

How To Prepare a Sales Compensation Plan

Preparation

- Build the steering committee
- Form the design team

Implement & monitor

- Roll out the plan
- Monitor effectiveness

Communication & training plans

- Create comprehensive communication plans
- Conduct training sessions

Compensation formula

- Determine performance metrics
- Define commission structure

Sales roles characteristics

- Sales cycle length
- Territory or portfolio assignment

Compensation structure

- Define the base salary structure
- Establish variable pay components

Performance metrics & targets

- Align metrics with sales goals
- Set realistic and challenging targets

Designing An Effective Sales Compensation Program

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