



Xactly Objectives™ is performance management software that lets sales organizations assign, track, and evaluate their management by objectives (MBO) plans. By increasing collaboration and providing visibility into goals and achievement, Xactly Objectives helps align employee behavior and reward with company priorities.

- Saves administrators and managers time with streamlined MBO processes
- Gives reps visibility into goals and achievement in one place
- Increases goal-setting collaboration between sales managers and employees

## MOTIVATE PERFORMANCE

With an intuitive and user-friendly interface, Xactly Objectives increases rep engagement and inspires performance by giving them more involvement and visibility into their goals. With online access, sales reps can see and visualize bonus payments based on their progress against goals.

## AUTOMATE AND STREAMLINE MBO PROCESSES

Xactly Objectives lets compensation administrators effortlessly manage the MBO program. With automated processes, Xactly Objectives lowers time spent on processes from weeks to just a few hours. Likewise, scoring performance takes just minutes for managers and reps.

Xactly Objectives lets compensation teams customize and deploy MBO plans in the way that best supports their internal processes, as well as set goals based on flexible time periods.

## INCREASE ALIGNMENT BETWEEN REPS AND MANAGERS

With clearly defined, measurable, and agreed-upon goals, Xactly Objectives increases alignment between reps and managers. Managers and reps each enter their own achievement estimates, so differences can be clearly viewed, ensuring no last minute surprises.

## INTEGRATION

Fully integrated with Xactly Incent™, Xactly Objectives makes it easy to leverage your existing data, populating the system with the same people hierarchy right out of the box.

## FASTER AND MORE ACCURATE ACCRUALS

Using manager and rep projected payouts, administrators can give finance faster estimates on expected payouts, speeding and increasing accuracy of accruals.

# WORLD CLASS SALES PERFORMANCE MANAGEMENT

13+ Years of Pay and Performance Data

## Planning

Sales Capacity  
Forecasting  
Quota Allocation  
Territory Alignment & Optimization

## Execution

Compensation Management  
Commission Expense Accounting

## Optimization

Sales Analytics  
Coaching Quota Attainment  
Objectives Management

## SALES PERFORMANCE AI PLATFORM

 Xactly Connect

CRM CPQ ERP HCM

All of This is Backed by Xactly's Superior Service and Support

### PLANNING

Streamline and simplify sales planning processes, including territory, quota and workforce planning, incentive compensation design, and accrual forecasting

- **Increase productivity** – by lowering the time spent on territory planning and gaining selling time with compact and travel efficient territories
- **Build trust** – with error free compensation payouts data-driven territory design
- **Increase forecasting accuracy** – by easily running commission forecasts as deal change

### EXECUTION

Achieve higher growth with a motivated and engaged sales force and ensure critical processes are executed faster and more accurately with ICM and commission expense accounting

- **Provide accurate financial forecasts** – with a more precise picture of your company's commissions data
- **Maximize the ROI of your SPM solutions** – with standards-based data integration capabilities that fit within your existing infrastructure
- **Automate key business workflows** – to increase efficiencies, improve alignment and eliminate errors

### OPTIMIZATION

Harness the value of AI and ML to optimize the performance of your sales organization with access to 13+ years of aggregated pay and performance data and provide a recommended course of action

- **Drive sales productivity** – with a comprehensive view into the health and performance of your sales team in order to make needed adjustments
- **Quickly spot risk factors** – predict sales rep attrition, clusters of under-performance, and changes in sales indicators
- **Make coaching more effective** – with individual performance insights, such as year-over-year quota attainment comparisons and access to staked rankings comparisons