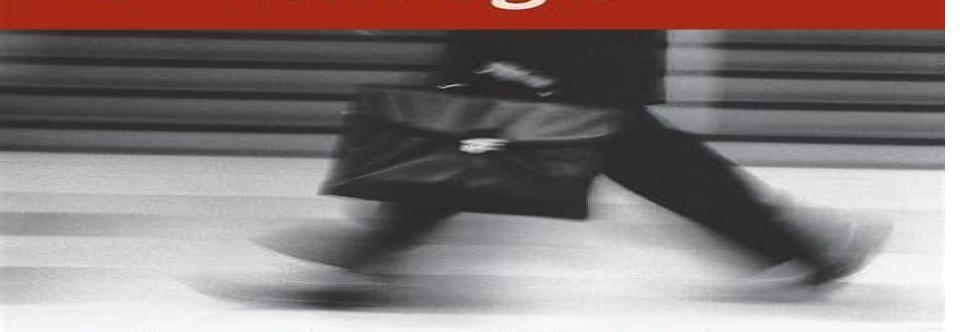
# Sales Force Design for Strategic Advantage



Andris A. Zoltners, Prabhakant Sinha, and Sally E. Lorimer



# **Sales Force Design For Strategic Advantage**

David W. Cravens, Kenneth Le Meunier-FitzHugh, Nigel F. Piercy

#### Sales Force Design For Strategic Advantage:

Sales Force Design For Strategic Advantage A. Zoltners, P. Sinha, S. Lorimer, 2004-06-25 This book focuses upon the role of the sales force in today's changing world and how to design a sales force for strategic advantage It includes sections on how to assess the current sales force design and how to implement change and covers customer segmentation market strategy structuring and sizing alignment metrics and managing change The Complete Guide to Sales Force Incentive Compensation Andris A. Zoltners, Prabhakant Sinha, Sally E. Lorimer, 2006 Designing an incentive plan to turn sales reps into sales superstars If you re like most sales leaders your incentive program is a constant challenge as you try to jumpstart sales energize a geographically dispersed and autonomous workforce and motivate salespeople to achieve ambitious revenue goals And sometimes it seems like you just don't know what works your products and markets are changing the incentive program that was so successful last year no longer produces the desired results or perhaps the generous incentive program you created has yielded a corps of highly paid salespeople who spend most of their time on existing clients and minimal time generating new business and threaten to walk away with your customer base if you scale back paychecks Incentive programs are seductively powerful but complicated instruments Without careful planning and implementation they can be too stingy to motivate too complex to understand too quick to reward mediocre results and too difficult to implement But a well designed and implemented incentive program is an essential tool for building a motivated highly effective sales force that delivers the results you need The Complete Guide to Sales Force Incentive Compensation is a practical accessible detailed roadmap to building a compensation system that gets it right by creating motivating incentives that produce positive outcomes Packed with hundreds of real life examples of what works and what doesn t this important guide helps you Understand the value of building an incentive plan that is aligned with your company s goals and culture Avoid the common trap of overusing incentives to solve too many sales management problems Measure the effectiveness of your current incentive program employing easy to use tools and metrics for pinpointing its weak spots Design a compensation plan that attracts and retains successful salespeople including guidelines for determining the correct pay level the best salary incentive mix the proper performance measures and the right performance payout relationship Select an incentive compensation plan that works for your organization then test the plan before it is launched Set territory level goals that are fair and realistic and avoid overpaying the sales force because goals are too easy or demoralizing salespeople by having goals that are too difficult or not fairly assigned Create and manage sales contests SPIFFs Special Performance Incentive for Field Force and recognition programs that consistently deliver the intended results Manage a successful transition to a new compensation plan and build efficient administration systems to support your plan Every year corporations spend 200 billion compensating their sales forces with extremely mixed results Make sure every dollar you spend is helping to achieve your goal of creating an empowered effective sales force that drives your company s success Packed with ready to use formulas and assessment tools

and a wealth of insights from frontline sales managers and executives The Complete Guide to Sales Force Incentive Compensation is your hands on easy to read playbook for crucially important decisions The Oxford Handbook of Strategic Sales and Sales Management David W. Cravens, Kenneth Le Meunier-FitzHugh, Nigel F. Piercy, 2012-11-22 The Oxford Handbook of Strategic Sales and Sales Management is an unrivalled overview by leading academics in the field of sales and marketing management Sales theory is experiencing a renaissance driven by a number of factors including building profitable relationships creating delivering brand value strategic customer management sales and marketing relationships global selling and the change from transactional to customer relationship marketing Escalating sales and selling costs require organisations to be more focused on results and highlight the shifting of resources from marketing to sales Further the growth in customer power now requires a strategic sales response and not just a tactical one The positioning of sales within the organisation the sales function and sales management are all discussed The Handbook is not a general sales management text about managing a sales force but will fill a gap in the existing literature through consolidating the current academic research in the sales area The Handbook is structured around four key topics The first section explores the strategic positioning of the sales function within the modern organisation. The second considers sales management and recent developments The third section examines the sales relationship with the customer and highlights how sales is responding to the modern environment Finally the fourth section reviews the internal composition of sales within the organisation The Handbook will provide a comprehensive introduction to the latest research in sales management and is suitable for academics professionals and those taking professional qualifications in sales and marketing Winning Sales Force Andris A. ZOLTNERS, Prabhakant SINHA, Sally E. LORIMER, 2009-02-11 Sales force effectiveness drives every company s success but keeping a sales organization at the top of its game is a constant challenge As experts in the field Andy Zoltners and Prabha Sinha have helped sales leaders around the world perfect their sales strategy operations and execution Combining strategic insight with pragmatic advice Building a Winning Sales Force provides current and aspiring sales leaders with innovative yet practical solutions to many of the most common issues faced by today s sales organi za tions The book shows readers how to assess how good their sales force really is identify sales force improvement opportunities implement tools and processes that have immediate impact on sales effec tive ness attract and retain the best salespeople design incen tive compensation plans set goals manage sales perform ance motivate the sales force With practical advice and case studies of companies that have conquered even the most challenging obstacles Building a Winning Sales Force will enable every company to drive sales and stay competitive **Sales Management for Improved** Organizational Competitiveness and Performance Santos, José Duarte, 2022-05-27 With the recent digital developments within marketing the alignment between sales and marketing has become increasingly important as it has the potential to improve sales customer relations and customer satisfaction The evolution of technology has also been promoting changes in

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