

A large, abstract, blue shape resembling a stylized 'A' or a mountain peak, composed of several overlapping, semi-transparent blue polygons. It is centered on the page and serves as a background for the main text.

Customer Story:  
Simplifying **Bonus Management** at  
**Bel France**

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## BACKGROUND AND PROJECT OVERVIEW

The initiative to simplify bonus and objective management at Bel France, spearheaded by Nicolas Wagner, National Sales Director, was driven by insights from the annual "Your Voice" survey. For years, employees consistently expressed a need for simplification, highlighting gaps and inefficiencies in managing priorities, objectives, bonus calculations, and performance tracking.

This initiative aimed to align with the group's strategic goal of fostering a responsible and profitable growth model, focusing on two key levers: enhancing team motivation and optimizing processes.

To achieve this Bel France decided to digitize the process by adopting a tool that could effectively manage, track, and communicate objectives and performance data.

# 01

## INITIAL CHALLENGES

Prior to this initiative, bonus management relied on cumbersome excel files filled with multiple statuses and extensive data for each priority and bonus category. This manual process fragmented information, made tracking difficult, and created inefficiencies for teams. As a result, performance tracking lacked the timeliness needed to make reactive adjustments, limiting overall team productivity.

In response to these issues, **Bel France** first simplified some HR management aspects, such as reducing the number of statuses and consolidating bonus envelopes. However, digitizing the performance management process was recognized as essential to fully address these challenges and enhance efficiency.

# 02

## SOLUTION SELECTION: VULKI BY AKERON

The decision to implement Vulki by Akeron followed a detailed and methodical process. **Bel France** initially reached out to various providers to evaluate available solutions and then launched a request for proposals in collaboration with the IT department. The key requirements were clear: **the tool needed to be flexible, scalable, and seamlessly integrate with existing systems, while remaining user-friendly for operational teams without relying heavily on IT support.**

Vulki by Akeron was ultimately selected for its **ability to empower teams to independently manage the entire performance cycle—from designing objectives to validating results and processing final bonus payments.** The solution's automation capabilities and emphasis on transparency provided enhanced traceability and a structured workflow throughout the performance management process.

# 03

## PROJECT DEPLOYMENT AND EXECUTION

The deployment of Vulki was carried out in carefully structured phases to ensure deadlines were met and minimize unexpected issues. Following a comprehensive kickoff meeting outlining a detailed timeline, each stage was meticulously planned to ensure smooth execution. Regular alignment meetings with senior management facilitated decision-making at critical points in the process.

After providing thorough training to teams, the tool was fully integrated on schedule, delivering a seamless and controlled rollout. Nicolas Wagner highlighted the importance of a calm and structured project management approach, noting that the absence of last-minute changes or surprises contributed to the project's success.

# 04

## KEY BENEFITS AND RESULTS

### 1. Enhanced Transparency and Responsiveness

Teams now have daily visibility into the progress of their objectives, compared to the previous bi-monthly updates. This real-time tracking allows teams to react swiftly and take timely corrective actions, significantly improving performance outcomes.

### 2. Encouraging Proactivity and Results

By enabling real-time adjustments, the solution motivates teams to act on emerging opportunities, fostering a more proactive approach to achieving results.

### 3. Time Savings and Efficiency Gains

The tool automates the entire process, from setting up objectives to monitoring bonus cycles. This automation reduces repetitive administrative tasks, allowing headquarters teams to focus on strategic priorities and improving overall efficiency.

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## CONCLUSION

The adoption of Akeron's Vulki solution has successfully addressed the need for a simplified and responsive bonus management system at Bel France. Through careful planning, smooth deployment, and a robust, user-friendly solution, the company has created a performance management system that enhances transparency, responsiveness, and operational efficiency.

This initiative has not only streamlined processes but also freed teams from administrative burdens, enabling them to concentrate on value-adding activities. The result is an optimized system that supports both employee motivation and organizational goals.

*«Thanks to the digitalization of bonus management with Vulki by Akeron, we successfully transformed a cumbersome and complex process into a driver of motivation and performance for our teams. This modern application, implemented in just three months, eases workloads, motivates teams, and most importantly, allows us to refocus our efforts on what truly matters: creating value.»*

**Nicolas Wagner,**  
National Sales Director, Bel France



CUSTOMER STORY

# Where to start?

DISCOVER VULKI BY AKERON

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