LexisNexis® Manages Its Growth Strategy with CallidusCloud

Users in more than 100 countries count on LexisNexis to provide comprehensive legal, news, and business information services. A unit of publishing giant Reed Elsevier Group plc, LexisNexis (www.lexisnexis.com) offers an extensive range of products and services that guide professionals and businesses in making confident decisions. This includes online and printed legal and regulatory research products, customized web applications and critical e-filing services for legal professionals. In addition, the company provides products and customized tools that address job-specific and organization-wide information needs for corporations, information professionals, government agencies, and libraries.

LexisNexis Experiences Rapid Sales Force Growth

Since its inception over 30 years ago, LexisNexis continues to grow and fulfill its mission of being an indispensable provider of legal and professional information. Through acquisitions, LexisNexis is able to increase the amount of information it offers its subscribers while providing the company with the freedom to edit, combine, and add value to that information. Reed Elsevier acquired Matthew Bender in 1998 - a leading provider of legal analysis and case law - and aligned the Matthew Bender and LexisNexis legal sales teams under the LexisNexis brand, creating several compensation challenges. Before the two companies joined forces, both used internally developed systems to manage compensation for sales representatives. After the acquisition, the companies continued to use the disparate systems, paying the sales force separately for selling the online and book products. Sales representatives would receive two payments and two reports - one from each compensation system. With this arrangement, reporting and analysis was not only difficult, it was nearly impossible. If a sales representative had a compensation question, he or she had to make at least two phone calls. Instead of focusing on analysis and planning for future growth and change, the compensation team spent the majority of its time and resources on manual efforts to reconcile and verify compensation statements - deeming the system more of an administrative burden

Business Profile
A global leader in comprehensive and authoritative legal, news, and business information and tailored applications.

Industry
Information Services

Solution
Commissions by CallidusCloud

Deployment Summary
- 1200 participants
- 20-30 unique compensation plans
- 300,000 transactions per month

Benefits
- Automated compensation processes allow comp team and IS to focus on more profitable business activities
- Single repository for compensation data ensures data integrity, boosting confidence in reporting and payments

than a competitive weapon. It became quite apparent that maintaining disparate systems was hindering the execution and accomplishment of the company's goals.

LexisNexis Does Its Research on Sales Performance Management (SPM)

LexisNexis realized the need to replace its existing compensation management systems with a single scalable solution that would manage the business needs of the companies while effectively aligning employee activities to a common set of goals - both now and in the future.

After realizing the challenges of its current systems, LexisNexis decided against creating yet another internally developed system and began researching Sales Performance Management (SPM) vendors. LexisNexis needed a system that was intuitive enough to integrate the product lines, flexible enough to implement changes quickly, and powerful enough to eliminate most manual efforts while providing the LexisNexis sales force with a comprehensive one-stop-shop compensation and reporting solution.

The Verdict Is In: LexisNexis Selects CallidusCoud

After its evaluation process, LexisNexis selected CallidusCloud TrueComp®, the company's flagship SPM solution. The TrueComp suite provides LexisNexis with the necessary tools to automate the previously manual processes, increase accuracy, and improve enterprise-wide communication. With CallidusCloud's Commissions, the compensation team has the ability to design, administer, report, and analyze the most sophisticated variable compensation programs - regardless of how big the sales force and the company become. Now that the compensation team only works with one system, compensation and calculation processing time have decreased substantially and questions can be answered with quicker access to precise, up-to-date information. Most importantly, the compensation team has the ability to change elements of compensation plans more quickly to reflect changing business plans, eliminating dependence on their Information Systems (IS) team.

As the sales force benefits from accurate, on-time payments and reports, the compensation team benefits from having time to focus on analysis, planning and improving efficiencies. Now, the sales representatives get one check and one report, allowing them to spend less time reconciling commissions and more time selling - an activity more in line with corporate objectives.

Commissions
by CallidusCloud

Driving Performance Beyond the Sales Force

One of the most important changes is having a single repository for sales compensation data, ensuring data integrity and confidence that the system provides comprehensive and accurate data. Because the system contains all compensation data, including territory and roll-up information, credit allocation is completely automated with no intervention from the compensation team or IS. Since implementing TrueComp, the compensation professionals now have the tools they need to independently design, modify, and implement plans. Some of the IS headcount previously dedicated to the compensation system has been redirected to other projects for the enterprise.

Since the Callidus Software SPM solutions automate compensation processes, the compensation team has been given a renewed sense of control. As they create, implement, and administer plans quickly and easily, they don't rely so heavily upon all available resources to complete mundane manual tasks. Now, the team dedicated to managing compensation is focusing on improving and re-engineering processes to take advantage of all that Callidus Software has to offer.

About Commissions by CallidusCloud

Commissions is the industry's most powerful, flexible and user-friendly incentive compensation management solution, capable of improving productivity and visibility at every level of your organization.

For more information visit:
http://www.calliduscloud.com/products/commissions
Or call **1 866 812 5244**

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