

Necessity is the  
mother of  
invention....

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**sage**



The screenshot displays the Sage Rewards interface. At the top, the Sage logo and tagline 'Achieving your potential' are on the left, and the user name 'David' with a profile icon is on the right. Below this is a navigation bar with three tabs: 'MY CURRENT REWARD €467.425' (active), 'PERSONAL SHAREHOLDINGS €139.599', and 'YOU HAVEN'T MODELLED ANYTHING YET Model Your Potential'. The main content area features a sidebar with icons for home, favorites, charts, and a grid. The central focus is the 'MY CURRENT REWARD' section for 'FY 2017', which shows a total of '€467.425 - FY 2017'. A circular gauge chart breaks down this total into four components: Salary (€200.000), Benefits (€19.719), Bonus (€123.000), and Vested Shares (€124.706). At the bottom, there is a call to action: 'FIND OUT MORE ABOUT HOW SAGE REWARDS CAN HELP YOU ACHIEVE YOUR POTENTIAL.' with a 'VIEW >' button.

**MY CURRENT REWARD** €467.425

**PERSONAL SHAREHOLDINGS** €139.599

**YOU HAVEN'T MODELLED ANYTHING YET**  
Model Your Potential

**MY CURRENT REWARD** ? FY 2017

**€467.425 - FY 2017**

Component	Value
Salary	€200.000
Benefits	€19.719
Bonus	€123.000
Vested Shares	€124.706

**FIND OUT MORE ABOUT HOW SAGE REWARDS CAN HELP YOU ACHIEVE YOUR POTENTIAL.**

**VIEW >**

# Making sense of the maxim 'aligning rewards to strategy' through technology

## *Breaking channel fatigue*



**sage** Achieving your potential

David

MY CURRENT REWARD €467.425

PERSONAL SHARE €139.599

**MY CURRENT REWARD** ?  
**€467.425 - FY 2017**

Benefits €19.719

Salary €200.000

**NOTIFICATIONS**

1 Dear Colleague,

On 3 May we published our H1 results, which as you know showed a solid start to FY17 and re-confirmed our market commitment to achieve at least 6% organic revenue growth, 27% operating margin and strong H2 growth. You can now see how what we are forecasting to achieve at FY17 year-end means for your personal reward package by looking at the bonus and shares tabs within this site.

Our forecasts are a commitment to achieve by the year-end and are not a given. As Stephen has said, 'H2 FY17 is show time for us'. We have invested in all areas of the business and we now expect to see improved results and growth at the end of this half. As Senior Leaders at Sage we are all incentivised to exceed targets therefore I encourage you to use the modelling functionality of this tool to understand how landing H2 above target will reward you. You are able to use the tool at any time, please do log in frequently and use this as continued motivation to drive hard into Q4 to exceed our targets.

Stephen, myself and the wider ExCo are fully supportive of you and your teams. It's now time to engage all colleagues to achieve their year-end goals and collectively deliver above market expectations in H2.

Thanks,

**Logout**

**FIND OUT MORE ABOUT HOW SAGE REWARDS CAN HELP YOU ACHIEVE YOUR POTENTIAL**

**VIEW**

# Using analytics to understand user preferences and drive system improvements

