelm you (or your sales team) with confusing components and makes it easy to perform core responsibilities.

Streamlined navigation: Easy-to-use search functionality that quickly directs you to the comp plans or data you're searching for, without requiring you to toggle between windows or waste time combing through convoluted result pages to find the right information.

If you see a product in action and think, *"It looks ugly and complicated"*, don't write that off as a frivolous concern— **commission solutions can in fact be easy to use and pleasant to look at**.

Usability and adoption aren't just a factor for the tool's admin, either. Without a simple and accessible interface, commissioned employees will fail to adopt your platform of choice and, as a result, will fail to reap the benefits you pay for. In order to prevent shadow accounting, loss of productivity, and a generalized lack of motivation on your sales floor, it's important to vet all potential solutions from the perspective of an admin and from the perspective of an end user.

Questions to ask each vendor:

- How easy is it to design a new comp plan from scratch?
- How do I search for a particular comp plan or piece of information?
- Can admins easily create an unlimited number of commission rules without paying for professional services or customer support?
- Can admins create commission rules within the solution's interface? Or does it require coding changes?
- What are typical rep adoption rates among your current customers?
- Do you equip customers with resources or support to aid in sales rep adoption?
- What percentage of customers have expanded their initial contracts to account for growing teams and users?
- How does the interface and usability of your platform compare to the familiarity of a program like Excel?

#5: Flexibility

Low code / no-code platforms

have the potential to reduce admin and development time by **90%**.

(source)

The right commission platform makes change and customization easy.

Consider all of the moving parts that impact your day to day responsibilities while managing sales commission– territory changes, new hires, employee churn, new products, new comp plans, and so much more.

Commission management requires agility, as you must take swift action to ensure your comp plans reflect new priorities and needs. Certain solutions support flexibility, while others aren't built to efficiently handle change.

Here we'll stop to break down the two most prevalent types of commission software— self-managed and bespoke legacy solutions— as their differences reveal the degree of flexibility they'll provide.

Self-managed:

- Low-code or no-code.
- Plan components can be created, combined, or changed through reusable modules.
- Admins can visually build out plans within the interface.

Legacy or bespoke:

- Plan rules are hard-coded depending on the company's specific requirements.
- Customization is only possible through complex backend development.
- Major plan changes require external engineering or professional service intervention.

If you want to be able to change comp plans on the fly, we suggest limiting your search to self-manageable platforms that are **designed for easy customization**.

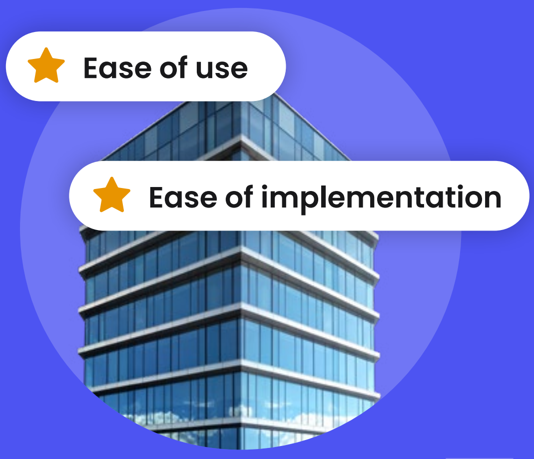
Questions to ask each vendor:

- Is your platform low code or no code?
- How much flexibility do you offer with functions, logic, and calculations?
- What changes can I make to comp plans directly within the platform? What changes will require professional service assistance?
- Do any differences between plans require managing separate plans, or can modifiers like geography, seniority, title, etc. be used to manage one plan for all?
- Does your software support monthly, quarterly, annual, or even custom-defined commission periods?
- What percentage of your customer base leverages your professional services team regularly?
- How quickly are users able to make adjustments when a new hire is made or when a commissioned employee churns?

#6: Scalability

SMB, Mid-Market, and Enterprise organizations

all cite **ease of use** and **ease of implementation** among their top five considerations for purchasing software.



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Your commission management solution must be able to keep up with the growth of your organization.

You're looking for a commission management solution not only to make your life easier, but to ultimately help your business grow. So, it's important to make sure the platform you choose is built to grow with you and won't actually hinder your growth in the long run.

Scalable commission solutions are built to support:

Centralized data management: The solution should be able to process increased volumes of data without sacrificing usability. You should be able to manage all commission plans and data from a single view, rather than having to independently manage disparate data types and toggle between workspaces.

New reps and territory changes: A scalable solution will allow you to add new reps and assign new plans with a few simple clicks rather than a lengthy plan redesign process. You should be able to adjust plans on the fly to address sales org restructuring or new territory expansion– without having to depend on a professional services team if necessary.

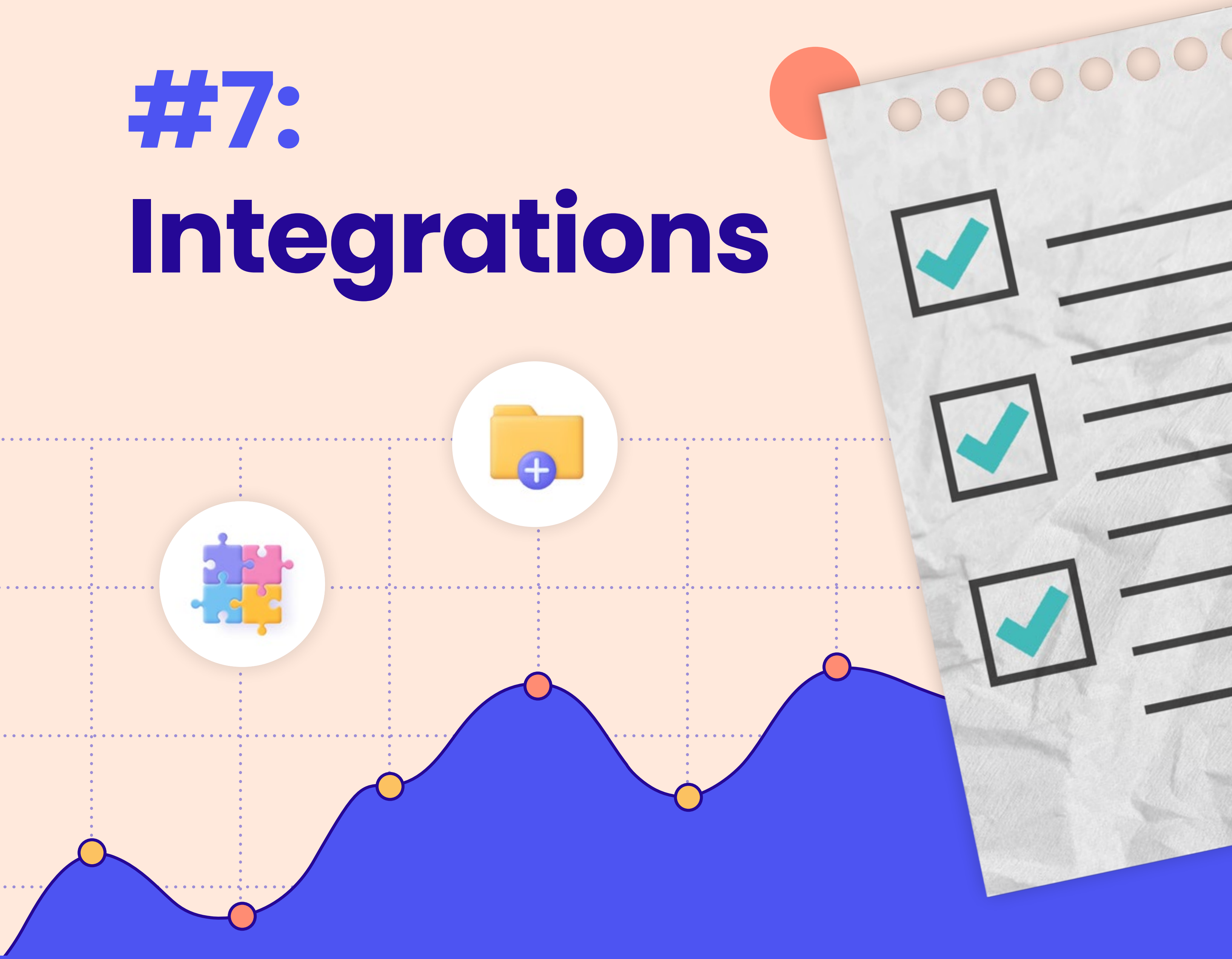
Increased plan complexity: The solution must be built to handle new plans and the implementation of new components you may eventually need to add, including accelerators, promotions, reconfigured commission splits, new commission tiers, and more.

The *best* commission solutions take scalability a step further and offer additional, proactive benefits— like data-driven plan recommendations that **actively help you improve plans for maximum growth**.

QUESTIONS TO ASK EACH VENDOR:

- How easily can I add new reps to an existing plan? Account for a territory change? Adjust plans to reflect an organization restructure?
- Does your software support an unlimited number of teams? If not, what's the limit?
- How do admins change or add managers and reps within a given period?
- How does your platform support growing sales teams? What kind of growth have your customers experienced while using your solution?
- What capabilities do you offer to help us proactively optimize commission plans and improve rep performance?

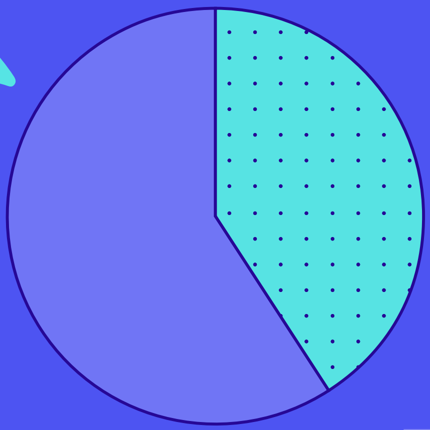
#7: Integrations



41% OF ORGANIZATIONS

that have made a SaaS purchase cite **integration issues** as a major challenge they face when it comes to usability.

(source)



Invest in a single source of truth for all commission data.

Your commission solution should be compatible with the solutions you're already using to store and manage data— like your CRM, payroll system, ERP, HR software, and business intelligence tools.

But, not all integrations are created equal— so look beyond the advertised list of supported platforms and ask questions that give you a better understanding of each of the following:

Continuous data synchronization: Automated data workflows that gather data from integrated systems in real-time and automatically apply commission rules. Without a fully automated data workflow, you'll be forced to manually consolidate data from disparate sources, impacting your efficiency and hindering scalability.

Customization capabilities: The ability to drill down into specific integrations and select which objects you'll pull from each platform. Rather than overload your commission process with data you won't need, customizable integrations enable you to add and remove data sources with a few clicks.

Seamless compatibility: Data syncing that doesn't subject you to lags or long processing times. Updates to compatible platforms don't negatively impact usability or require backend assistance to keep the integrations running smoothly.

Don't just take the vendor's word that their solution "works well" with other systems— drill down into the way their integrations function to **determine whether their platform can really function as a single source of truth** for commission data.

QUESTIONS TO ASK EACH VENDOR:

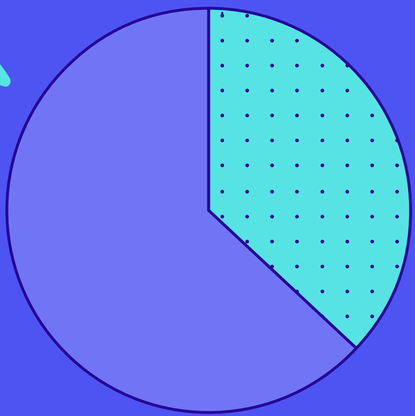
- What platforms do you have native integrations with?
- What objects can I pull from each of these platforms? Can I customize the integrations?
- Does syncing information between systems create lags or impact the performance of the platform?
- What CRM objects does your system sync? ERP objects? HRIS/Payroll objects? How often? Is syncing manual or automated?
- What CRM connectors does your system support (Salesforce, Hubspot, etc.)?
- What ERP connectors does your system support (Netsuite, SAP, Sage, etc.)?
- What Payment Processing connectors does your system support (Stripe, etc.)?
- What Payroll connectors does your system support (ADP, etc.)?
- What Data Warehouse connectors does your system support (Snowflake, Domo, etc.)?
- For all of these connectors, how often do you update or sync data? Is syncing manual automated?
- How quickly can changes made in our CRM be reflected in commission calculations? Same question for changes made in our ERP, HRIS, and Data Warehouse.
- What external Business Intelligence solutions do you support? How do you connect to them?
- Which integrations do you see most customers use? Which integrations aren't used as frequently?

#8:
Support

37% OF COMPANIES

don't actually have a customer success strategy.

(source)



Understand the strengths and limitations of the ongoing assistance the vendor will provide.

Even solutions designed for self-management will require a degree of ongoing support from the vendor, whether that means answering questions, resolving a technical issue, or implementing a complex change to your set-up.

Make sure you understand the support package inside and out so that you select a vendor who will meet your needs, not just in the implementation stage but throughout the duration of your contract. You'll want to evaluate:

Support capabilities: Inquire about the specific activities and problems that the support team will be able to help with. Learn about their methods for solving technical issues, assisting with change management, providing educational resources related to new features, and more. Figure out how their support packages are structured, including distinctions between professional services and technical support offerings.

Support efficiency: Establish expectations for the method and speed of support the vendor can provide. Understand the process for requesting support, what channels are available for ongoing communication, and the timelines for closing support projects or resolving specific issues.

Cost of support: Understand how the vendor handles support pricing– for example, which category of requests they'll fulfill for free, what support activities they'll charge for, and how support is factored into the overall annual pricing package.

Remember, longevity is key when it comes to evaluating commission solutions. No matter how your company and commission process changes, evolves, and grows, the vendor you partner with **needs to be equipped to provide the help you need– without breaking the bank**.

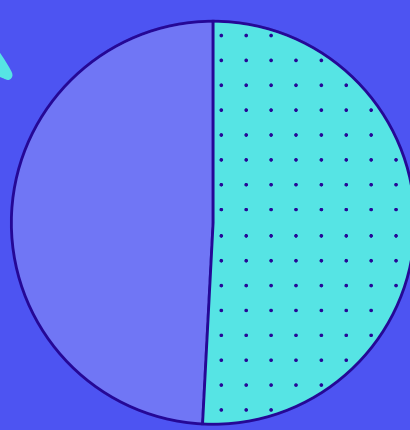
QUESTIONS TO ASK EACH VENDOR:

- Describe your support offerings or packages.
- Is your standard support in-house or outsourced?
- What annual expense can we expect for professional services and support?
- Do you have dedicated support reps? Is there an 800 number to call? Office hours to use?

#9: Performance Improvement

Only 51% of sales organizations

are using data to analyze and improve performance.



(source)

Understand each vendor's ability to impact sales motivation and performance.

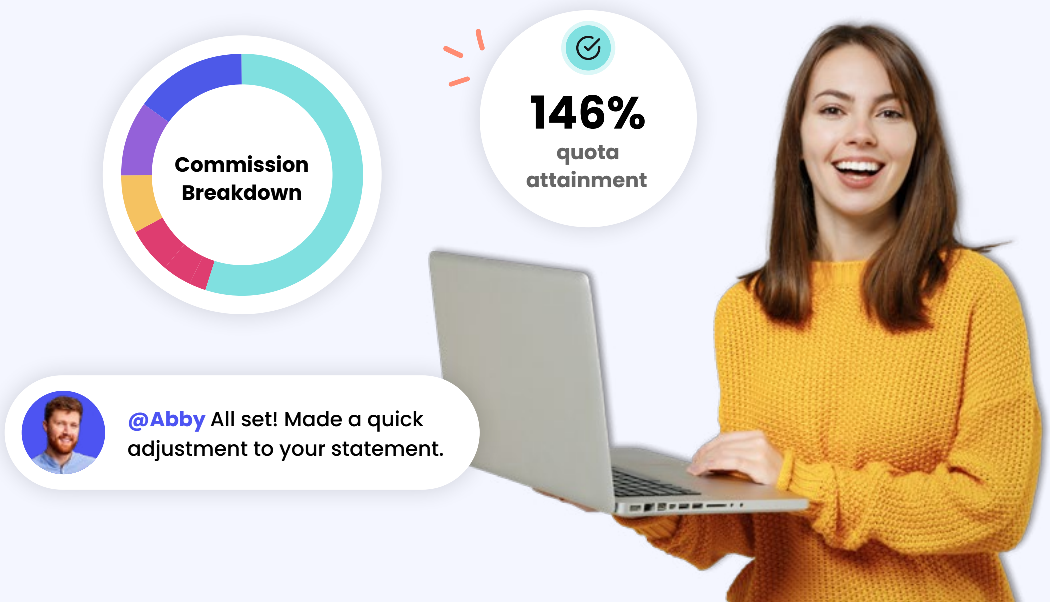
You won't become the sales comp hero simply by making your workflows more efficient— you must also consider how your choice in technology will directly benefit sales employees and sales team performance.

Invest in a commission tool that prioritizes transparency and facilitates more efficient, clearer communication with sales reps. The right solution should enable you to provide:

Real-time visibility: Continuous visibility into their commission statements at a granular level. Reps should be able to trace each commission payout and understand how their earnings were calculated, at all times.

Customizable reports: Personalized reports and dashboards, tailored to specific teams and individual reps. Beyond just showing reps how their commission was calculated, customizable reports will generate commission analytics and trends to inform future selling behavior.

Commenting functionality: A built-in channel to communicate with reps, answer questions, and handle disputes efficiently.



Transparency isn't just a nice-to-have— the more actionable information you can provide to sales reps about their commission, **the more well-equipped and motivated they'll be to perform better**.

QUESTIONS TO ASK EACH VENDOR:

- What access do individual reps have? Only statement access? Reporting dashboards? Training and best practices? CRM iFrames and other integrations?
- How often can a rep see updated commission data? Is it truly real-time?
- Does your software offer iOS and Android mobile applications for mobile reps with phones and/or tablets?
- How do you recommend customers measure any performance improvement driven by your solution?
- What sales performance management features does your system offer?
- How does your system motivate and incentivize performance beyond what a typical comp plan does?

#10: Compliance

Organizations lose an average of $4 million in revenue due to a single non-compliance event.

(source)

ASC 606 fundamentally changed the requirements for accounting, tracking, and reporting on commission. Be sure the solution you choose can support your compliance requirements.

New standards for capitalizing and expensing sales commission require businesses to report on an expanded set of historical data– an arduous process for companies who track commission manually, or rely on ERPs and bespoke systems that aren't specifically built for automated commission expensing.

When evaluating commission software, assess the solution's ability to mitigate the heavy lifting associated with expense reporting and ensure ASC 606 compliance. Features to look for include:

Automated data management: You'll need to not only gather an expansive set of historical commission data, but also be able to properly categorize data to ensure ASC 606 compliance. Look for a platform that offers Open Data API and enables you to easily pull data from disparate systems, and can automatically apply predetermined rules for capitalization and amortization to commission data.

Adjustable rules and estimates: ASC 606 labels commission as an intangible asset, thus requiring it to be reported as a forecasted estimate. So, your commission solution should be able to adjust your estimates and implement new expense rules directly within the platform, without messing with code or calling a support rep for assistance.

Audit-ready reports: Look for a commission platform with built-in expensing functionality, as it will save you invaluable time by letting you build, customize, and export your ASC 606 reports from the same platform where your commission data is stored.

Maintaining ASC 606 compliance is an ongoing battle, but the right commission solution can **significantly lessen the burden and accelerate your financial close process**.

Questions to ask each vendor:

- Is your platform able to apply accounting rules to commission data automatically, or does it require complicated coding changes?
- Does your platform produce automated ASC 606 reports?
- Do these reports come at an additional cost?
- What compliance certifications has your system achieved? SOC 1? SOC 2?
- What kind of audit log does your system have?

#11: Pricing

Buyers across businesses of all sizes **PRIORITIZE VALUE OVER COST.**

(source)

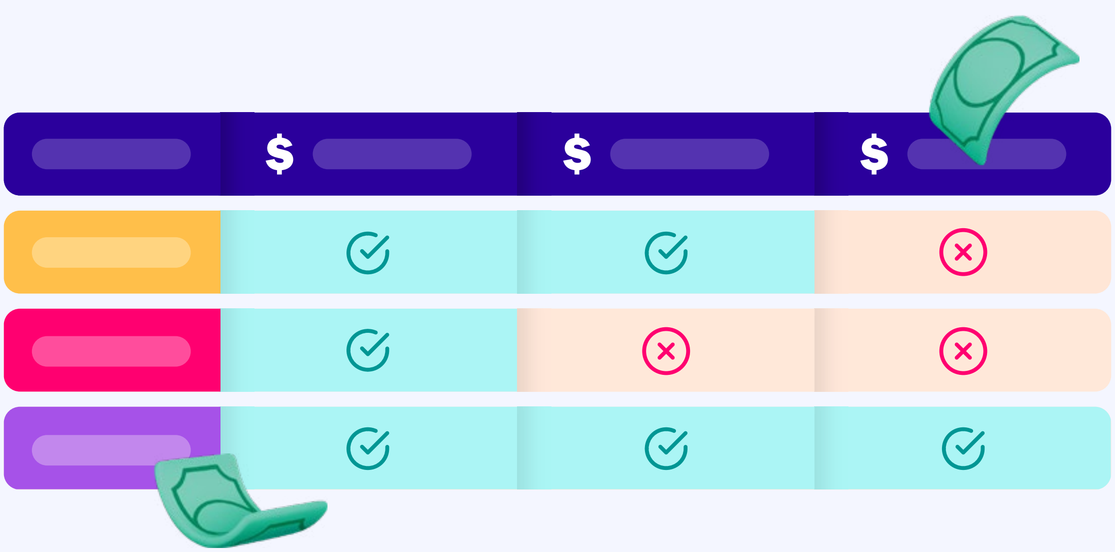
Understand both the initial and ongoing costs associated with implementing each solution you evaluate.

Evaluating pricing models can be a deceptively tricky process when it comes to multifunctional commission technology. Vendors might provide a reasonable quote up front, while backloading additional fees once you're using the solution. Make sure you understand:

Cost of implementation: The initial cost of implementing the solution, loading your commission plans into the platform, and getting you up and running.

Ongoing maintenance costs: Any future fees associated with getting professional service support or implementing changes. Some vendors don't subject you to additional costs, while others may offer a lower implementation cost but charge you for comp plan innovations, report creation, and other changes you may want to implement once you're using the software.

Pricing model restrictions: Understand any limitations on the number of plans or rules you can create, integrations and features you have access to, and volume of commission data the solution will process for you.



Make sure you understand the full scope of the solution's cost and settle on a pricing model that works for your company size, number of commissioned employees, plan complexity, and future needs for plan creation and development.

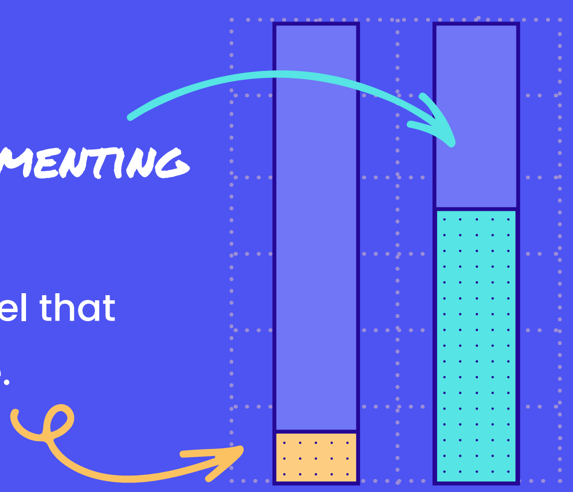
Questions to ask each vendor:

- What is the implementation cost associated with your solution?
- Will any future changes to our commission plans require additional costs?
- What plan volume limits are there? If the number of plans or volume of data impact pricing, please describe.

#12: Innovation Roadmap

60% OF ORGANIZATIONS ARE EXPERIMENTING WITH ARTIFICIAL INTELLIGENCE,

but **only 12%** are using AI at a maturity level that achieves a strong competitive advantage.



(source)

The right vendor has plans to improve their solution and keep up with the evolving technology landscape.

Last but not least– the commission management vendor you work with should have specific roadmaps in place to evolve their platform, both to improve customer experience and incorporate new technology to better streamline the commission process.

For a commission platform to have real longevity, the vendor should be able to speak to an innovation roadmap based on:

Artificial intelligence: Breakthroughs in AI are impacting what's possible for all business technology, including sales commission software. New AI-driven functionality is poised to completely transform the way you understand, analyze, and even design your commission plans.

Emerging technologies: Every year, a series of new tools and trends make a tangible impact on financial processes, from advancements in cloud computing to the rise of blockchain. It's important for commission vendors to stay abreast of these trends, understand how their customers will be impacted, and use them to inform product development.

Customer feedback: You want to partner with a vendor that takes its customers' feedback to heart. Whether users are experiencing common issues, inquiring about specific features and capabilities, or requesting an integration not currently offered, this feedback should have a significant influence on the provider's product roadmap.

If the vendor has only vague plans for future innovation, isn't actively experimenting with AI, and can't tell you what features are around the corner, **consider it a red flag**— no matter how great their solution appears today.

Questions to ask each vendor:

- What new products or features do you plan on releasing in the next calendar year?
- Will new features and add-ons come at an additional cost to existing customers? What will they cost?
- How has your software changed or evolved over the past year?
- How does your solution plan to incorporate AI to improve the commission process?
- What changes have customers asked for and do you have plans to implement them?

Final Thoughts

The perfect commission solution can unlock your full potential as a sales comp manager. But, that doesn't necessarily mean your career needs to hinge on one piece of technology.

Despite the benefits of a great commission solution, it's never a good idea to tie your career to a single piece of software– particularly if that piece of software has an incredibly steep learning curve and the skills required to use it aren't transferable. The technology marketplace is simply too volatile to make that gamble.

A solution might go under, stagnate, or lose value when a new tool comes along. The list goes on. When your job depends on the availability and lifespan of the wrong tool, you limit your career options and will never be able to reach your full potential.

The good news is: it's possible to leverage the powerful benefits of a commission solution without staking your career on one tool's success. And, if you already feel tied to a solution you're not excited about, it's never too late to unchain yourself.

As this buyer's guide indicates, there *are* agile, easy-to-learn solutions that can turn your commission management program into a well-oiled machine– without requiring intensive (and restrictive) expertise in order to operate successfully. This is true whether you've never used commission automation before or if you're already familiar with a legacy solution but have worries about its effectiveness.

There are forward-thinking companies like Spiff who prioritize innovation and ease-of-use for the sake of your success as a comp manager and the success of whichever organization you may choose to work for. You'll want to bring Spiff with you– not because you've invested too much time into learning to use it and not because it's the only platform you're familiar with– but, because it genuinely makes it easy to be good at your job.

Remember, the goal is to find a solution that unlocks your value today without jeopardizing your potential value tomorrow.

Choose Spiff and be the sales comp hero you've always wanted to be. What are you waiting for?

Choose Spiff, the Leading Sales Compensation Platform

Spiff is a new class of software that creates trust across the organization by delivering real-time automation of commission calculations and motivates teams to drive top-line growth.

With a combination of an intuitive UI, real-time visibility, and seamless integrations into current systems, Spiff is the first choice among high-growth businesses. **Spiff's sales compensation** platform enables finance and sales operations teams to self-manage complex incentive compensation plans and provides transparency for sales teams.

See Spiff in action.
Schedule your demo today.

Schedule demo