



IC Calculation Engine has been implemented for a Leading Global Biopharmaceutical Company

INTRODUCTION

An experienced biopharmaceutical company specializing in CNS disease treatments in the US seeks automation for its incentive processes. They have 4 business teams, 12 plans, and a sales team of 320-350 people.

CHALLENGES FACED

- Challenges include manual Excel calculations prone to errors, email-based roster management, complex rank and territory calculations, and manual data handling.
- The organization aims for automated sales incentive calculation, standardized roster management, and plan-sharing platforms, and improved reporting transparency.
- They seek a partner with agility, flexibility, and end-to-end solutions for their incentive processes.
- Primary objectives include faster system rollout, a standardized platform, automated data processing, support for various plan types, and adaptable features.

INCENTIVE SOLUTION ROLLOUT

- Configured and deployed complex plans (Multi-level Rank for Special Bonus, Commission, Qualifiers, Overachievement, Interim coverage, Multiple Territory Coverage, and Retention) for all teams in Aurochs Incentive Manager.
- Processed raw client data using Proprietary Data Manager.
- Implement Roster Manager for geographical hierarchies and roster changes (New Hire, Transfer, Termination, Interim Coverage, Multiple Territories).

- Implemented Plan Acknowledgement for all teams and levels.
- Developed incentive performance scorecards for field reps, managers, and Admin reports for transparency using Aurochs Field Manager.

OUTCOME

- On-time implementation for 4 teams with 3-4 hierarchy levels.
- Multiple cycles were implemented for all 4 business teams.
- Roster Manager enables the admin to make changes on the move.
- The one-click automated process takes approximately 15 minutes to process the end-to-end incentive.
- A comprehensive training document was shared for managing changes in Incentive Calculation Manager.

Complexity



Budget



Scalability



Ease of use



Automation

