### **MODULE 1**

### **WHY SALES**





**TRAINING** 

The Sales Excellence mindset & CER

Strategic goals & health status

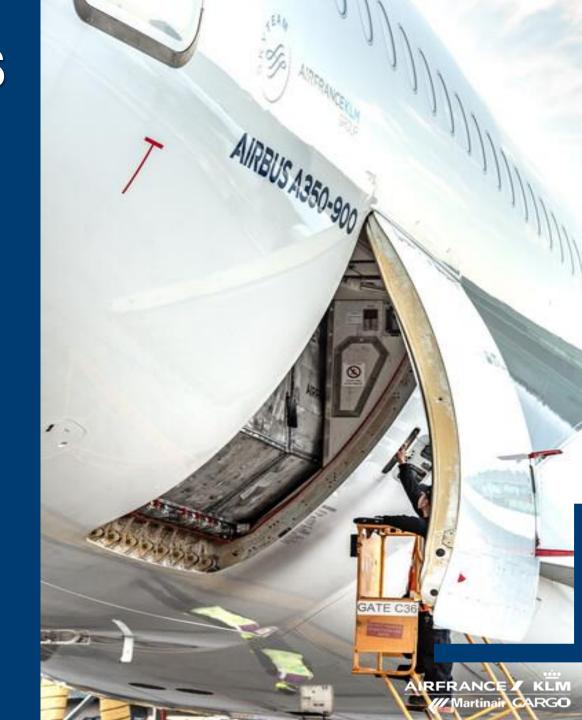
One pager



# BEFORE STARTING THIS SESSION...

What do you expect from these sessions?

What do you know about the Sales Excellence Program?



### THIS SESSION....

Hosted by:

**Julia Dragone** 



Project management intern Sales Excellence Program

Subject expert:

Nina Smiljanic



Inside Sales Benelux



# PITCH



### Sales Excellence Program

[noun]

Deepen your relationship with the customer.
Invest in your own personal development.
Lead the market.

### WHAT IS THE SALES EXCELLENCE PROGRAM?

### The Sales Excellence program:



It is a training and program for sales managers, inside sales and their management



Aims to continuously improve the performance of our whole sales organisation: people, processes and tools

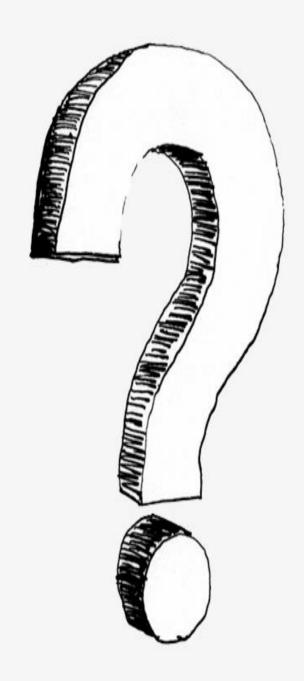


Creates a learning environment in which our sales professionals can grow professionally and learn to get the most out of their contacts with customers and colleagues.



# THE GOAL OF THIS MODULE IS TO...

Explain the reason why YOU need the Sales Excellence Program





### WHAT ARE THE BENEFITS?

- Uniform way of selling
- Organize sales strategy (structure)
- Customer relations (staying in touch)
- Customer engagement
- Communication (e.g. handover, share knowledge)
- Enhances productivity
- Maintains a record
- Global strategy in a local way



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# ONE OF THE MAIN BENEFITS:

# YOU ARE TRUSTED BY YOUR CUSTOMERS

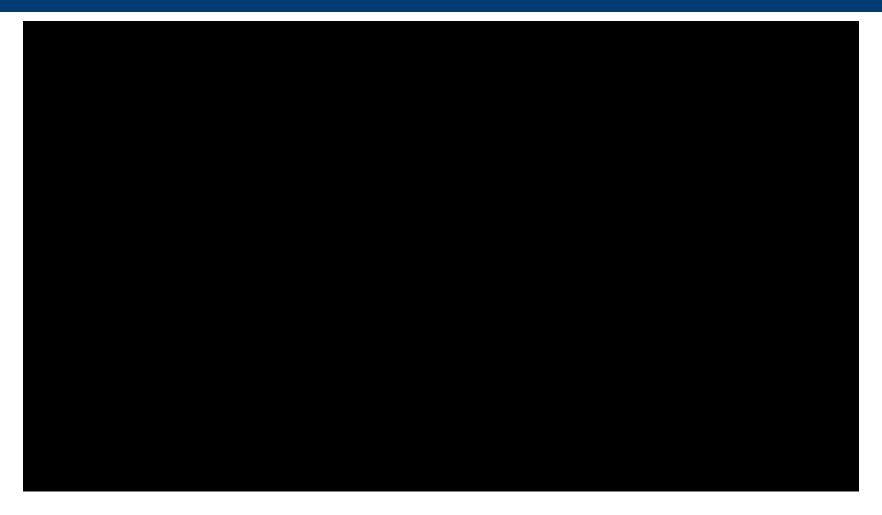


### **HOW WOULD YOU IDENTIFY TRUST?**





### TRUST IN THE SALES PROCESS



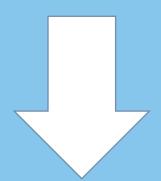


# MAIN INGREDIENTS OF TRUST:

- Professional work attitude
- Human approach
- 100% follow-up on discussions
- Customers appreciate SM's opinions
- Easily accessible



# KNOWLEDGE & STRUCTURE & PROFESSIONALISM



**TRUST** 



# LET'S HEAR IT FROM OUR COLLEAGUES

How does the Sales Excellence Program help sales managers & inside sales in their work?



# DO YOU HAVE ANY OTHER QUESTIONS?



### SALES EXCELLENCE TOOLBOX

### **One Pager**

Structure your customer meetings via the "one pager"

- Share a structured agenda before the meeting
- Share clear minutes with agreed decisions and actions after the meeting

Every customer meeting is recorded on Salesforce via the one pager.

### **Customer Engagement Roadmap**



#### **Customer Health Status**







**MODULE 2** 

### SALES EXCELLENCE





• The WHY of Sales Excellence Program

Concept of trust



### THIS SESSION....

Hosted by:

Julia Dragone



Project Manager intern Sales Excellence Program

Subject expert:

**Andrew Galloway** 



Account Manager United Kingdom

### SALES MINDSET

What comes in your mind when you hear "Sales mindset"?



### **SALES MINDSET**

### Foundation of success in sales

Having a sales mindset rooted in positive thinking is what ultimately drives sales people to see opportunities for selling where others may not.

The right mindset will also keep you:

- agile
- open-minded to change
- ready to pivot when things don't go as planned



### SALES MINDSET



# SUCCESSFUL SALES VALUES

- 1 Independence
- 2 Courage
- 3 Pride
- 4 Creativity
- 5 Confidence
- 6 Honesty



### **Customer Engagement Roadmap**

### STRUCTURE





### **CUSTOMER INFORMATION**







#### What?

### **CUSTOMER INFORMATION**











### The customer's

- Core Business
- Major Partners
- Strategic Direction
- Initiatives
- Major Competitors
- Partners
- Major Customers
- Changes in Market
- Overall Objectives
- Potential Challenges



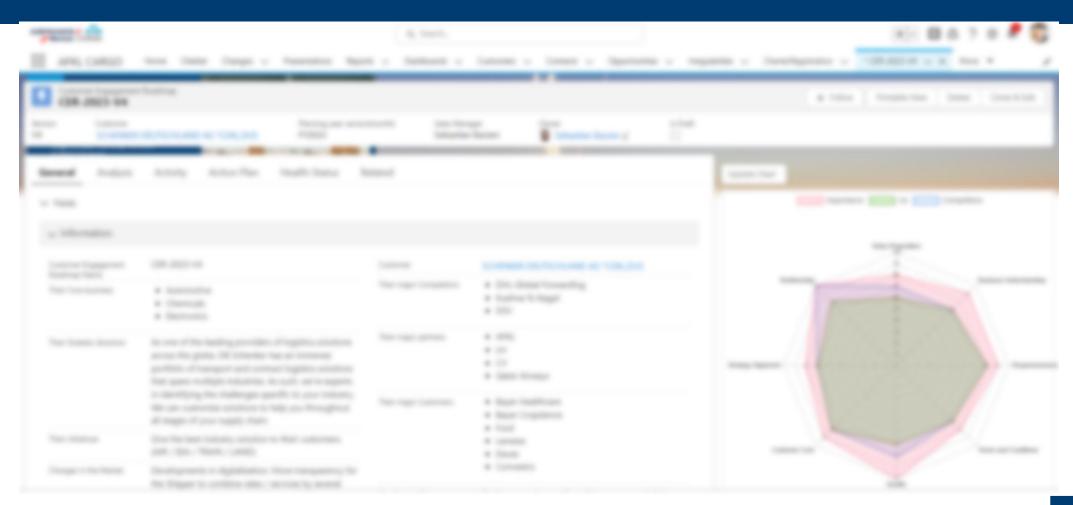
## Why? CUSTOMER INFORMATION

- The customer's strategic direction
- Your understanding of the customer's business objectives and initiatives
- Major market changes effecting the customer in their business



### **CUSTOMER INFORMATION**

### EXAMPLE ON SALESFORCE





# Where? BUYING CENTER





### Why? **BUYING CENTRE**

- It allows sales managers to target the right person to achieve their goals
- Useful to understand customer's structure
- Gives ground to engage with customers



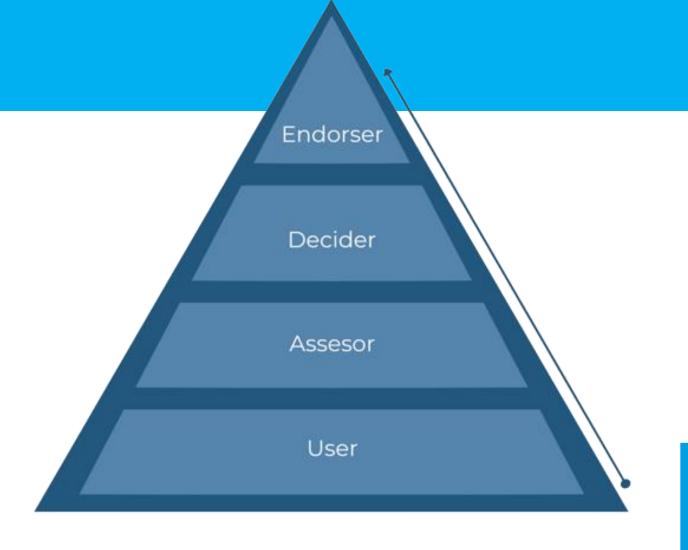
Anyone in the organization who could have a positive or negative impact on our ability to win business





### What? BUYING CENTRE

- Identifying and aligning with all roles is critical for success
- Roles can be specific to an opportunity, but are the same for similar opportunities





### **ENDORSER**

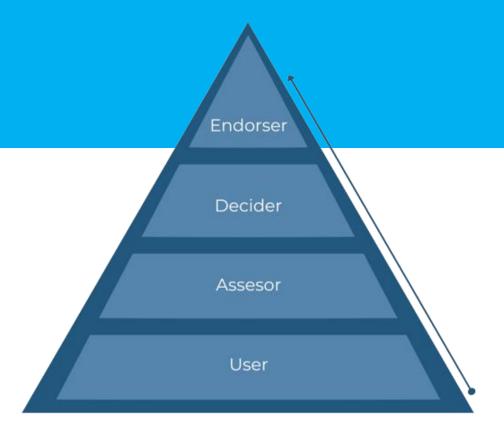
#### Gives final approval before the organization commits

- Can be an individual or a committee
- Holds the highest position in the customer's organization for our opportunities
- Endorses the solution recommendation
- Has the authority to increase or decrease the budget

#### **Potential Issues**



- Your proposal lacks a cost justification
- Higher priority of other projects in relation to yours
- Relying on other buying center members to pass the right message to the Endorser





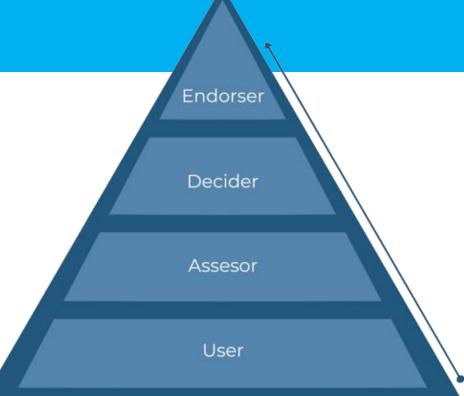
- Can be an individual or a committee
- Submits the preferred solution to the Endorser for approval
- Controls the project budget
- Is responsible for project success



#### **Potential Issues**



• Confusing the solution decision with project decision





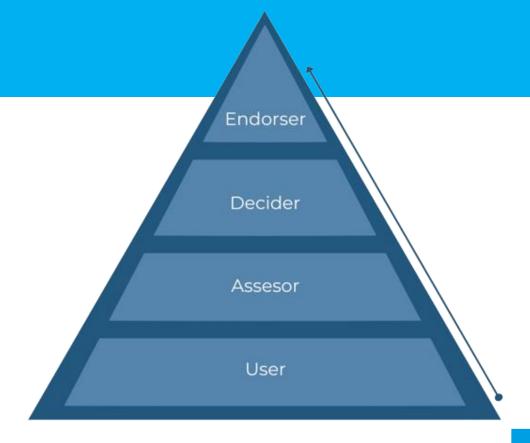




### **ASSESOR**

#### Responsible for evaluating alternatives to our solution

- Have their opinion solicited based on specific expertise
- Make unsolicited recommendations based on personal relationships
- Can say no
- Are the easiest entry point to the Buying Center but it is hard to work up from them to Deciders and Endorsers

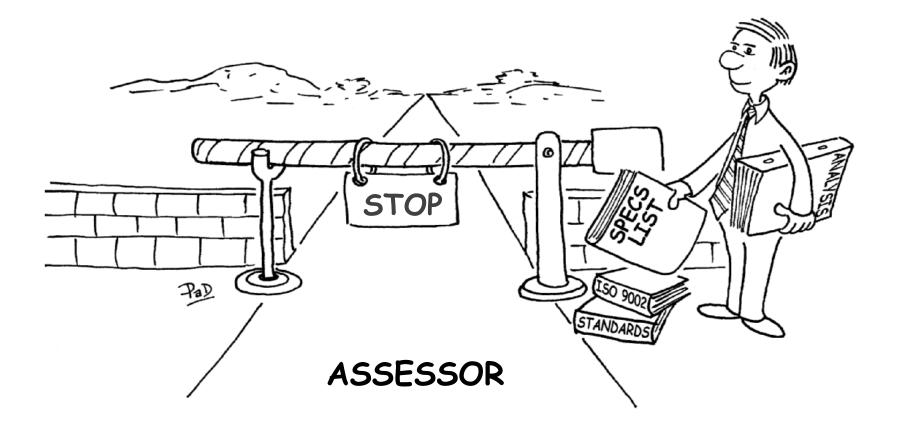


#### **Potential Issues**



- Inflate their influence on the decision
- Restrict access to the customer's organization







## **USER**

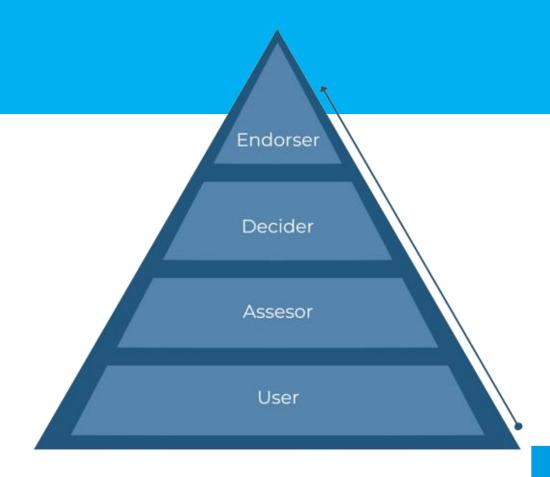
#### Benefit directly from or are affected by the solution

- Evaluate your solution from an operational perspective
- Represent end-users and operations in the buying process
- Play a critical role in the success of implementation

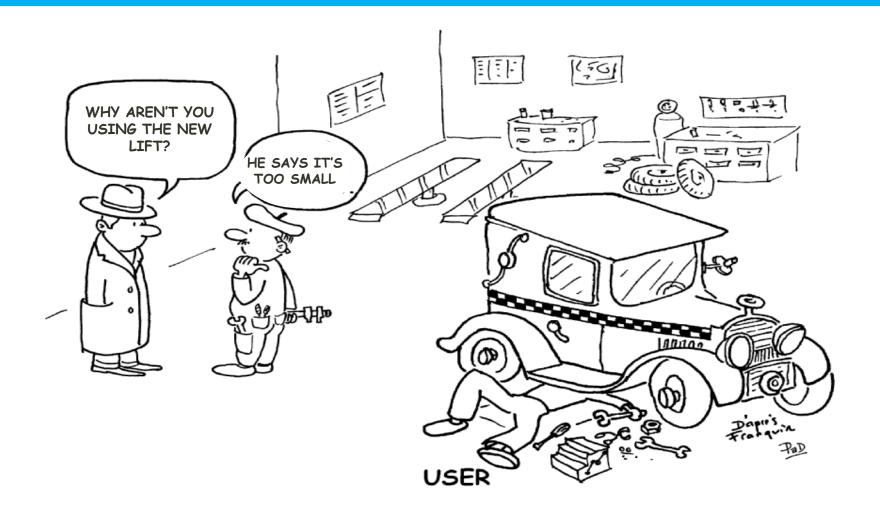
#### **Potential Issues**



- Not understanding the processes that your solution impacts
- Under estimating User relevance in technical projects
- Not involving Users in the sales process may jeopardize project success









## COACH

#### Provide reliable advice and guide you through the sale

- Helps you understand and gain access to the Buying Center
- Provide information about the relationships between key Buying Center members
- Respect and trust you
- Act as a sounding board to validate assumptions

#### **Potential Issues**



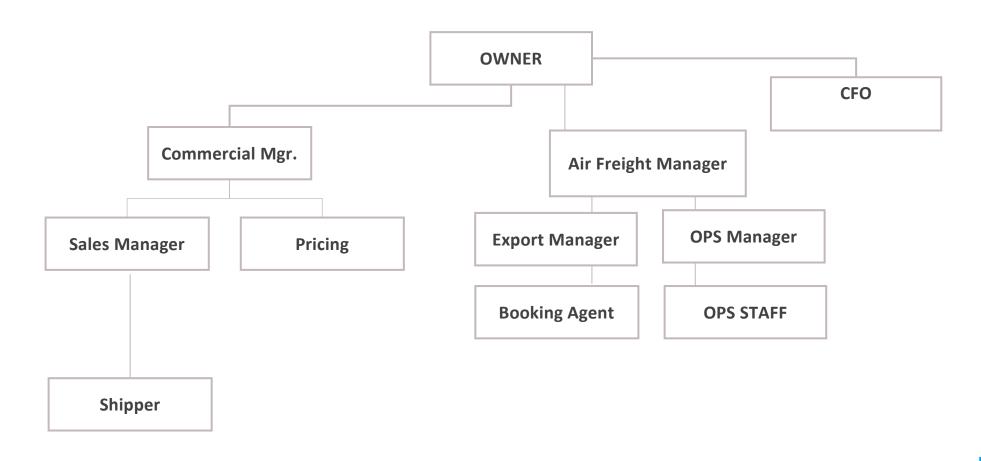
- Exposing the Coach's role within the customer's organization
- Mistaking friendly people for Coaches
- Not establishing a mutually beneficial relationship



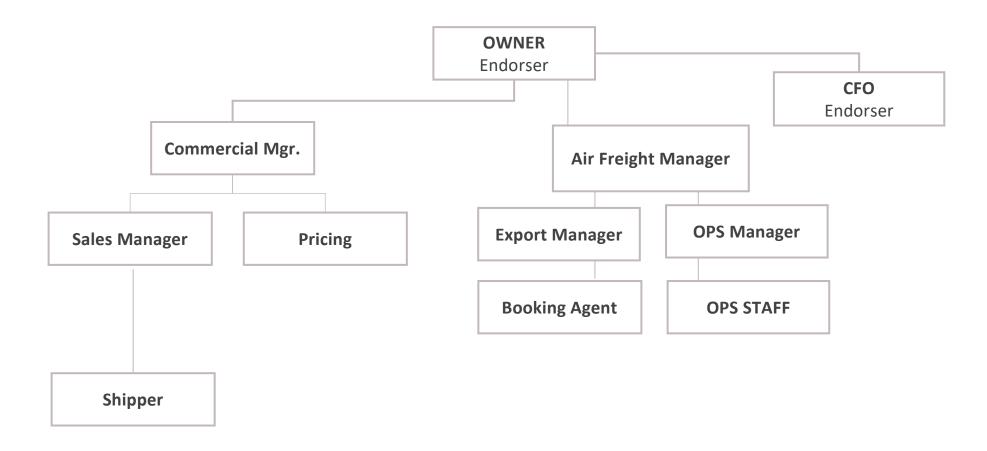




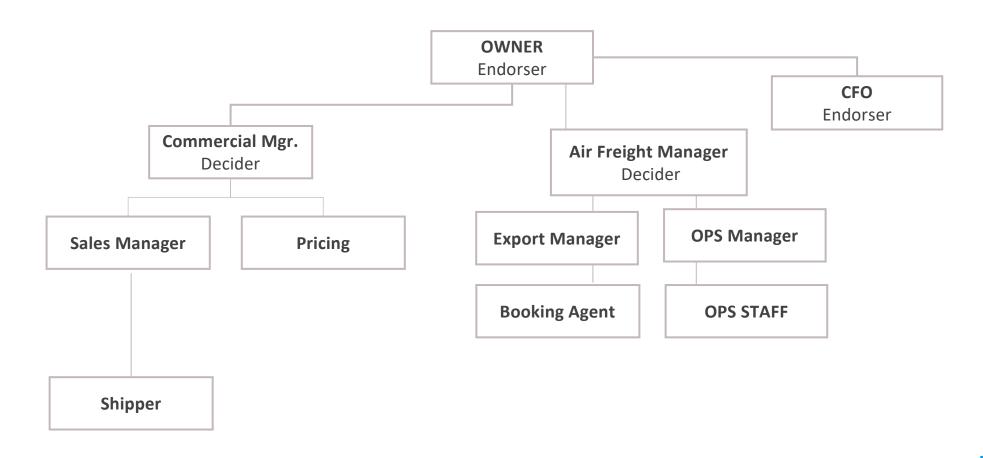




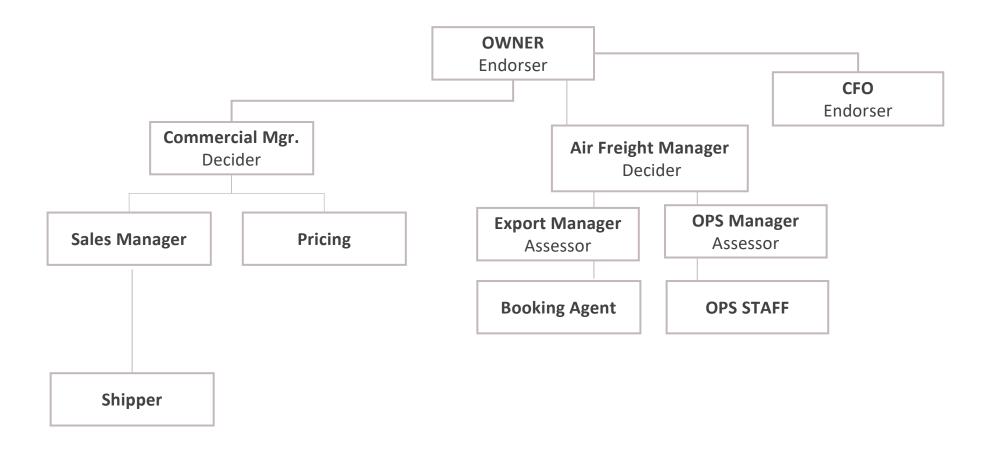




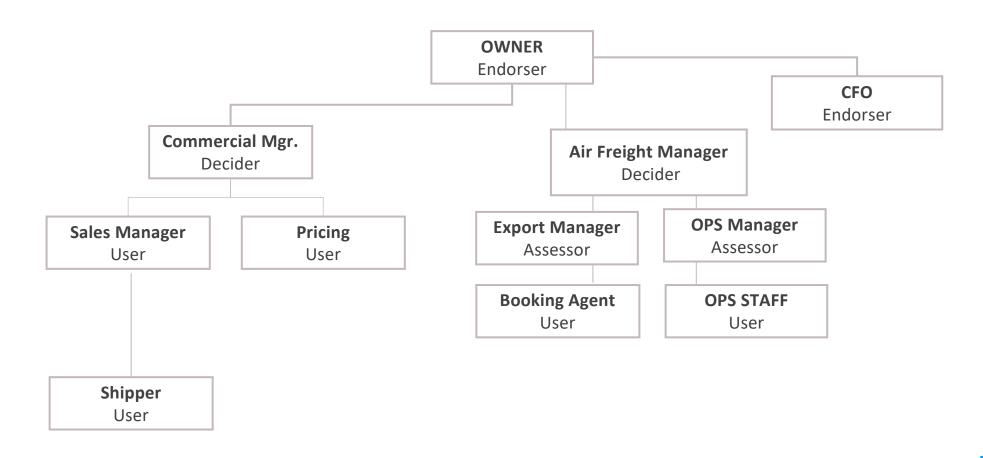














++ Enthusiastic, + Supportive, 0 Neutral, - Negative, -- Hostile

**How each member of the Buying Center perceives** 

Your company

Your solution

You and your sales team

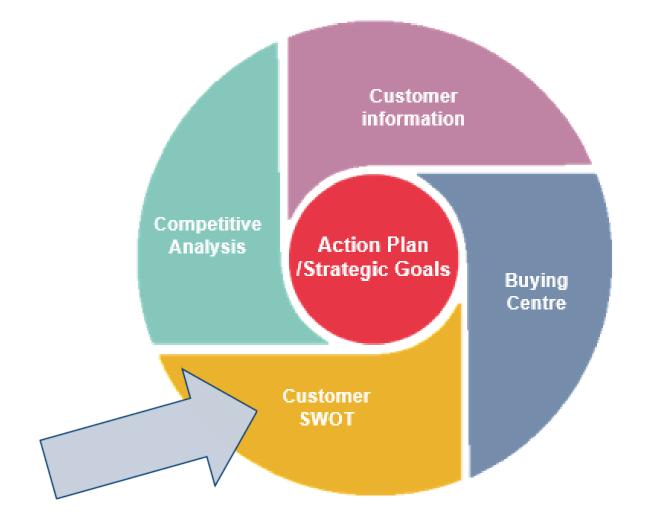
#### Potential Issues 1



- 'Falling in love' with Supportive and Enthusiastic members
- Hostile members being allied with the competition









#### SWOT used by organisations to:

- Assess their core capabilities and competencies
- Analyze and understand their environment
- Main focus, and define priorities for management focus





#### **Customer SWOT**

- Enhance understanding of an existing customer/customer segment
- Maximize relevance by focusing on your business domain
- Identify areas to position your capabilities and create value for the customer
- Supports sales managers with an identification of the customer's market

CUSTOMER STRENGTHS (C-S)	CUSTOMER WEAKNESSES (C-W)	
Factors/processes <b>TODAY</b> to the customer organization that constitute an advantage	Factors/processes <b>TODAY</b> to the customer organization that constitute a disadvantage	
CUSTOMER OPPORTUNITIES (C-O)	CUSTOMER THREATS (C-T)	
Factors/processes IN THE FUTURE to the customer organization that could have a positive impact on them in the future	Factors/processes IN THE FUTURE to the customer organization that could have a negative impact on them in the future	,

Internal Factors

External Factors



Questions that can help SMs with completing their customer's SWOT

Their Strengths	Customer Response
What are the strengths in the way you manage the transport of your customer's goods?	
What effect do these strengths have?	
Which advantage does this give you over your competitors?	
How do you use this advantage over your competitors?	
Their Weaknesses	Customer Response
Which internal factors limit your success?	
What would be different if these factors were eliminated?	
Their Opportunities	Customer Response
Which changes in the market could positively impact your business?	
Which changes in your business environment could create new opportunities?	
Which legislative or regulatory changes could create opportunities?	
Their Threats	Customer Response
What are your competitor's advantages?	
Which changes in the market could negatively impact your business?	
Which legislative or regulatory changes could impact business?	



## Why? CUSTOMER SWOT – IMPACT ANALYSIS

CUSTOMER STRENGTHS	Factors today to the customer organization that constitute an advantage
	Impact question: What benefits does the customer derive from this strength?
CUSTOMER	Factors today to the customer organization that constitute a disadvantage
WEAKNESSES	Impact question: What effect does this weakness have on the customer?
CUSTOMER OPPORTUNITIES	Factors in the future to the customer organization that could have a positive impact on them in the future (trends/changes in market, customers, competitors, legislation)
	Impact question: What benefits could this create for the customer?
CUSTOMER THREATS	Factors in the future to the customer organization that could have a negative impact on them in the future (trends/changes in markets, customers, competitors, legislation)
	Impact question: What effect could this threat have on the customer?



#### Recommendations

- Put yourself in the customer's position as if preparing the SWOT
- 2. Consider what you learned during the interviews
- 3. Formulate complete, short and simple sentences
- 4. Determine relevance of each item by answering the 'Impact?' question



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## QUIZ





- 1. Which of the following SWOT elements are internal factors for a business?
- A. Strengths and Weaknesses
- B. Opportunities and Threats
- C. Strengths and Opportunities
- D. Weaknesses and Threats



#### 2. Which of the following is false regarding why a SWOT Analysis is used?

- A. To build on the strengths of a business
- B. To minimize the weaknesses of a business
- C. To reduce opportunities available to a business
- D. To counteract threats to a business



#### 3. How often should a SWOT Analysis be reviewed?

- A. Only when specific issues need to be addressed
- B. At least once per year
- C. Only when the business starts
- D. Every 3-5 years



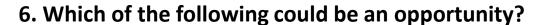
#### 4. Which of the following could be a strength?

- A. Weather
- B. A new international market
- C. A price that is too high
- D. The location of a business



#### 5. Which of the following could be a weakness?

- A. A developing market such as the Internet
- B. Competitors with access to better channels of distribution
- C. Poor quality of goods and services
- D. Special marketing expertise



- A. Having quality processes and procedures
- B. Moving into new market segments that offer improved profits
- C. Damaged reputation
- D. A new competitor in your home market





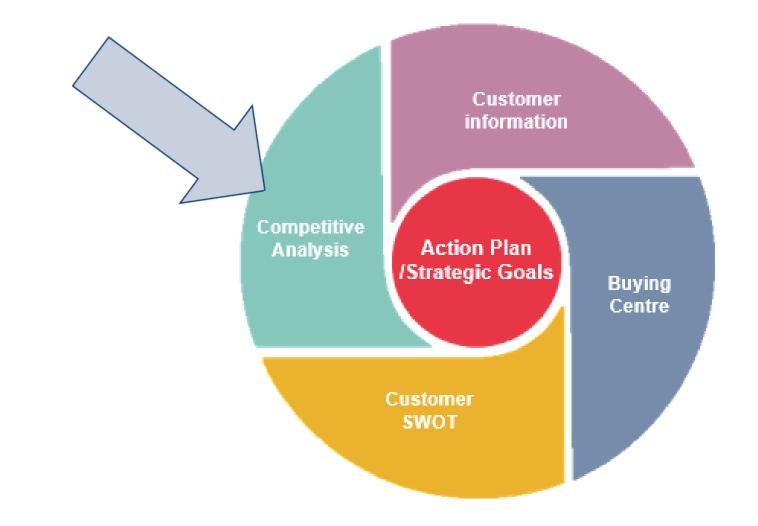


#### 7. Which of the following could be a threat?

- A. Changes in technology
- B. A market vacated by an ineffective competitor
- C. Location of your business
- D. Lack of marketing expertise



## **COMPETITIVE ANALYSIS**





#### 32

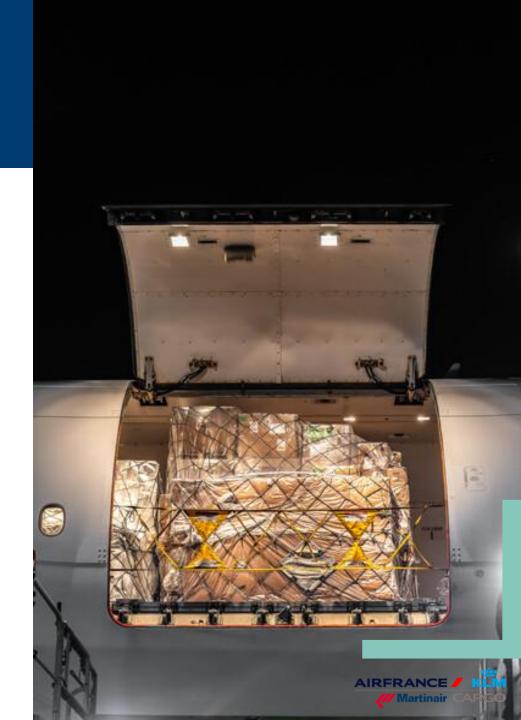
## **COMPETITIVE ANALYSIS**

#### **Our Strengths**

- Our advantages against this competitor
- Our strength which is simultaneously their weakness

#### **Our Weaknesses**

- This competitors' advantages over us
- Their strength which is simultaneously our weakness



#### Why?

## **COMPETITIVE ANALYSIS**

- Helping you recognize how you can enhance your own business strategy
- To retain and keep your customers' interest
- Competitive edge
- Helps you more accurately measure progress



#### What?

## **COMPETITIVE ANALYSIS**

#### **EXAMPLE ON SALESFORCE**

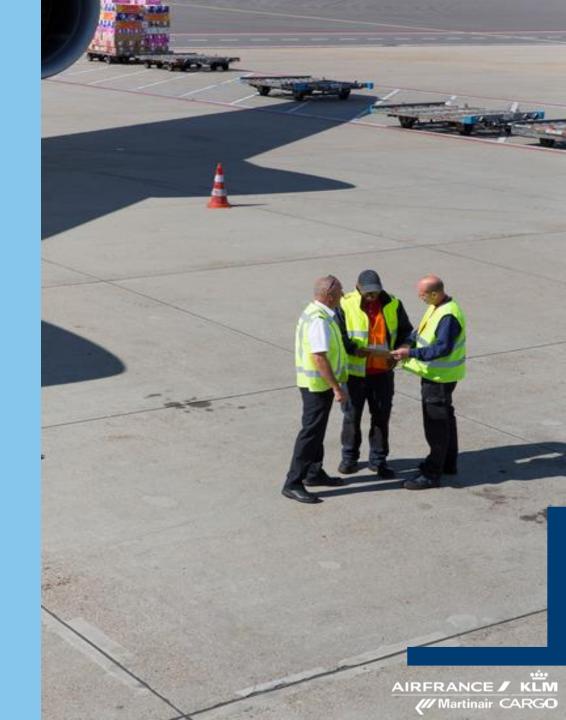




## RECAP

#### In this session we learned:

- Sales mindset
- Customer information
- Buying center
- Customer SWOT
- Competitive analysis



## **THANK YOU!**

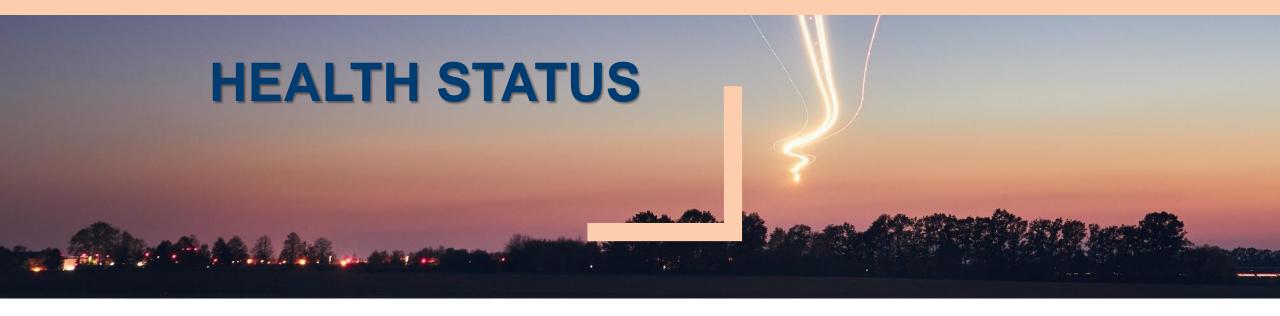
# DO YOU STILL HAVE SOME QUESTIONS?





**MODULE 3** 

## STRATEGIC GOALS &





## THIS SESSION....

Hosted by:

Julia Dragone



Project Manager intern Sales Excellence Program

Subject expert:

**Andy Newbold** 



Key account Manager



## PREVIOUS SESSION...

- Sales mindset
- Customer information
- Buying center
- Customer SWOT
- Competitive analysis



## **CUSTOMER ENGAGEMENT ROADMAP**





# What comes into your mind when you hear "Strategic Goals"?



## STRATEGIC GOALS

Strategic goals are specific objectives and results that the company aims to achieve over time.

# Start SMA11 THINK I BIG!



## STRATEGIC GOALS

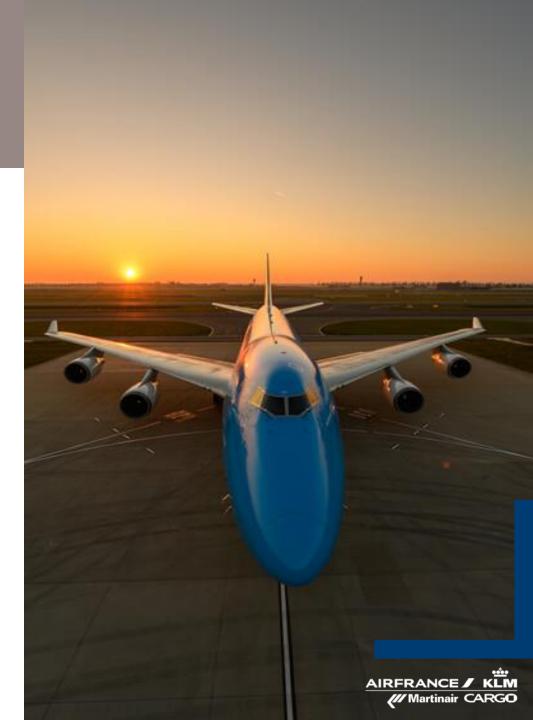




### STRATEGIC GOALS

### 1. Make them SMART

All goals should be <u>Specific, Measurable, Achievable, Relevant, and Time-bound.</u>







### STRATEGIC GOALS

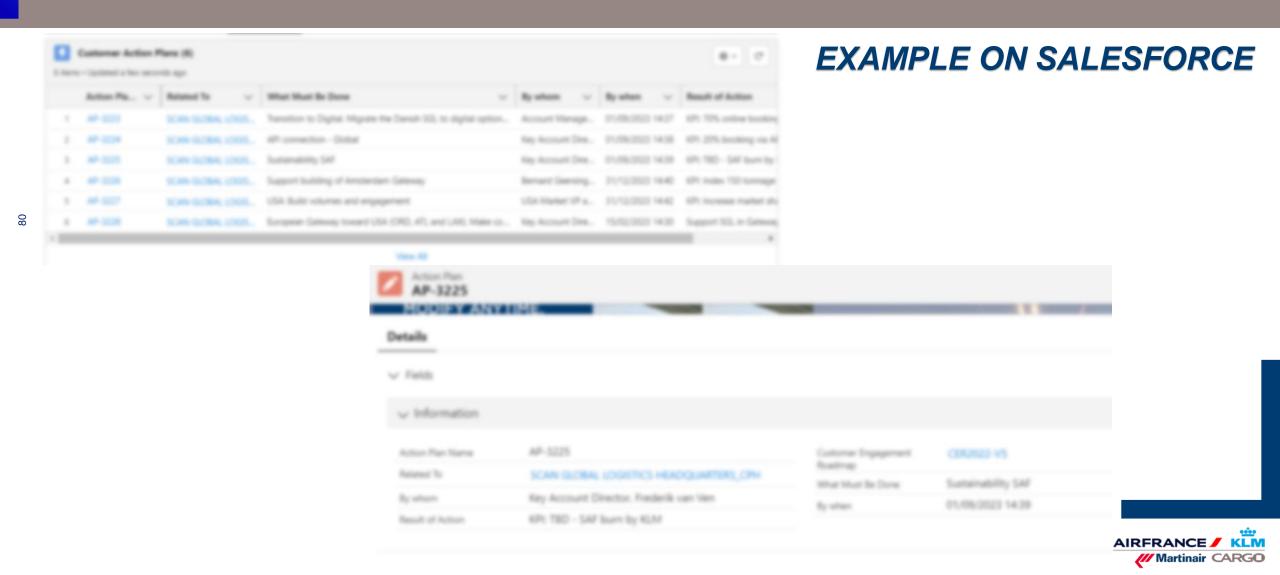
## 3. Evaluate progress and make changes as needed

Regularly evaluating progress is essential for managing the pace and success of your goals. If necessary, make changes based on what you learn from one milestone to the next.



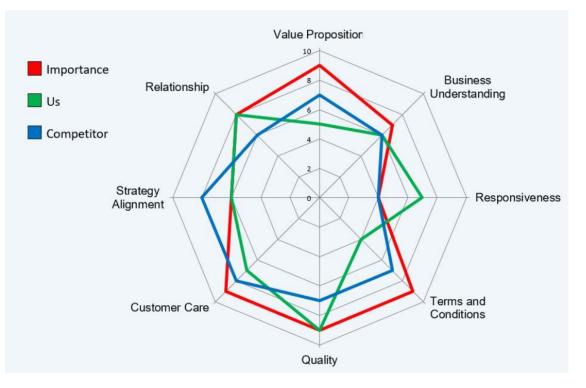
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### STRATEGIC GOALS



### **HEALTH STATUS**

The Health Status is a set of questions that helps to quantify the customer's perception of your company in a number of key areas and compare your performance with that of your main competitor or what the customer considers as the best-in-class vendor.





#### Why?

### **HEALTH STATUS**

- •To get a detailed insight in the perception of the customer regarding our performance
- •Identify AFKLMP's strengths and weaknesses, also in comparison to the competition.
- Understand the needs and priorities of the customers
- •It helps to improve the relationship with the customers
- •Take the right actions to meet those needs and priorities
- •The Health Status results will show the topics that deserve attention very quickly



#### How?

### **HEALTH STATUS**

- Sales manager fills in the Health Status at least twice a year
- The questionnaire can be divided in different topics
- You are not required to ask all the questions at once
- Be transparent with the customer



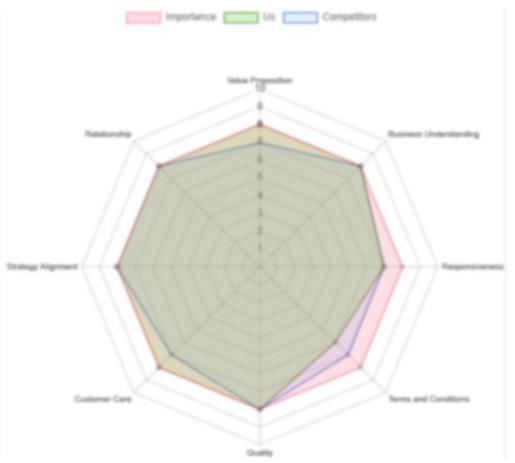
### **HEALTH STATUS**

Us/competitor: 10= Excellenct, 1= Completely inadequate

AIRFRANCE / KLM
/// Martinair CARGO

### **HEALTH STATUS**

### **EXAMPLE ON SALESFORCE**

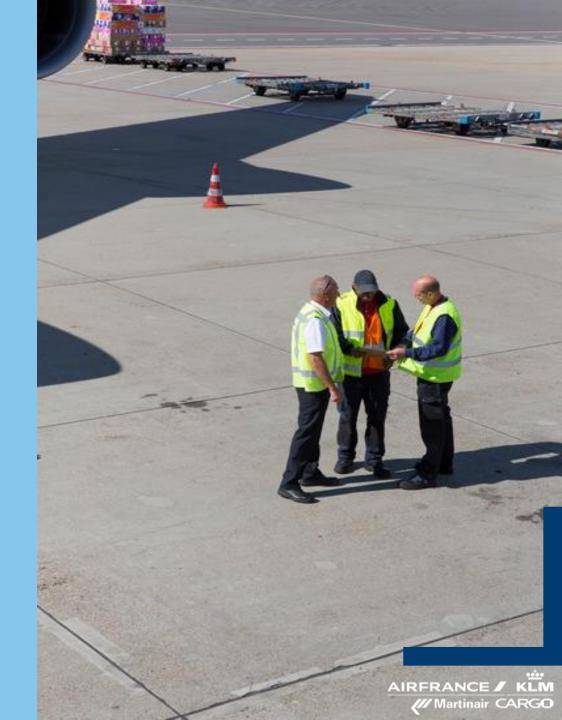




## RECAP

In this session we talked about:

- Strategic goals
- Health status



### **THANK YOU!**

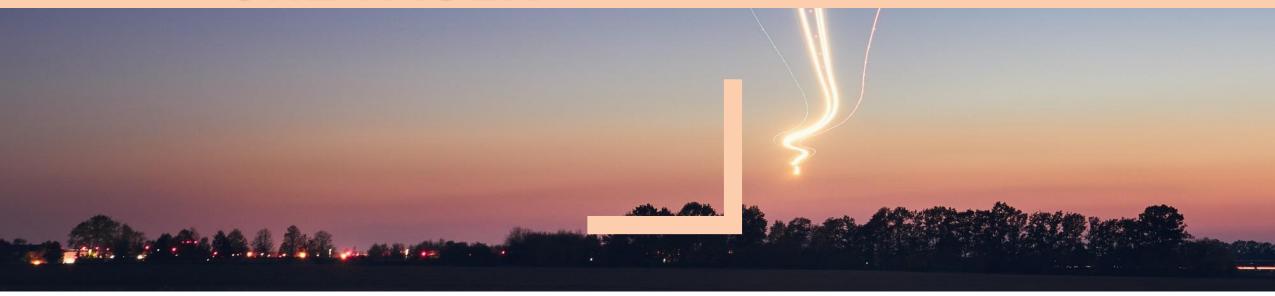
# DO YOU STILL HAVE SOME QUESTIONS?





**MODULE 4** 

### **ONE PAGER**





### THIS SESSION....

Hosted by:

Julia Dragone



Project Manager intern Sales Excellence Program

Subject expert:

**Andrew Galloway** 



Account Manager United Kingdom

### PREVIOUS SESSION...

- Strategic goals
- Health status



### **EXAMPLE OF CER**





#### What?

### **ONE PAGER**

The One-Pager is designed for initial meetings with prospects and existing customers:

#### Before the meeting

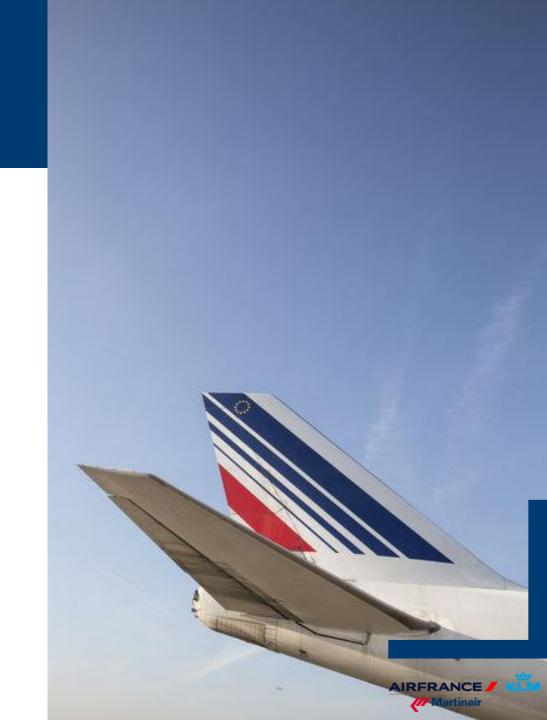
- Share the agenda
- Get the target person's attention

#### **During the meeting**

- Set the stage at the beginning of a meeting and earn the right to ask questions
- Position your professionalism as a differentiator
- Avoid presenting a solution before understanding needs

#### After the meeting

- Follow-up and provide a concise summary of key points discussed
- Summaries agreed action
- Provide a tool for the customer to communicate internally



## How? ONE PAGER

OBJECTIVE	DEFINITION
Performance review	What product do you identify as opportunity and why?
Financial review	Billing and invoicing related; important to monitor and address payment behavior customer
Business development	Joint projects with the customer to develop more business
Capacity negotiation & rate related	Allotment and rate negotiation
Product, Service & Organization Update	Anything related to the customer related information
Mycargo	Act as a consultant to promote usage of MyCargo or other digital tools like Track&Trace
Relationship Call	Can be linked to a new person in the customer's organization or a person you identified in the buying center analysis you need to get a relationship with
Service related	The intention is to restore the confidence and show you are on top of the issue
Account plan	Yearly meeting with the customer to define the joint objectives for the coming year
Campaigns	Promotions, summer campaigns



### **ONE PAGER**

### **Benefits:**

- Be prepared upfront the meeting
- Guide the discussion, keep track and follow up
- Show customer recognition and professionalism
- Create a clear agenda towards the customer



4

### **ONE PAGER**

"It provides great structure and helps me keep an overview of past meetings that I can then always refer back to."

"It is great for Key Accounts managers to get an overview of the bigger picture."

"It is a great way to keep yourself and the customer accountable as you have a clear overview of what was discussed and what will be discussed in future meetings."

-Marcela Kalabova- Sales manager Czech Republic



### A focus on content is key

Be clear and precise

Capture the essence of the meeting



#### How?

### **ONE PAGER**

### **AGENDA** 1. Follow up from last meeting 3. Areas to explore 5. Potential benefits **CURRENT SITUATION** Capture information from your account research and Performance Analysis **POSSIBLE SOLUTION** 3.

AREAS TO EXPLORE

1.
2.
3.
2
4.
5.
Pick the 1st column (Potential Pains/Gains) from the New Opportunities List of the areas you want to explore

POTENTIAL CUSTOMER BENEFITS

1.
2.
3.
4.
4.
5.

4. Possible Air France / KLM Cargo solutions

2. Current situation

- Our performance: FAP rate Q1: 62%
- Customer Booking Reliability Q1: 75%
- Market Change: Supply chain issues automotive shift production to electric vehicles
- · New contracts signed in signed in Q1
- Initiatives: Strategic partnerships with key shippers

В

1. Warehousing in AMS and CDG

Α

- 2. Daily flights between CDG/AMS and ATL
- 3. MyCargo solution
- Closed and controlled cool chain solutions at 300 stations
- 5. Cartainer Service automotive solutions
- 1. Reduction in duties and taxes
- 2. Better rates and faster delivery
- 3. Reduction in operational cost, faster turnaround
- 4. More business through satisfied customers
- 5. Secure delivery, less leakage of information
  - 1. Commercial risk from Brexit
  - 2. Service Issues FRA to ATL
  - 3. Online booking needs
    - 4. Delivery of Pharma products
    - 5. Prototypes confidential door-to-door transport



### **ONE PAGER**

#### AGENDA

- 1. Follow up from last meeting
- 3. Areas to explore
- 5. Potential benefits

#### **CURRENT SITUATION**

- Our performance: FAP rate Q1: 62%
- · Customer Booking Reliability Q1: 75%
- Market Change: Supply chain issues automotive shift production to electric vehicles
- · New contracts signed in signed in Q1
- Initiatives: Strategic partnerships with key shippers

Capture information from your account research and Performance Analysis

#### **POSSIBLE SOLUTION**

- --
- 2.
- 3.
- 4.
- 5.

- 2. Current situation
- 4. Possible Air France / KLM Cargo solutions
- 6. Next steps

#### AREAS TO EXPLORE

- 1.
- 2.
- 3.
- 4.
- 5.

Pick the 1<sup>st</sup> column (Potential Pains/Gains) from the New Opportunities List of the areas you want to explore

#### **POTENTIAL CUSTOMER BENEFITS**

- 1.
- 2.
- 3.
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Α

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- 1. Warehousing in AMS and CDG
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5.

#### How?

### **ONE PAGER**

### **AGENDA** 1. Follow up from last meeting 3. Areas to explore 5. Potential benefits **CURRENT SITUATION** • Our performance: FAP rate Q1: 62% Customer Booking Reliability Q1: 75% · Market Change: Supply chain issues automotive shift production to electric vehicles New contracts signed in signed in Q1 • Initiatives: Strategic partnerships with key shippers Capture information from your account research and Performance Analysis **POSSIBLE SOLUTION** 3.

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6. Nex	at steps	
AREA	S TO EXPLORE	
1.	Commercial risk from Brexit	
2.	2. Service Issues FRA to ATL	
3.	Online booking needs	
	4. Delivery of Pharma products	
4.	5. Prototypes - confidential door-to-door transport	
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POTE	NTIAL CUSTOMER BENEFITS	
1.		
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1. Warehousing in AMS and CDG

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4. Closed and controlled cool chain solutions at 300 stations

5. Cartainer Service automotive solutions

1. Reduction in duties and taxes

2. Better rates and faster delivery

3. Reduction in operational cost, faster turnaround

4. More business through satisfied customers

5. Secure delivery, less leakage of information



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#### How?

### **ONE PAGER**

#### **AGENDA**

- 1. Follow up from last meeting
- 3. Areas to explore
- 5. Potential benefits

#### **CURRENT SITUATION**

- Our performance: FAP rate Q1: 62%
- Customer Booking Reliability Q1: 75%
- Market Change: Supply chain issues automotive shift production to electric vehicles
- · New contracts signed in signed in Q1
- Initiatives: Strategic partnerships with key shippers

Capture information from your account research and Performance Analysis

#### **POSSIBLE SOLUTION**

- 1. 1. Warehousing in AMS and CDG
- 2. Daily flights between CDG/AMS and ATL
- 3. MyCargo solution
- 4. Closed and controlled cool chain solutions at 300
- stations
- 5. Cartainer Service automotive solutions

- 2. Current situation
- 4. Possible Air France / KLM Cargo solutions
- 6. Next steps

#### AREAS TO EXPLORE

- 1. 1. Commercial risk from Brexit
- 2. 2. Service Issues FRA to ATL
- 3. Online booking needs
- 4. Delivery of Pharma products
- 5. Prototypes confidential door-to-door transport

Pick the 1<sup>st</sup> column (Potential Pains/Gains) from the New Opportunities List of the areas you want to explore

#### **POTENTIAL CUSTOMER BENEFITS**

- 1.
- 2.
- 3.
- 4.
- 5.

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- 1. Reduction in duties and taxes
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#### How?

### **ONE PAGER - SOLUTION**

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#### POTENTIAL CUSTOMER BENEFITS

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### ONE PAGER — EXAMPLE

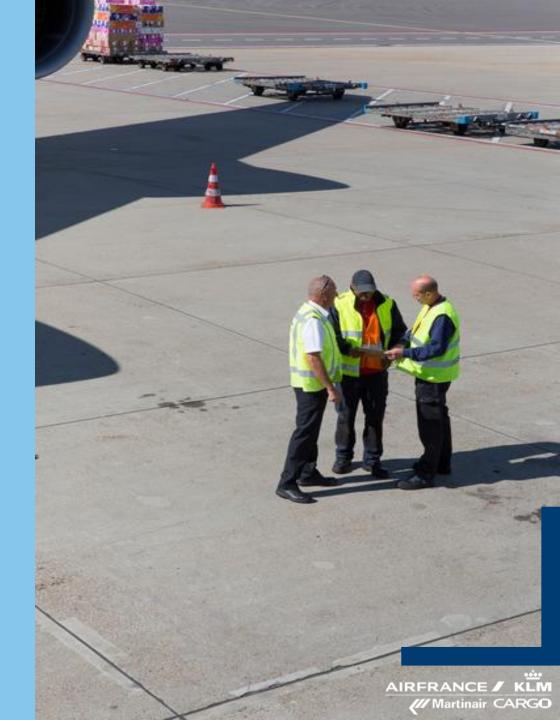




## RECAP

In this session we talked about:

One pager



### **THANK YOU!**

# DO YOU HAVE ANY QUESTIONS?

