

Compass

Business software to digitise and gamify incentives for Sales Partners, Gig-workforce & Support Teams

- Align Incentives To Goals
- Configure Incentive Campaigns
- Nudges & Notifications
- Program Widgets & Leaderboard
- Easy Audit & Payouts



CRM - *“will help”*

Sales Automation - *“of course!”*

Incentive Gamification Software - *“may be...?”*

Think again.
Here is why...

Business outcomes are directly correlated with engagement.

Trust the meta study of 1.8 million employees across 230 organisations in 49 industries and 73 countries. (2)

↓ Cost of disengagement is real

US \$ 75,000 to US \$100,000 - cost of replacing an individual resource. (1)

US\$ 2.6 million per year - cost of replacing a resource who leave due to lack of engagement. (1)

↑ Incentives of having highly engaged employees is far higher. (2)

30% Higher sales

21% Higher Profitability

115% Growth in earnings-per-share

41% Lower absenteeism

59% Lower people churn

70% Fewer safety incidents

40% Fewer defects

1) Gallup, Mar'19. For a 100-person organization that provides an average salary of US \$50,000.

2) Gallup's 'State of the Global Workplace 2017' report.

3) HBR 2015 <https://hbr.org/2015/04/how-to-really-motivate-salespeople>

Incentive **Delayed** Is Incentive **Denied**

Errors, Delays, and Opaque processes make incentive spends less meaningful. Perhaps many times, it acts like a deterrent.

It's a must.



Incentive Gamification Software



HR Systems



Sales Automation



CRM

Compass is the perfect solution for below stakeholders



Distribution Partners
& Retailers



Direct Sales Team



Gig-Workforce

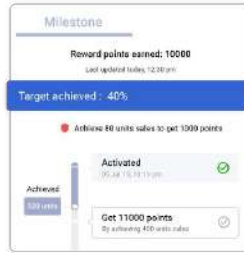
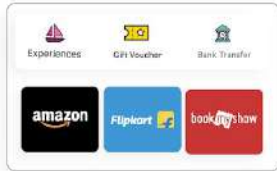


Customer Support
Team

Presenting Xoxoday Compass



Name	Points	Rank
George Dadas	23000	1
You Customis	10900	2
John Joseph Bespalina	8000	3





Align Incentives To Goals & Behaviours

Compass helps to align incentives to varied goals like sales, customer tickets, no. of deliveries, retention, consistency and more. A great user experience adds to the thrill of accomplishing them everyday.

Common Goals in Sales Outlook



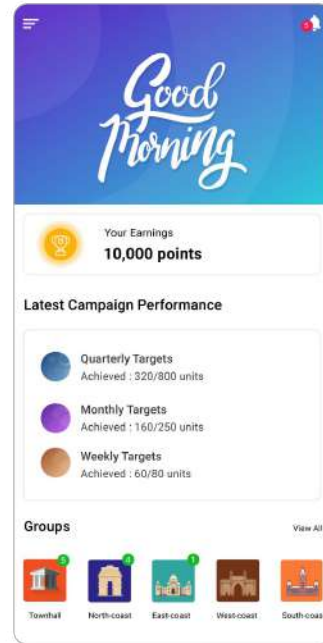
Standard Goals -

- New Sales
- Association Tenure
- Retailer Consistency

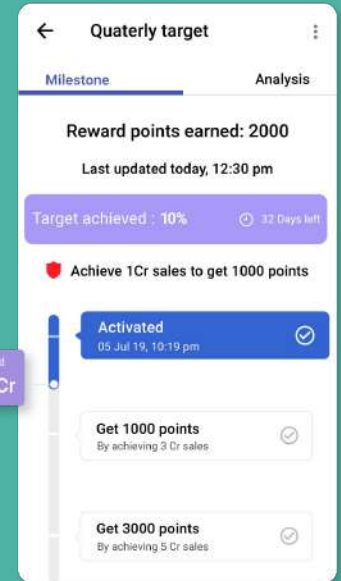


Trigger-based Goals -

- SKU-based push
- New Product releases
- Region-based
- Season/Time based



Achieved
1.79 Cr



Configure Milestones

Configure incentive campaigns to promote right set of behaviours. Include milestones to add excitement in achieving the defined goals. Run complex programs basis sales, products, region, season and more at fingertips. Providing daily-view of achievements to earnings boosts confidence to sell more.

Add Campaign

Progress: 1. Campaign Details (✓), 2. Campaign Filter Criteria (✓), 3. Select Participants (✓), 4. Milestones and Rewards (4), 5. Dashboard Configuration (5)

Milestone 1

Define Rewards

1% Percentage - Pay on metric: [OR] [AND] [X]

+ Add Milestones

Saved as Draft

PREVIOUS NEXT

Define Targets

Sum of Revenue > 100000 [AND] [X]

Sum of Revenue < 500000 [OR] [AND] [X]

Program Details

2 Approver Details

Add these details to setup new program

Program Name: _____ 0/80

Program Description: _____ 0/250

Setup Program Validity: _____ to _____

Points Type: [Select] [v]

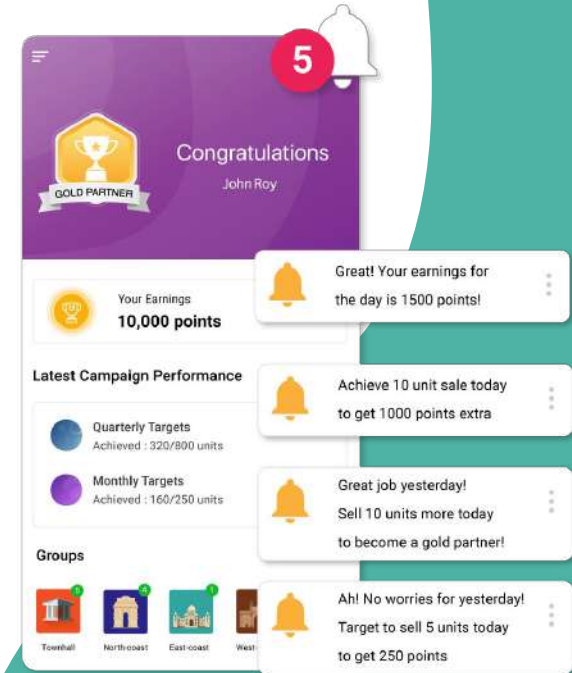
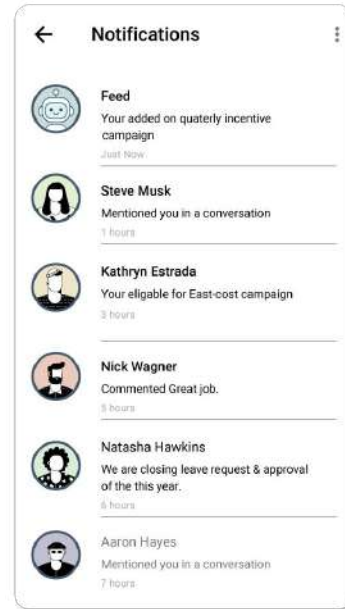
2020
Tue, May 12

May 2020

30	31	1	2	3	4	5	6	7	8	9
10	11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30	31

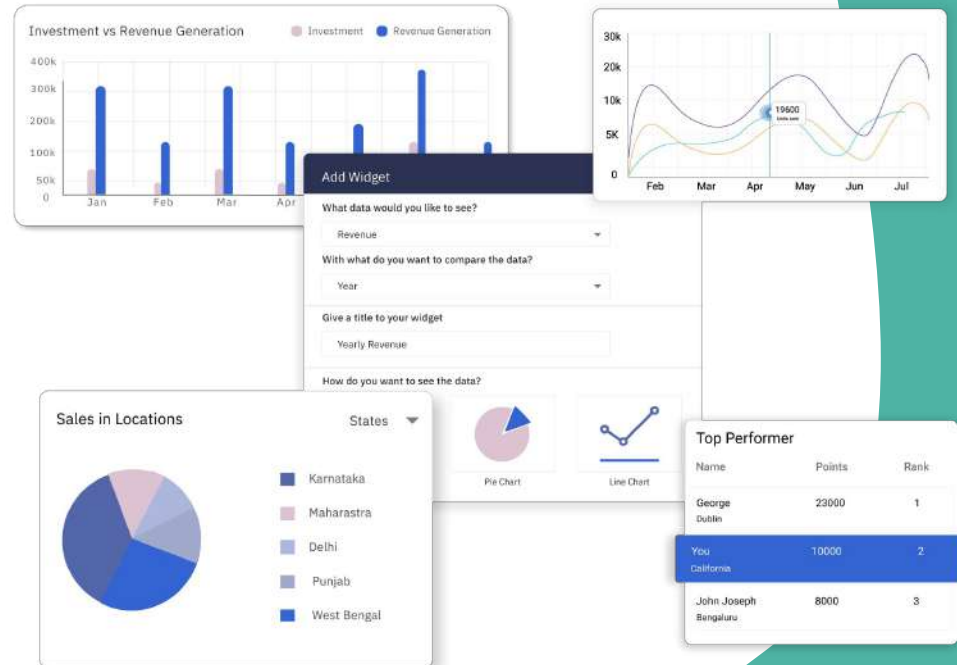
Nudges & Notifications to Seamlessly Communicate

Compass app is powered with push notifications which slices the goals into smaller pieces and gently nudges the team to sell more. It additionally sends out personalised notification about new product launches, campaign achievements, peer-comments, earning credits and more. Ensuring seamless communication to all team members.



Program Widgets & Leaderboard

Compass powers every campaign with analytics widgets. The widgets can be self-configured as per needs. Some of the standard widgets available are leaderboards, product-sale contribution, goals performance, investment analytics and more. The progressive analytical suggestions (basis past data) helps to bring cost-efficiencies in new planned campaigns.



Easy Audit & Payouts

Automated calculations also need easy auditing and payments. Compass can add auditing team (optionally) to review the calculations and approve the payments. The payments can be enabled via bank transfers, credit notes or xoxoday's commerce store. The xoxoday's commerce store has amazing options like gift cards, utility payments, experiences and more.

The image displays a comprehensive view of the 'Payments' system. At the top, a 'Payments' dashboard features a table with columns for Incentive ID, Program, Campaign, Campaign End Date, Partner, Calculated Incentive, and Approval Status. The table lists three incentives: INCID-675 (Program A, Summer policy crush, 21/09/2019, Ayush, 4000, Approved), INCID-890 (Program B, August Hungama, 18/09/2019, Sachin, 3000, Rejected), and Program C (Who is the best, 01/09/2019, Bharti, 1000, Pending). A fourth row shows a total of 18000 points approved for Sachin.

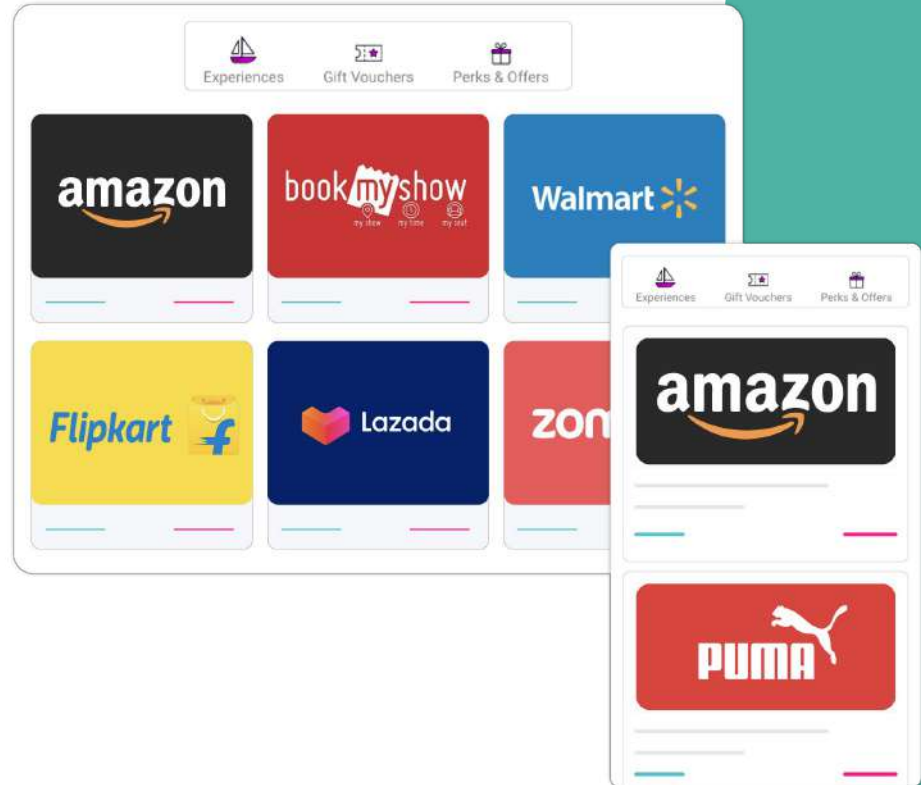
An inset window titled 'Incentive ID-675' provides detailed information for the first incentive. It includes Program Details (Partner performance program A, Summer policy crush, Closed, 40000 target, 2% revenue), Partner Details (Ayush, PIS-9087, Gold partner type, 40000 assessment, 4000 calculated incentive), and Approval Details (Approved by Sakshi, Approved by Shaikh, Pending status).

A mobile app interface titled 'Points and Payments' shows a user can redeem 10000 points. It includes a line graph for 'Progress in the last 6 months' and summary statistics: Total Points Approved (30000) and Total Points Redeemed (20000).

A summary card displays 'Total Points Received' as 240.00. Below it, a list of cash payments is shown: 60/cash (85 Points), 62/cash (85 Points), and 59/cash (85 Points).

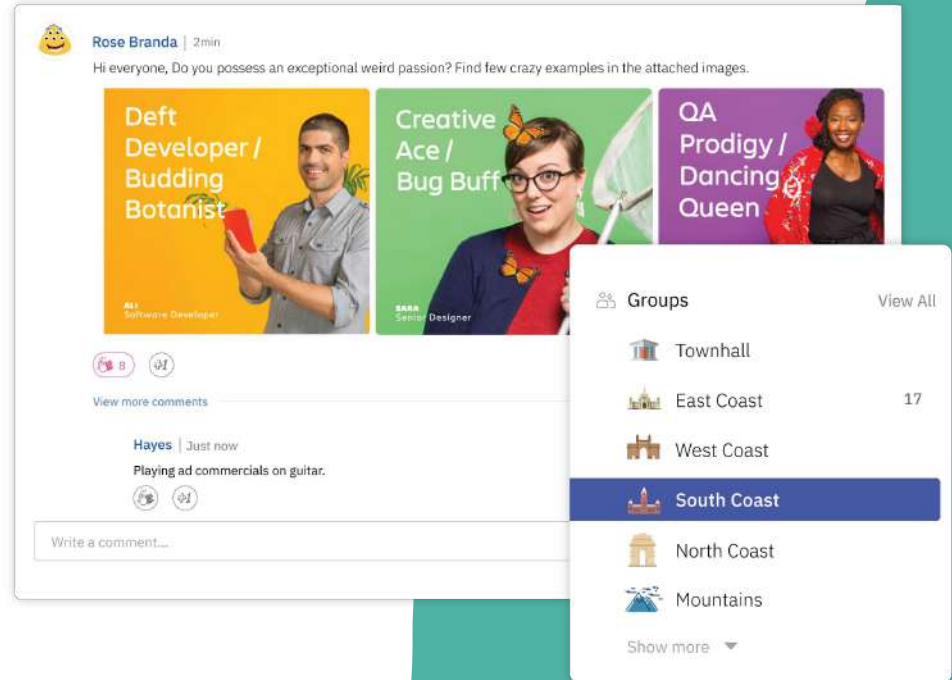
Configure Commerce Store

Xoxoday's commerce store (a.k.a Plum) has a comprehensive collection of e-gift cards, utility bill payment options, experiences and activities, perks & offers, travel and entertainment options in more across 80+ countries. The store has a feature to hand-pick options relevant to the audience.



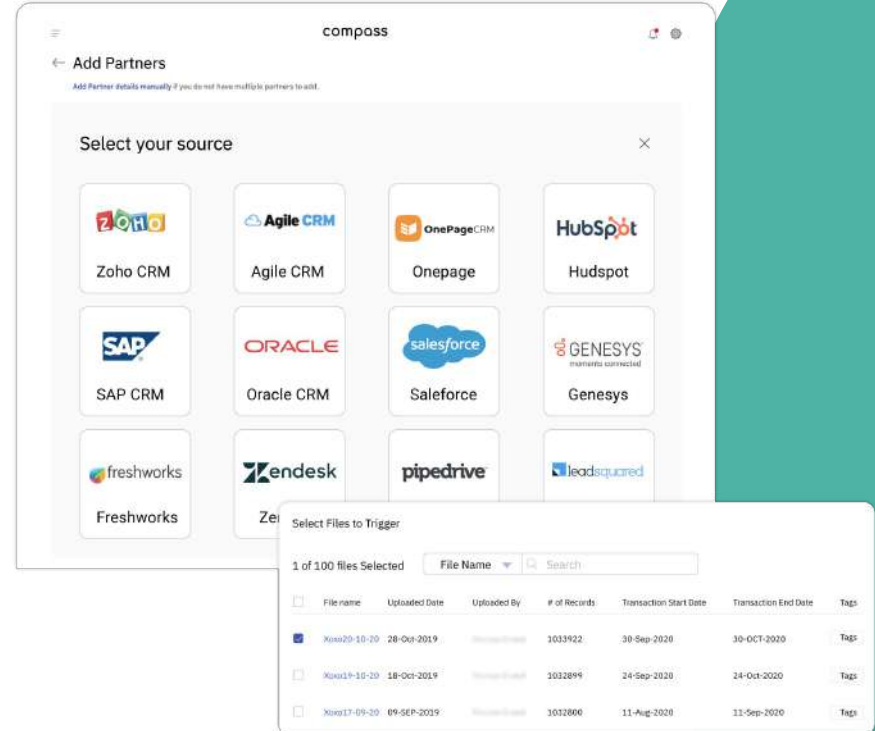
Groups to collaborate

Group conversations for company announcements, topic-focused knowledge exchange, project collaboration, check-ins, and staying aligned with priorities. The settings of groups can be configured to give directions to the conversations.



Integrate with your Data Systems


Just one click and the Compass is all set to show the way. Easily integrate with your current DMS/CRM or let the Compass App cast its magic with your data. It supports multiple API integrations and also provides an access to make a mix between manual uploads or API's.



Automated Greetings

Configure automated greetings to several life-occasions like birthdays, wedding anniversaries, tenure completion, on-boarding, festivals and more. Monetary awards can also be configured to individuals on their life-events. Compass additionally allows to configure notification to team-members peers and associated managers to complement. This gives significant motivation to the team members.

Add details to setup an automation job for birthday greeting



Message Title*

It is cake time!

Message Text*

Hi Arul mozhivarmaray,
Wish you the happiest birthday ever!

Do you wish to add gift along with this greeting ?

What type of event do you want to setup this gift for?


Birthday

Work Anniversary

Welcome Onboard (For new Joinees)

CANCEL NEXT

Angel medona | Apr 24
#SilverJubilee @Group





Add a comment

Configure Looks Of Compass

Compass powers admin-controls for white labelling with custom colors, logos, URLs, App banners, group settings, user access controls and more. This means the platform-looks can be configured with your company standards.

White Label Setting

Platform Name <input type="text" value="Your Company Name"/>	Platform Logo  <small>Acceptable Dimension: 300 * 400</small>	Login Page Background  <small>Acceptable Dimension: 300 * 400</small>
Menu BG <input type="color" value="#FFFFFF"/>	Theme Selected <input type="color" value="#4054B2"/>	Hover Item <input type="color" value="#8998E1"/>
Text and Icon <input type="color" value="#000000"/>		

User Management

[+](#)

User List

Email	Name	Department	Access Role	Status
<input type="checkbox"/> aishwarya@xoxoday.com	Aishwarya	N/A	Partner Admin	Enabled
<input type="checkbox"/> Anvesha@xoxoday.com	Anvesha	N/A	Partner Admin	Enabled
<input type="checkbox"/> goutam@xoxoday.com	Goutam	N/A	Partner Admin	Enabled
<input type="checkbox"/> rishabi@xoxoday.com	Rishabi	N/A	Partner Admin	Enabled

Add New Banner



Acceptable Dimension: 600 * 400

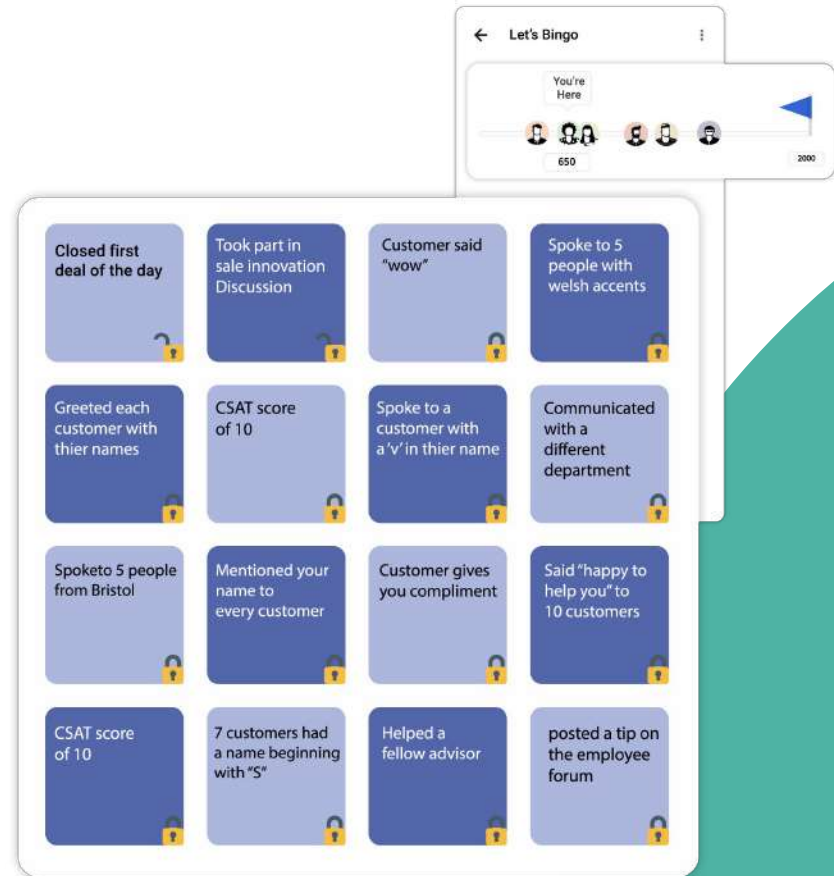
Banner Name *

600

Banner URL Banner Position *

Game Templates To Motivate B-Teams (coming soon)

It's important to motivate B-Performing teams as it contributes to majority of management efforts and costs. Game Templates by Compass allows you to built micro-achievement games like Bingo or Tambola. This encourages your B-performing teams to achieve small and move up to perform more.



Predictive Recommendations & Insights (coming soon)

Compass has in-built reporting and business intelligence modules which learn from past campaigns and spends. It hence populates recommendations and insights which will be useful while launching future campaigns. This helps in getting cost-efficiencies and better target achievements.

Insights

1 Select Participants 2 Select Target 3 Select Filter Criteria

Sum of Revenue < 20,000,000 [OR] [AND] [X]

+ Add Milestones

Recommended Incentives

Sum of Revenue < 1,00,000 < 5,00,000 2% of Revenue [AND] [X]

Sum of Revenue < 5,00,000 < 20,00,000 2.5% of Revenue [OR] [AND] [X]

Low Performer
Optimum Performer
Best Performer

Top % to % of Users

Compass is enterprise ready.

Security

- ISO 27001:2013 Certified.
- GDPR Compliant.
- IP whitelisting.
- Encryption of data in transit using TLS 1.2 with AES 256 cypher.
- Polycloud Architecture.

Implementation

- Multiple login options: SSO, SAML, ADFS.
- Data center locations: Hybrid support. Audit logs facilitated.
- Supports all major international languages.
- Developer APIs for integrating with your existing systems.

Customer Support

- Account manager from onboarding to program success.
- Insightful reports, predictive analytics and business intelligence.
- Global voice and email support.
- Chat bot to reduce time to execute.
- User guides, and best practices.

Plug-n-play integrations with CRM, DMS, Other Ticketing Tools:

CRM



DMS



Ticketing Tools



Happy Clients Across the Globe



Rakuten

Infosys®



Honeywell

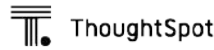


INDIA TODAY

citi



FUJITSU



TATA CAPITAL



WINSHUTTLE

LUMINOUS



onmobile





compass app available on:

