



Success Story  
Financial Services Industry



AG2R LA MONDIALE

## Bringing Clear and Flexible Compensation Plans to AG2R LA MONDIALE

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Experts in social and investment protection in France, AG2R LA MONDIALE protects 15 million customers as well as 1 in 4 French companies. AG2R LA MONDIALE combines strength and adaptability to support its customers concerning their basic protection and well-being needs.



**AG2R LA MONDIALE**

Facing ever more restrictive regulations and prudential rules which become more and more demanding, they have succeeded on supporting their customers by making the right choices. In today's constantly changing environment and undeterred by the competitive pressure, AG2R LA MONDIALE strengthened through successive strategic partnerships which have been carefully selected to ultimately benefit its customers.

## Need



Faced with motivation and absenteeism issues in their sales team, AG2R LA MONDIALE was looking for a solution that would improve the perceived remuneration conditions. A decision was taken to replace their previous in-house developed variable compensation tool.

They needed their commercial teams to avoid worrying about understanding their compensation plans, and to focus exclusively on its customers. The new system needed to demonstrate transparency and clarity of compensation plans, while being flexible and easy to change. They also had a strict implementation timeline requiring the new solution to go live in six months following the selection.



## Solution



AG2R LA MONDIALE selected beqom for its ability to manage all of the functional scope with all the required complexity. Today, the organization has the ability to integrate data from multiple sources, handle commission plan and calculation rules for employees, and adjust and validate calculated commissions as needed.

## Corporate Snapshot

**Sector:** Financial Services

**Headquarters:** Paris, France

Present in **285 locations in 17 metropolitan and overseas territories**

**2017 Net Sales:** €319 million

**Total employees:** 11,000

## Benefits



The rapid implementation timeframe meant that AG2R LA MONDIALE could quickly benefit from using beqom's Sales Performance Management solution. They have overcome several challenges that have led to a gain in trust from the sales team, as they understand how their performance is linked with their compensation. This, in turn, has improved communication and compensation transparency across the organization.





# 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.

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