

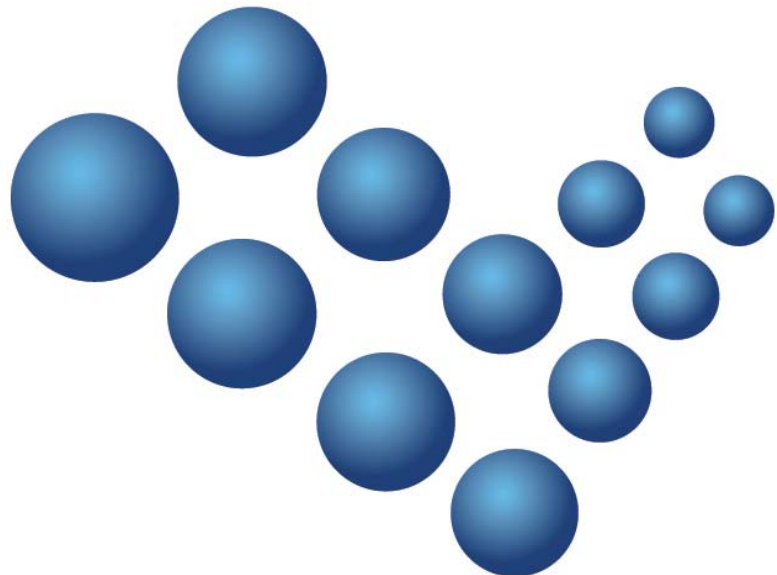
Varient Sales Performance Management Incentive Compensation Management I Case Study Training Product Sheet



Course Name: SPM Incentive Compensation Management I Case Study (2-Days)

Course Code: SPM-ICM-I-CS-100

Course Duration: 2 Days



Varient Sales Performance Management Incentive Compensation Management I Case Study Training Product Sheet

Course Name: SPM Incentive Compensation Management I Case Study (2-Days)

Course Code: SPM-ICM-I-CS-100

Course Duration: 2 Days

Description:

Varient Incentive Compensation Management is an end-to-end solution that manages and automates incentive compensation calculations and processes. Organizations that are employing pay-for-performance or variable pay programs are able to implement plans quickly, issue commissions payouts accurately, and streamline administration and communications across the enterprise. With built-in data import and export features, Varient ICM easily integrates rapidly with all upstream and downstream systems such as sales order tracking and payroll applications. The user interface is designed specifically for business users so compensation analysts or sales managers can administer and manage plans and processes without requiring IT assistance. Full auditing capabilities are also provided in order to ensure compliance as well as traceability of tasks and communications.

In this training course, you will complete the Hardware Science Case Study. The Hardware Science case study has been designed to allow you to build a new Varient model by applying the teachings of the SPM Incentive Compensation Management I training offering. You will be provided with a set of business requirements that must be met to successfully complete the case study. The Hardware Science case study will require you to use all aspects of the Varient Administrative Client including the Home Page, Configure, Plan Manager, Composer, Calculate, Workflow, Scheduler, Task Manager, Audit Log, Web Forms, Standard Reports, Dashboarding, and Presenter. You will also view the Varient Web client to test your results.

Training Audience:

The SPM Incentive Compensation Management I Case Study course is a recommended training course offering in the Varient learning path. The training course is recommended to all customers, partners, and employees who have successfully complete and would like to apply the learning objectives of the SPM Incentive Compensation Management I training offering in a safe training environment. Teams of 1-3 participants will complete the case study business requirements.

Pre-Requisites:

- ◆ Efficient in Windows XP
- ◆ Experienced using Internet Explorer
- ◆ Knowledge of Database Design and Relational Databases
- ◆ Proficient in Microsoft Excel and Microsoft Word
- ◆ Successfully completed the SPM Essentials training offering

Training Environment:

All training participants are required to bring a laptop or desktop computer to the training session with VMPlayer already installed prior to the training date.

All Varient Instructor-Led Training is delivered using a virtual machine/environment using VMWare. To learn more about VMWare and to install the VMPlayer, visit www.vmware.com. On the first day of your training, the instructor will provide you with the appropriate files that contain the Varient training environment. These files will be distributed on a DVD or USB Drive. Participant laptops or desktops are required to have a DVD Player and a USB Enabled Port.

You will simply copy these files to your laptop or desktop. To install the VMPlayer, you will need to have Administrative rights and may need to contact your IT Group directly for assistance.

Training Price:

The standard price for this training is US\$800/Day for each participant.

Delivery Methodology:

- ◆ Lecture and Slide Presentations
- ◆ Software Demonstrations
- ◆ Class Discussions
- ◆ Hands-on Lab Exercises
- ◆ Virtual Training Environment (VM Image)

Student Guide

- ◆ All presentation slides and student notes
- ◆ Students are encouraged to take notes

Labs Exercises

- ◆ Hands-on lab exercises and solutions

Resources

- ◆ Varient Support Center

Course Objectives:

After completing this course, you will be able to:
<ul style="list-style-type: none"> ◆ Create an Entity Relationship Diagram; mapping required tables needed to complete the Hardware Science case study from provided MS-Excel spreadsheets
<ul style="list-style-type: none"> ◆ Create a new Varient model for the Hardware Science case study
<ul style="list-style-type: none"> ◆ Import data using the Data Import Wizard into the model
<ul style="list-style-type: none"> ◆ Create appropriate payee groups and add pay members
<ul style="list-style-type: none"> ◆ Create monthly calculations required for the consultants compensation plan
<ul style="list-style-type: none"> ◆ Create weekly calculations required for the consultants compensation plan
<ul style="list-style-type: none"> ◆ Use the Time table to ensure that all calculations are converted to display in the consultants monthly plan
<ul style="list-style-type: none"> ◆ View the payee ledger report in the Varient Administrative client for the consultants compensation plan
<ul style="list-style-type: none"> ◆ Create workflow groups, trees, and assignment and grant web access to view the consultants compensation plan in the Varient Web client
<ul style="list-style-type: none"> ◆ Log into the Varient Web client and view the payee ledger as a consultant
<ul style="list-style-type: none"> ◆ Create a tailored report
<ul style="list-style-type: none"> ◆ Create a dashboard report
<ul style="list-style-type: none"> ◆ Create a web form to capture data entry into the model
<ul style="list-style-type: none"> ◆ Create an input form to capture data entry into the model
<ul style="list-style-type: none"> ◆ Setup Task Manager to automatically add consultants to a payee group
<ul style="list-style-type: none"> ◆ Schedule a compensation plan to automatically calculate at a give time
<ul style="list-style-type: none"> ◆ Create a new administrator role and assign the role to a new administration account
<ul style="list-style-type: none"> ◆ Complete an adjustment and allocate balance
<ul style="list-style-type: none"> ◆ Present solution to other team including any lessons learned and team experiences

Training Agenda:

The SPM Incentive Compensation Management I Case Study (2-Days) training course will be delivered beginning at 9:00 a.m. on the first day. The trainer will schedule a morning break at 10:30 a.m., lunch at 12:00 p.m. (noon), and an afternoon break at 2:30 p.m. The training will be finish at 5:00 p.m.

All participants are expected to attend the full training days as the training modules build upon one another. Any participants that do not attend parts of the training are expected to complete the exercises that they have missed on their own and should not impact the training schedule.

The trainer will coordinate and adjust the training agenda based on trainers/participants flight departure times on the final day of training.

Day 1 and Day 2

Start Time	End Time	Module #	Module Title
9:00 a.m.	9:30 a.m.	i	Course Introduction
			Learning Objectives <ul style="list-style-type: none"> ◆ Identify other participants in the course and their expectations ◆ Explain the intended course learning objectives ◆ Describe the course agenda including duration and breaks ◆ Review the course logistics
9:30 a.m.	10:00 a.m.	1	SPM Incentive Compensation Management I Case Study - Overview
			Learning Objectives <ul style="list-style-type: none"> ◆ Describe SPM Incentive Compensation Management I Case Study Business Requirements ◆ Conduct Joint Application and Design (JAD) session to clarify business requirements and answer participants questions
Participants Work to Complete the SPM Incentive Compensation Management I Case Study. Trainer will schedule check points with participants and provide guidance to teams throughout the 2 days.			