The 5 Key Questions to Determine If It's Time to Revamp Your Incentive Plans

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Is the compensation issue truly the root cause, or are other factors at play?

Consider whether challenges stem from broader issues like ineffective sales management, poor training, weak recruiting practices, or inadequate territory assignments, rather than the compensation structure itself.

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How well does the current plan align with our overall sales strategy and organizational goals?

Evaluate whether the plan supports your go-to-market strategy, incentivizes the desired behaviors, and aligns with both the sales roles and overall business objectives.

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Have we effectively communicated the purpose and goals of the current compensation plan?

Determine if sales teams clearly understand the plan rationale, incentive structure, and how their performance aligns with broader organizational objectives.

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Do we have the technology and processes to execute the compensation plan effectively?

Assess whether your systems and workflows are streamlined enough to ensure accurate, timely payments and reports while minimizing administrative burden on salespeople and operations teams.

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Is our team equipped and energized to manage and improve the compensation system?

Reflect on whether your compensation team has the resources, support, and morale to handle plan design and execution effectively, without being overburdened or stuck in perpetual firefighting mode.

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The Voiant team is here to help you tackle these critical questions and design more effective, results-driven incentive compensation plans.

Let’s kick things off with a 30-minute discovery session—reach out today to get started!

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