



Success Story
Manufacturing and Retail Industry



Rexel Simplifies Their Compensation Processes With beqom

beqom.

beqom.com



Rexel is a global expert in the professional multichannel distribution of electrical products and services for the energy sector. Their mission is to offer their customers worldwide innovative and sustainable solutions to improve the comfort, security and energy performance of installations, infrastructure and buildings.

The group has 2,000 sales branches in 32 countries, with 27,000 employees.

Need



With a strong footprint in key geographies, a broad and valuable base of customers and key partnerships with global manufacturers, Rexel was well positioned to seize opportunities in the fast-changing world of energy.

The strategy that they wanted to implement was focused on three priorities:

1. Accelerate organic growth to gain market share
2. Increase selectivity in capital allocation and reduce indebtedness
3. Improve operational and financial performance

To make this vision a reality, the group was convinced that simplifying their compensation rules was a key factor of success, and would enhance their sales effectiveness. What Rexel needed was a single, integrated compensation solution to process pay plans with simple payment rules.



Solution



To address their challenges Rexel selected beqom's Total Compensation Platform, simplifying their compensation management processes, and enhancing their sales effectiveness.

As a result, they now automated almost all compensation processes. They also put incentive compensation management directly into the hands of the business users to define, simulate and implement sales incentive plans, objectives, sales contests and non-cash awards.

Corporate Snapshot

Sector: Manufacturing and Retail

Headquarters: Paris, France

Geography: Present in 32 countries

Total employees: 27,000*

Total revenue: €13.3 billion*

Net income: €104.9 million*

*in 2017

Benefits



By leveraging beqom, Rexel:

- Strengthened the relationship between the sales team and the Headquarters.
- Aligned every sales person with the company's strategy, pulling everyone towards the same direction.
- Harmonized the compensation rules, providing all sales reps with the same expectations, while working in different areas.





Happiness is the best driver of success

Our mission is to make the workforce of our customers happy. beqom drives happiness by allowing business managers to lead, align and motivate employees and partners. The beqom Total Compensation solution is used globally across all industry sectors by over 100 large companies such as Microsoft and Vodafone. It addresses all performance and compensation aspects such as salary review, bonus, long-term incentives, commissions, benefits, non-cash rewards and all key drivers towards employee performance and sales performance.

HR, sales and finance departments leverage our platform to drive performance, retention, cost optimization and... happiness among their people.



Copyright © beqom SA 2018. All Rights Reserved. No part of this document
may be reproduced without express consent of beqom SA.

Images source: Courtesy of Rexel

beqom.com