

Canidium

Drives success for one of the largest professional recruiting firms in the world

The Challenge

One of the largest professional recruiting, consulting, and staffing firms in the world, chose Canidium to implement Xactly's Sales Performance Management solution, including Xactly Incent and Connect. While the recruiting firm has exceptional delivery and is the primary driver of success with clients and candidates, a manual approach to sales compensation was limiting the company's ability to deliver the same level of service to its sales team.

The firm needed a powerful, agile sales compensation platform to fuel its continued growth. Not only was it difficult to manage their complex plans in spreadsheets, but they were also causing accuracy concerns and making it difficult to hit both weekly and monthly commission payouts targets. After a competitive review of available systems, the company selected Xactly Incent and kicked off its implementation with preferred managed services partner Canidium. Together, Canidium and Xactly were able to design a program that fit their unique needs, with a focus on long term scalability and success.

Why Xactly and Canidium

Canidium partnered with the company to implement Xactly Incent and Connect to help manage compensation for the entire sales population. The firm selected Xactly based on the intuitive user experience and straightforward processing model. Their partnership with Canidium is based on the deep domain and product expertise, coupled with a dedicated focus and history of customer success.

Canidium's 100% Xactly certified consultants provide the expertise desired to build a leading partnership with Xactly over the last eight years. Canidium has completed 300+ engagements with Xactly's solutions like Incent™, Connect™, and Plan Illustrator™ and a multitude of repeat and referenceable customers. On average we decrease the amount of time that stands between you and your solution (the sales cycle) by an average of 45 days, helping you speed to increased sales and revenue.

Their Objective

The company had one simple goal: recruiting the best candidates for the best companies. Their growth had been immense over the last few years between 2011 and 2015 resulting in over 400 salespeople and 1,600 contractors requiring compensation support.

Results

Eliminating more than 1,000 spreadsheets, the firm now has a single source for all of their compensation data and reporting across offices – improving accuracy and cutting commission processing time by 90 percent. As the sales team also has complete visibility into their sales and statements via easy-to-use dashboards, disputes have been reduced, along with more than 600 weekly commission report emails. With Xactly and Canidium, they have the flexible foundation required to add new reps and plans as the business expands quickly and the tools to deliver more intelligence, efficiency, and accuracy to their compensation initiatives well into the future.

ROI

- 90% reduction in processing time
- 600+ weekly commission report emails eliminated
- 80+ user additions with no additional administrative burden
- Less administration, more automation – optimizing support headcount
- Better transparency, reporting, and distribution to sales population
- Scalability to incorporate additional hires and new acquisitions
- All reporting and processing in one, central platform