LIMITLESS
GROWTH CONSULTING AGENCY

Stabilizing Global Compensation Administration & Redesigning a 41-Plan Incentive Program

CLIENT

Anonymized (Med-Tech)
Fortune 300 | $21.8B Revenue | 72,000 Employees | 190+ Countries

$1.1M

SAVED IN A SINGLE ENGAGEMENT

By identifying a $1.1M payout mistake the Client had already planned to make in full

41	14	4	10
Unique Plans	Currencies	Regions	Weeks

THE CHALLENGE

This Client engaged Limitless to take over FY25 incentive compensation administration for a globally distributed commercial team spanning North America, Europe, Asia, and Africa, while also redesigning the program for FY26.

Their primary internal compensation lead departed in the middle of administration, putting the entire payout cycle at risk. The inherited program covered 41 sellers, each on a completely different compensation plan, with payouts tied to individual quota, team quota, OKRs, MBOs, and bonus structures across 14 currencies. Limitless stepped in, got the cycle back on track, and delivered payouts on time.

41 unique plans | **14 currencies** | **4 regions**

PAYOUT CYCLE AT RISK

Limitless stepped in mid-cycle, stabilized the process, and delivered all payouts on time across a globally distributed commercial team.

WHAT WE FOUND

Once administration began, Limitless identified a structural data issue with real financial consequences. This Client's payout logic relied on manually collected data rather than a single trusted source.

Deal tagging that distinguished individual versus group performance buckets changed once deals closed, and historical attribution was not preserved.

Revenue was being swept into a single bucket tied to a more aggressive payout curve. This meant our Client had to pay $1.1M in unearned commissions due to an error. Limitless identified the issue, quantified the exposure, and built options that gave leadership a way to address it. None of this was part of the original scope.

$1.1M

IN PLANNED OVERPAYMENTS BEFORE LIMITLESS IDENTIFIED THE ISSUE

01 Rescued a Late Payout Cycle

Stepped in mid-cycle during a leadership transition and got compensation delivered on time across a globally distributed commercial team.

02 Rebuilt Logic and Validated All 41 Plans

Reconstructed payout logic across 41 individually structured plans, each with its own structure, measures, and mechanics, including administration across 14 currencies in four regions.

03 Identified and Quantified $1.1M in Risk

Found the data attribution issue, modeled the downstream payout impact, and built three remediation options for leadership that weighed payout accuracy, fairness, and field impact.

04 Equipped Leadership to Make a Deliberate Decision

Translated a highly technical payout problem into 3 decision paths. This Client corrected most of the exposure while preserving a portion to avoid a negative signal to the sales organization.

05 Redesigned the FY26 Program in Parallel

Plan mechanics, quotas, accelerators, caps, payout calculators, cross-region standardization, governance processes, and pre-payout QA checks - all delivered in the same 10-week window.

THE RESULTS

$1.1M	41	14	10 wks
SAVED	UNIQUE PLANS	CURRENCIES	ENGAGEMENT
Caught $1.1M in payout errors the Client had already planned to make in full	Every plan built differently - administered across one commercial team	Compensation administered across North America, Europe, Asia, and Africa	FY25 administration and FY26 redesign delivered concurrently, on time

HOW IT CAME TOGETHER

This Client came in with an employee gap, a payout cycle running behind, a 7-figure cost baked into the plan, and 41 different compensation structures to sort through.

Limitless caught the cycle up, found the financial exposure before the money went out the door, and rebuilt the FY26 program in the same engagement.

One scope. Four problems solved.

ENGAGEMENT	**10 weeks**
SCOPE	**FY25 Admin + FY26 Redesign**
REGIONS	**NA, Europe, Asia, Africa**
CURRENCIES	**14**
PLANS ADMINISTERED	**41 unique plans**
FINANCIAL IMPACT	**$1.1M in prevented errors**