

# Is Your Sales/Affiliate Commission Structure Outdated?

Sales/Affiliate Commissions	Learning Commissions
Purpose: Compensate for obtained closed sales	Purpose: Compensate for improved knowledge
Evaluated based on a fixed period of time	Evaluated while learning is taking place (Daily)
Focused on the products of the process	Focuses on process and the knowledge progress
Viewed as something separate from organization	Viewed as an integral part of the entire organization's learning process
Organizations assign what salespeople must do and evaluate how will they do it	Orgs and Sales collaborate to form vision and understand learning needs using information as feedback to guide and adapt what they do.
Rigid: An unchanged measure of what the salesperson achieves	Fluid: An ongoing process influenced by organizational needs and feedback
Organizations adopt the role of auditors and sales assumes the role of the audited	Organizations and Sales adopt the role of intentional learners
Organizations use the results to make final success/failure decisions on fixed set of activities	Organizations and Sales use the evidence they gather to adjust for continuous improvement.