BLUEHORIZONS

BLUE HORIZONS GROUP

Sales Performance Management Consultancy

Sales Compensation Plan Consolidation

Tyler Technologies partnered with Blue Horizons Group to streamline their SPM environment, consolidating 121 compensation plans down to 27 and dramatically improving payout processing time.

391	121	27	~67%
Active Payees	Plans Before	Plans After	Faster Payout Processing

Client Overview

Tyler Technologies is a leading provider of integrated software and technology services for the public sector. With a large, multi-segment sales organization spanning several business units, Tyler relies on their SPM solution to manage incentive compensation across 391 active payees.

The Challenge

Tyler initially engaged BHG to revamp their compensation statements and dashboards. However, during discovery, we identified a deeper structural issue: 121 active plans had accumulated over time, many duplicative or outdated, creating unnecessary complexity and eroding confidence in payout accuracy.

> *"The right fix wasn't cosmetic — it was structural. We needed to rebuild the foundation before improving the surface."*
>
> - Blue Horizons Group

Our Approach

- Full audit of all 121 plans to identify redundancy and outdated logic
- Developed a consolidation roadmap prioritized by complexity and payee impact
- Leveraged modern SPM features to replace legacy workarounds
- Rebuilt dashboards and statements on the simplified architecture
- Validated payout accuracy across all 391 payees before go-live

Results

- ~67% reduction in payout processing time
- 121 plans consolidated to 27 — simplified maintenance and reduced errors
- Restored confidence in compensation accuracy across all business units
- Improved reporting clarity and data visibility for leadership



Ready to optimize your compensation platform?

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