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Our comprehensive approach to redesigning the sales compensation plan helped ensure we are well positioned to maintain and attract top sales talent.

Tom Byrne

Director of Business Operations

10%

year over year in yielded revenue from contract signings



Challenge

NGA Human Resources needed to adapt to the **rapid changes in the HR industry, change its sales culture and compensation plan, and better align the sales compensation plan with business outcomes** while ensuring the new compensation plan was simple and transparent.



Solution

NGA Human Resources conducted a gap analysis at each stage of **SiriusDecisions' Sales Compensation Model** to determine how to change the compensation plan, followed SiriusDecisions research, and **decided to eliminate caps and use seller role and territory definitions** to obtain desired coverage and focus.



Result

The new plan reduced the number of metrics tracked by participants to two, and **enabled real-time visibility into sales reps' booked and potential earnings**. The sales team responded positively to quarterly payouts vs. annual ones, enabling more timely reward of sales behavior.