

Team-Based Incentive Program Announcement

Subject: New Team Performance Incentive - Collaboration Pays Off!

Hi Everyone,

We're rolling out something pretty cool that rewards not just individual success but also how well we work together as a team. Starting next quarter, we're introducing team-based incentives on top of your personal commissions.

Here's How It Works:

If our entire sales team hits 105% of collective quota for the quarter, everyone gets a \$2,000 bonus.

Hit 110%? That jumps to \$3,500. Crush 115% or higher? We're talking \$5,000 per person.

Why Team Incentives?

We've noticed that our best quarters happen when people share leads, help each other with complex deals, and collaborate on accounts. This program rewards that behavior. Your individual commission structure stays exactly the same—this is purely additive.

What This Means Practically:

- Share best practices in our weekly huddles
- Help teammates who are stuck on deals
- Collaborate on strategic accounts
- Celebrate wins together

The leaderboard stays (people love competition), but now we're also tracking our collective progress toward team goals. We're stronger together, and now there's extra cash to prove it.

Let's do this! 🙌

Mike

VP Sales

P.S. — First team goal celebration will be at Top Golf. Winner buys... just kidding, company's paying!

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