

Kalido® Incentive Compensation

Incentive compensation programs are a primary tactic to optimizing sales performance. Driving earlier sales behavior modification and knowing that the desired results are being achieved is critical to business performance. Early is key.

Managing incentive compensation is a complicated task for Life Sciences companies due to the complexity of the sales channel. Complicated and routinely changing sales organization structure makes analysis of incentive compensation trying, inhibiting the ability of Sales leadership to more quickly measure and redirect sales activity towards the most profitable sales behaviors. Nowhere else is the expression, "The one constant is change" so prevalent.

Core Requirements

An Incentive Compensation system must provide the ability to:

- rapidly conduct "what if" analysis to determine optimum compensation plan(s).
- leverage success of historical compensation plans, allowing for rapid changes and assessment based on historical integrated data.
- minimize the mean time to reporting.
- accurately predict incentive compensation achievement prior to quarter-end, enabling sales strategy adjustments.
- "double count" to provide correct compensation and to "single count" for branch.

Kalido Prescription

At Kalido, we work with our clients to smooth the process of gathering, analyzing and reporting sales compensation data. A Kalido solution for Incentive Compensation is based upon:

- a comprehensive and fully integrated data foundation covering sales, product, market, outlet, prescriber, retail and non-retail sales, share, call detail and more.
- a pre-defined life sciences data model with validation rules and pre-defined reference objects that are easily configured to match your business and are rapidly adaptable to new business requirements.

- a sales and marketing data repository enabling stewards to create, modify and enrich sales and marketing data.
- pre-defined data management workflows that enable an audit-able governance process.
- audit and controls for security, user role assignment, a change log and time-stamping of all actions undertaken in the governance process.

What's unique about Kalido?

The Kalido Information Engine solution for Incentive Compensation is based on an integrated data warehouse and master data management platform capable of addressing not just one, but multiple business requirements in parallel.

Configured with a comprehensive business information model in use at numerous global Life Sciences companies, the Kalido Information Engine packaged solution increases deployment speed and reduces risk, yet the solution is quickly customized to your unique requirements.

Kalido's business modeling capability enables creation of a Business-driven solution for your company that allows you to model and manage your marketing strategy and performance, accommodating the unique requirements for each product, geography or sales channel entity.

This repository for formulary data further allows you to move beyond trend analysis to build a more effective account plan.

The model is developed using your company-specific terminology, definitions and rules, making it easily extensible to include multiple data sets according to company-specific solution requirements. The pre-built nature of the solution reduces tedious manual coding to integrate third-party data and automates BI configuration.

Kalido solutions are typically deployed in ~100 days compared to an industry average of 12-24 months using traditional methods. With Kalido, you get:

Experience — a Life Sciences analytics solution proven in half of the top ten global companies.

Speed — a data foundation with one subject area in ~100 days; additional subject areas in 30-60 days more.

Agility — a solution built for change, as/when/how change occurs.

Self-Service — the power to manage your own data now and in future, as Business change dictates.

Value — fastest to build, easiest to manage, most adaptable to change, lowest cost.

About Kalido

Kalido is a product brand of Magnitude Software, a leading provider of Enterprise Information Management software that drives real business value for customers. Magnitude Software offers a family of award-winning products, from business intelligence and data warehousing to master data management, reporting and analytics.

For more information please visit <http://www.kalido.com>

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