BLUEHORIZONS

BLUE HORIZONS GROUP

Sales Performance Management Consultancy

New Acquisition, New Solution: A Cloud-Based SPM Transformation

A leading multinational wholesale food services provider partnered with Blue Horizons Group to replace an inflexible, unscalable legacy incentive compensation system with a cloud-based platform built for growth and acquisition integration.

84%	400M	3M+	6 Mo to 2 Wks
Faster Deployment	Transactions/Year	Monthly Transactions	Build Time Reduced

Client Overview

The client is a large multinational wholesale food services provider managing incentive compensation across a high-volume, multi-plan sales organization. It had recently acquired a specialty product company and needed to integrate that company's compensation framework and data into a single, more capable platform.

The Challenge

The client's legacy incentive calculator produced incorrect results and overpayments. It offered limited flexibility and reporting capabilities, and could not scale to handle 3M+ transactions per month. The vendor was sunsetting the on-premise version critical to pre-processing needs. The organization needed a cloud-based ICM solution with accuracy, flexibility, and scalability for up to 400M transactions per year.

The client's legacy platform's on-premise version, essential to its unique pre-processing needs, was being discontinued by the vendor. The move to a new vendor asn't a nice-to-have. It was the only way to keep pre-processing running.

Why BHG

- Domain and technical expertise: Translated business goals into solution design
- Innovative implementation approach: Agile, stakeholder-driven, adaptable
- Rapid value delivery: Fast engagement, collaborative partnership

Domain and technical expertise. An innovative implementation approach. Rapid value delivery. These three qualities anchored the engagement from day one.

Our Approach

BHG conducted a deep dive into business goals and operations, then built ETL processes for legacy and acquired company data integration. The team used an agile, collaborative implementation approach with continuous stakeholder engagement and open communication for risk mitigation. BHG supported the UAT team and provided extensive platform training to ensure long-term ownership.

> *BHG built new ETL processes to fold the newly acquired company's compensation framework and data directly into the platform, turning two separate systems into one.*

> *Beyond configuration, BHG trained the client's User Acceptance Testing team and delivered extensive platform training, so the client could run and evolve the solution on its own.*

Results

- 84% reduction in build/test/deploy time (6 months → 2 weeks)
- Flexible, scalable, future-ready system
- Empowered business users with technology ownership
- Increased sales team engagement via payout visibility

> *The new platform put configuration and control directly in the hands of business users, not IT, so the team that owns compensation strategy also owns the system that runs it.*

Key Facts

- Built new reporting capabilities directly into the platform while integrating the acquired company's data
- Grounded the engagement in active listening, engaging key stakeholders early and often to build a complete picture of the business before designing the solution

Summary

BHG successfully implemented a future-ready SPM platform that reduced deployment time, improved scalability, and enhanced engagement. The client achieved operational resilience and growth through BHG's domain expertise, innovative approach, and rapid value delivery.

Ready to optimize your compensation platform?

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