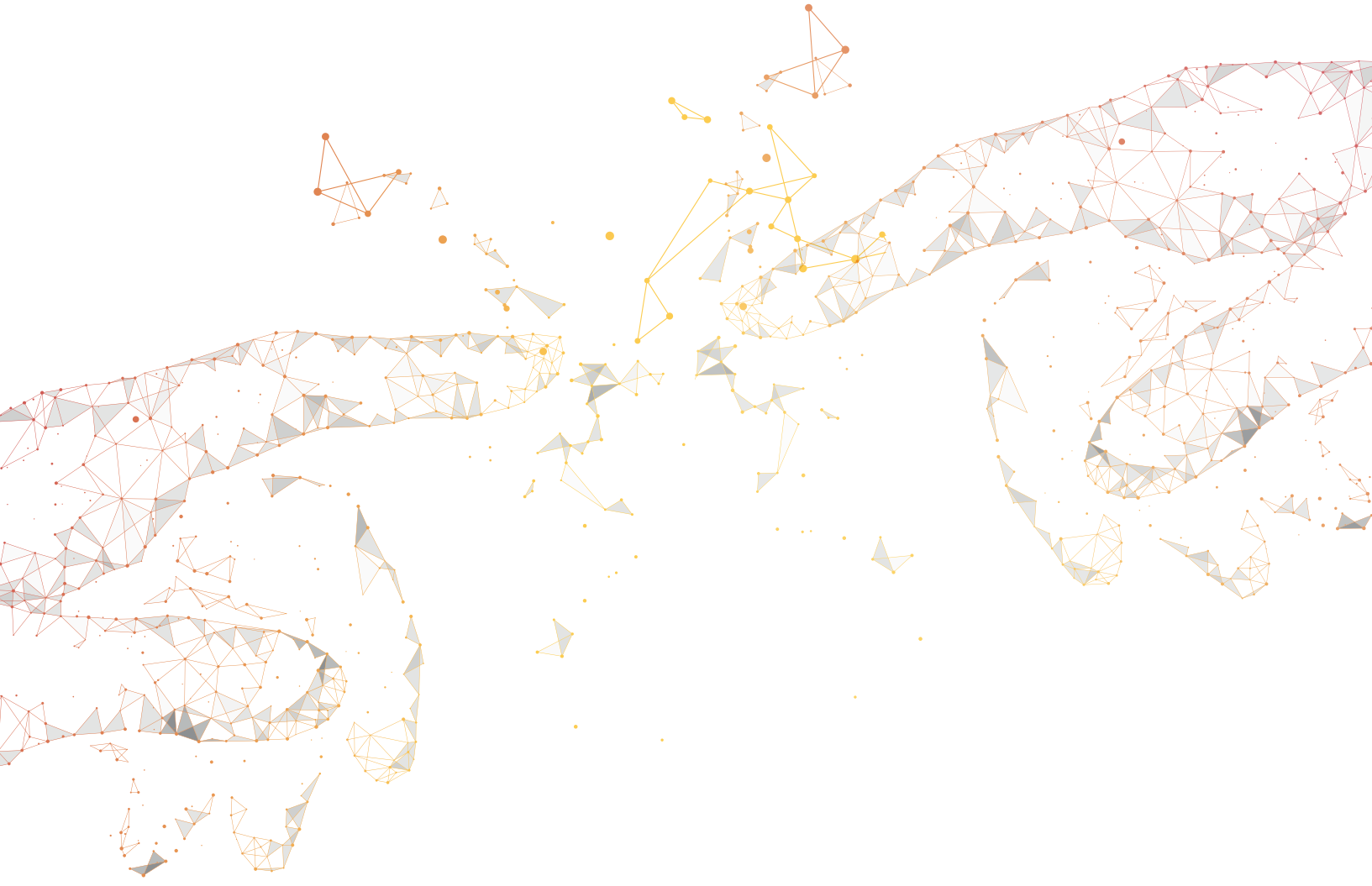


WE DO SPM AND TOTAL PAY VENDOR ASSESSMENT

We deliver objective, knowledgeable evaluation
and insight to guide your technology selection





VENDOR ASSESSMENT

Choose your compensation management
Platform wisely to power your business

A complex, business critical decision

Sales performance management (SPM) solutions are proven to add value to sales organizations. Incentive compensation management (ICM) platforms are one of the top three technology enablers used by best-in-class companies to support their sales reps and channel partners.¹

But to support competitive advantage and high performance, you have to choose the right platform.

Lanshore can help you select with confidence

It's a complex decision. Every organization is unique, with its own specific industry requirements, operational set-up, workforce culture, global footprint, technology environment, sales model and growth plans. There is a range of leading SPM and Total Pay solutions on the market, each with a raft of capabilities and features. With customized modules and bespoke coding, there are infinite possibilities to tailor a solution for an individual organization.

The challenge is matching your current and future needs with the best overall solution available, then negotiating a deal that delivers ROI in a realistic timeframe.

Exploit our real-world solution experience

We deliver end-to-end implementation services designed to meet the exacting demands of successful, large-scale and fast-growing businesses. We know what excellence looks like in a variety of settings, organizations and scenarios.

¹ Aberdeen Group: Sales performance management 2016: How the best-in-class evolve success

Milestones in the selection process

TECHNOLOGY
ASSESSMENT

NEEDS
ANALYSIS

RFP

BID EVALUATION /
FINALISTS

DEMOS /
DUE DILIGENCE

VENDOR
SELECTION

CONTRACT
NEGOTIATION



THE PROCESS

A rigorous and systematic comparison

We have a proven vendor assessment methodology that we've used successfully with performance-focused clients in many industries. The approach aims to reduce risk by evaluating your solution shortlist against business priorities and comparing vendors objectively.

Save time and reduce risk

Our experience in SPM and Total Pay selection and deployment gives us insight into best practice assessment approaches as well as methods to avoid because we know they don't deliver good results. Our systematic approach gives you confidence with a complete 360° view of shortlisted solutions.

Critical principles for effective vendor selection

Pre-requisites

- Engaged stakeholders
- Clear requirements
- Purchasing, finance and legal on the team
- Clear rules of engagement for vendors and controlled access

Focus on RFP quality

- Written for the purpose (not borrowed or adapted)
- Clear and definitive
- Easy for vendors to read and understand

Evaluate systematically

- Scripted demos
- Thorough due diligence
- Clear governance and decision models
- Strong but fair win-win contract negotiation

Lanshore's experience

Because we're vendor agnostic, we take a truly independent view

At Lanshore, we work with all the leading SPM and compensation platform and application providers. We know their products intimately. We've deployed them many times and seen how they work in practice.

We've implemented and customized into a wide range of environments and organizations, working with users, existing systems, technology experts and commercial leaders. We know the strengths, weaknesses and potential of different solutions and levels of customization to support different business priorities effectively.

Trusted Lanshore support from start to finish

- Commercial focus to understand your business and operational goals
- Technology expertise to assess your technology needs and infrastructure
- Lead consultant dedicated to managing your selection process
- Support from relevant Lanshore subject matter experts
- RFP framework
- Structured comparison and assessment methodology
- Shortlist and recommendations
- Proof of value
- Cost negotiations

WHAT CAN WE DO FOR YOU?

TRUST US TO RECOMMEND THE RIGHT TOTAL PAY AND SPM SYSTEMS FOR YOUR NEEDS

It pays to get your SPM and Total Pay solution right first time

A reliable, accurate and trusted system saves time and money, preventing shadow accounting, overpayments and manual administration. It gives you the agility and edge to deliver market-leading sales performance management to fuel sales and business growth.

Working with Lanshore, you can exploit our rich variety of experience providing SPM and variable compensation system evaluation, development and implementation services for demanding, global, blue chip and high-performing clients in a range of industries around the world.

Technology expertise and business acumen

We pride ourselves on our deep market knowledge and intelligent, commercial approach. Every organization is different: we always work in context of your specific business and market needs. We take a rigorous but pragmatic approach, drawing on proven comparison methodology combined with our experience to bring you insight and recommendations.

Excellent communication and reporting make the selection process transparent and clearly show the value delivered by each contender solution.

**"ENTERPRISES WILL MISS THE EQUIVALENT
OF UP TO 10% OF ANNUAL SALES THAT COULD
HAVE BEEN CAPTURED THROUGH IMPROVED
MANAGEMENT OF SALES TERRITORIES,
QUOTA AND COMPENSATION PLANS."**

Gartner Marketscope Report



Gartner

 Magic Quadrant

Use your SPM for profit advantage

By 2022, 40% of B2B companies with more than 100 payees will use sales performance management solutions to reduce their hidden incentive compensation overpayments by 3%-5%. (Gartner)