



Value proposition

Issues

- **Management by Objectives (MBO)** is an important issue that all companies which follow a rewards system strategy based on objectives reached come across, and have to manage and control the entire complexity of the situation.
- The incentives are for the internal staff and third parties associated with the company in order to improve performance: internal staff such as managers, executives, employees, sales force and shops/agencies directly managed by sales staff; third parties outside the company such as sales promoters, sales staff at stores/third-party agencies.
- In more complex situations the objectives are defined by the holding company, the company, the company's segments such as departments or sectors, ... finally setting goals even for the single person. In addition, these individual goals indicate not only the objectives, but also the amount (fixed) or the method of calculation of the incentive (for example, as a percentage of RaI). At the highest levels of the organization only the objectives are defined (gate). The incentive provided for the single person is reduced as a function of the controls on the quantitative objectives and of the discretionary assessments of the quantitative and qualitative objectives of those responsible for levels of the organization to which the single person belongs. (therefore including directly the managers).
- There may be a transversal interaction between the organizational structure and the management of objectives related to the closure of strategic projects where individuals, including employees of different companies, contribute according to their role.
- The **quantitative objectives** are typically linked to the target set during the control period and the increases made in between the control period and time passed before the control period of the numerical factors which depend on the position of the individual within the organizational structure. For example:
 - The **Kpi** includes the company's business volume, the contribution margin, the financial trend, the number of customers, the number of references, the percentage of accuracy of sales forecasting, value or proportion of the backlog to customers (excerpts), the amount/value of production, ...
 - **Total sales** or portions thereof (filtered by area, channel, customer, product, ...) "promoted" by the internal staff or third parties (national account manager, key account managers, promoters, sales staff at stores for end users, agents, ...).
- **Qualitative objectives** may be the most diverse and typically:
 - They are not related to numeric factors (otherwise they are managed as a quantitative objective)
 - They depend on the role of each individual.
 - By nature they are subject to discretionary assessment by the person in charge of each individual.
- The payment of the incentive for internal staff is made through the payroll systems and whereas for third parties, it is done typically through recorded documents issued by the counter party, except in cases where it is used as compensation for offsetting revenues that have to be charged to the counter party.
- The quantitative objectives assessment, the management of discretionary assessment of quantitative and qualitative objectives, and the calculation and payment of incentives is a primary need that involves varies company departments (Human Resources, Sales, Administration, Management control).
- The correct management of the relationship with each individual imposes that they are continuously given adequate information:
 - At the beginning of the period, on the objectives of the organizational structure they belong to, on its objectives and therefore the maximum bonus that one can work towards.
 - During the year, on the level of achievement of all the objectives at stake.
 - At the end of the year, on the discretionary assessment of the objectives and therefore on the incentives that will be paid.

Our Offer

- **Akeron Ic** is a software that manages and controls all relationships concerning incentives and rewards related to internal staff and third parties (MBO). This software has been designed to help companies that follow a rewards system strategy in solving the various issues that may come up once objectives have been reached and therefore manage and control the complexity of the situation.
- **Akeron Ic** was born with the main purpose of computerizing the incentive plan according to the organizational structure in order to manage relationships between the company and the individual, to automatically check the quantitative objectives, to manage the discretionary assessment of quantitative and qualitative targets and to calculate and pay the incentives. Over the years thanks to our on experience and the close cooperation with our clients, Akeron Ic has become an overall comprehensive tool able to respond to all the requests made by all company departments involved:
 - **Human Resources**
Responsible for managing relationships with internal staff, documenting the objectives and whether they have been met or not with particular reference to discretionary assessment, calculating and liquidating incentives, controlling costs and lastly, transferring the business strategies to the incentive plan for the new period.
 - **Sales and Marketing**
Together with Human Resources they have to manage the relationship with the internal staff of sales and marketing, document the objectives and whether they are met or not with particular reference to discretionary assessment, calculate and paying incentives, control costs, and lastly, transfer marketing strategies/sales to the incentive plan for the new period.
 - **Administration**
Responsible for registering and controlling invoices from external third parties (suppliers), calculating accrued expenses/deferred charges and statutory for management purposes and then, through flows, automatically feed the information to the accounting system.
 - **Management Control**
Responsible for supporting the closure of the period via the process of allocating the costs to corporate cost centers, integrating customer profitability by allocating the costs to sales (area, channel, customer, product, ...) and lastly, producing budgets and forecasts.
- **Akeron Ic** follows all the tax regulations in force and is continuously updated to be able to adequately make changes when needed. The system allows you to store the documentation facilitating its consultation.

Functional features

- **Human resources/Marketing/Sales:**
 - The ability to manage and import automatically:
 - Personal data of internal staff and third parties.
 - The organizational structure (holding, company, business segments such as departments or sectors, ...) ,that is, the relationship between the different levels of the hierarchy until you reach the internal staff and third parties related to the company.
 - Data management of the incentive plan on all levels of the organizational structure:
 - Where necessary, on levels above the single person only objectives (gates) relative to the cluster are managed.
 - Regarding the single person only the personal individual objective is managed and the relative forms of calculations of incentives (fixed amount, in percentage, PxQ).
 - The possibility to manage the discretionary assessment of the quantitative and qualitative objectives

by using percentages that express the level reached on the incentive plan. This regards both the gate and the single person.

- Scheduling and implementation of the import/calculation/export process (at least once a month):
 - Automatic import from other systems of factors used for quantitative objective assessment and the calculation of incentives by percentage or by using PxQ (Kpi, Ral, Sales, ...).
 - Calculation:
 - Assessment of achievement in reaching quantitative objectives
 - Calculation of net incentives, in function of the discretionary assessment of the quantitative and qualitative objectives
 - Calculation of gross incentives, without taking into consideration the discretionary assessment of quantitative and qualitative objectives (maximum cost).
 - Calculation of settlement proposals for delta between net incentive and profit as it may be previously paid on account.
 - Automatic export of settlement proposals for internal staff to the company's payroll system, as this is the moment when the incentive is effectively settled.
- The chance to define the rules for allocating incentive costs (for example on the company costs center, on the sales, ...).
- The ability to simulate incentive plans (what-if, budget, forecast, ...).
- Analysis, during the year, or more generally for the period, of the level of achievement of the objectives and therefore the final cost estimate.
- Easier consultation for the single person on the situation:
 - The objectives or the organizational structure one belongs to.
 - Personal objectives.
 - Maximum incentive one can reach.
 - Level of achievement of all the objectives at stake.
 - The discretionary assessment of objectives.
 - Final incentive to be paid.
 - Previous payments.
- **Administration:**
 - Ability to record invoices from third parties (suppliers) and simultaneously control the situation between expected tax and tax received by managing "squaring off practices" .
 - Registration of invoices is complete with all the necessary information (accounts, cost centers, skills) thanks to the configuration that depends on the type of cost, on the employee, on the characteristics of the factors used to assess the objectives and calculation of incentives. Invoices are made available to the interface flows to automatically feed the accounting information system.
 - If there are miscalculations between expected and received taxable tax (invoice) the document recognition can be temporarily suspended and automatically sent to the email provider.
 - Ability to detect accruals/prepayments monthly to integrate the operational balance sheet at the end of accounting period to close the financial statements . Accruals and deferrals are available on the interface flows to automatically feed the information system of management control and accounting.
 - Easy setup of accounting records to support registrations in the case of chart of accounts, cost centers, cost items, payments, tax records and VAT.

- **Management control:**

- Ability to create reports using all dimensions (company, contract, clause, internal individual, third party, management, sector, type of objective, ...) and all configured measurements (target value of the incentive amount, amount paid, amount to be paid, ...).
- Ability to save the structure of the reports created (bookmark), publish reports also to the beneficiaries of the incentive (staff or third parties), and then distribute the information, even as a single consultation, depending on the limitations of the configuration of the data for each single user.
- Ability to combine algebraically in the reports the measurements in order to produce indicators of functional analysis to the assessment targets (for example, incidence of incentives by department, by sector, per cluster or each individual internal staff member/third party, incidence of incentives on sales, ...).
- Ability to produce budget/forecast in both an economic and financial form and automatically feed the information system of the area of management control.

Key features and benefits

- **Akeron Ic** integrates processes and information that involve multiple company departments in the **management of incentives** and thus produces clear benefits in terms of efficiency of resources and the quality/timeline of information.
- **Akeron Ic** is a departmental system, therefore, it is independent from the ERP and the HR system and it is non-invasive, because it does not affect the business processes already in place and is easily connected to external systems (import/export).
- The high level of configuration offered by **Akeron Ic** allows one to adjust the system as to meet the personal needs and business processes of each request.
- The internal reporting to **Akeron Ic** allows one to easily produce an analysis of all dimensional axes and all configured measurements.
- User limitations of functions and data managed by your **Akeron Ic** resolve privacy issues and at the same time the publication via the internal reporting of data restricted to individual users.
- The native integration of **Akeron Ic** with Tagetik CPM enables you to provide the management control the contribution, from an economic standpoint, for managerial closures and the budget/forecast.
- The internal document management in **Akeron Ic** or the integration with the company's document management system give the opportunity to share information organized via external support.
- The organizational/IT setting is consolidated and thus the activation times of **Akeron Ic** are quick and produce an immediate return on investment.
- **Akeron S.r.l** provides full guarantees on timing/activation fees, a logic/functional completely competent support and a technological and functional growth of **Akeron Ic** thanks to the ongoing improvements "suggested" by the growing community of users.

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