

LECTURE OUTLINE FOR

MKTG 25010

Principles of Marketing

Lecture Packet

Part 2 (of 2)

2015 SUMMER I

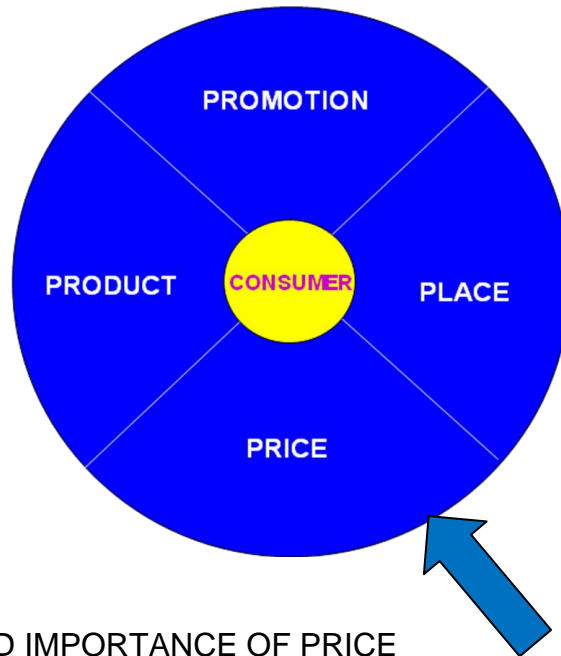
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## Chapter 13 --Building the Price Foundation



### I. NATURE AND IMPORTANCE OF PRICE

a) \_\_\_\_\_ -- the money or other considerations (including other goods and services) exchanged for the ownership or use of a good or service.

– The IMPORTANCE of PRICE?

b) \_\_\_\_\_ -- the practice of exchanging goods and services for other goods and services rather than for money.

i) Example:

c) Price Equation

\_\_\_\_\_ = List Price – (Incentives + Allowances) + Extra Fees

d) The “price” a buyer pays can take different names depending on what is purchased (Figure 13-1, text page 325).

## PRICE EQUATION

ITEM PURCHASED	PRICE	= LIST PRICE	– INCENTIVES AND ALLOWANCES	+ EXTRA FEES
New car bought by an individual	Final price	= List price	– Rebate Cash discount Old car trade-in	+ Financing charges Special accessories Destination charges
Term in college bought by a student	Tuition	= Published tuition	– Scholarship Other financial aid Discounts for number of credits taken	+ Special activity fees
Merchandise bought from a wholesaler by a retailer	Invoice price	= List price	– Quantity discount Cash discount Seasonal discount Functional or trade discount	+ Penalty for late payment

i) KSU Tuition Example:

(1) The “price” for tuition at KSU [details on the lecture slide]

## PRICE EQUATION

ITEM PURCHASED	PRICE	= LIST PRICE	– INCENTIVES AND ALLOWANCES	+ EXTRA FEES
Term in college bought by a student	Tuition	= Published tuition	– Scholarship Other financial aid Discounts for number of credits taken	+ Special activity fees
Merchandise bought from a wholesaler by a retailer	Invoice price	= List price	– Quantity discount Cash discount Seasonal discount Functional or trade discount	+ Penalty for late payment

For a full-time in-state student at 15 credit hours with a \$1000 scholarship and the discount for full-time status

??      \$6705      - \$1000 - \$1797      +      ??

**PLUS ANY Miscellaneous Fees:**

**AY 2014-2015**

<b>College of Business U.G. Program Fee.....</b>	<b>\$85</b>
<b>Admissions Service Fee.....</b>	<b>\$70</b>
<b>ENTR 27065 Entrepreneurial Experience I.....</b>	<b>\$250.00</b>
<b>ENTR 27075 Entrepreneurial Experience II....</b>	<b>\$250.00</b>
<b>Distance Learning Fee.....</b>	<b>\$10.00/hr</b>

SO, the “price” for tuition at KSU is:

“Tuition” = Published Tuition - Scholarship – Discount + Special Fees

$$\underline{\hspace{2cm}} = \underline{\hspace{2cm}} - \underline{\hspace{2cm}} - \underline{\hspace{2cm}} + \underline{\hspace{2cm}}$$

**II. PRICE AS AN INDICATOR OF VALUE**

a) Value is the ratio of perceived benefits to price

VALUE = -----

Pizza example:

And so PRICE cannot \_\_\_\_\_

b) \_\_\_\_\_ -- the practice of simultaneously increasing product and service benefits while maintaining or decreasing price.

i) Examples

ii) What if costs rise?

iii) \_\_\_\_\_ is not necessarily  
“ \_\_\_\_\_ ”

(1) Personal computers have seen

(2) Low priced PCs are the

(3) However, Dell and Hewlett-Packard and Gateway cannot continue to cut prices. SO, they are adding

### III. PRICE IN THE MARKETING MIX

#### a) Profit Equation

$$\underline{\hspace{2cm}} = \text{Total Revenue} - \text{Total Cost}$$
$$= (\text{Unit price} \times \text{Quantity sold}) - (\text{Fixed cost} + \text{Variable Cost})$$

### IV. Six Steps in Setting Price

#### a) **STEP 1: IDENTIFY PRICING OBJECTIVES AND CONSTRAINTS**

i) \_\_\_\_\_ specify the role of price in an organization's marketing and strategic plans.

(1) \_\_\_\_\_

(a) Managing for Long-Run Profits

(b) Managing for Current Profit

(c) Target Return (ROI)

(2) \_\_\_\_\_

(a) Sales Dollars

(b) Market Share (Dollars or Units)

- (c) Unit Volume
  - (d) Survival
  - (e) Social Responsibility
- ii) Pricing Constraints -- factors that \_\_\_\_\_ the range of prices a firm may set.
- (1) Constraints caused by DEMAND for the:
    - (a) Product Class ( \_\_\_\_\_ ),
    - (b) Product ( \_\_\_\_\_ ),
    - (c) and Brand ( \_\_\_\_\_ )
  - (2) Constraints caused by Newness of the Product: Stage in the Product Life Cycle
  - (3) Single Product vs. \_\_\_\_\_
- Yoplait Example:
- (4) \_\_\_\_\_ Producing and Marketing a Product
  - (5) \_\_\_\_\_ Changing Prices and Time Period They Apply
  - (6) Type of \_\_\_\_\_ influences pricing.
    - (a) Pure Competition
    - (b) Monopolistic Competition
    - (c) Oligopoly
    - (d) Pure Monopoly
    - (e) Competitors' Prices

See Figure 12-4 (page 333) for details of pricing, product, and advertising strategies available to firms in four types of competitive markets

b) **STEP 2: ESTIMATE DEMAND AND REVENUE**

i) **FUNDAMENTALS OF ESTIMATING DEMAND**

(1) The \_\_\_\_\_ -- a graph relating the quantity sold and price, which shows the maximum number of units that will be sold at a given price.

(a) Influenced by:

(i) Consumer \_\_\_\_\_

(ii) \_\_\_\_\_ and \_\_\_\_\_ of Similar Products

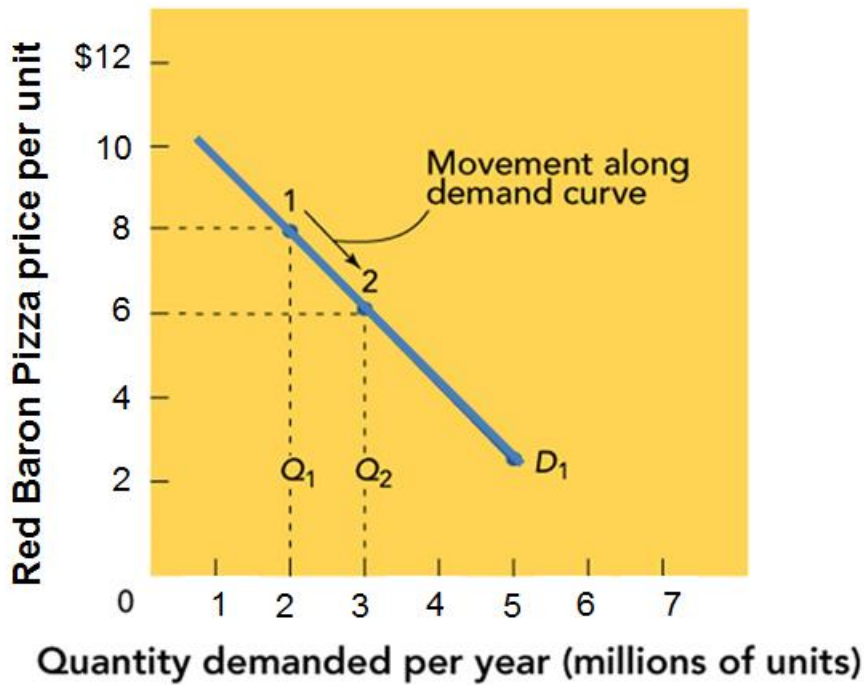
(iii) Consumer \_\_\_\_\_

(2) \_\_\_\_\_ -- Factors that determine consumers' willingness and ability to pay for goods and services.

(3) Example (page 336 text)

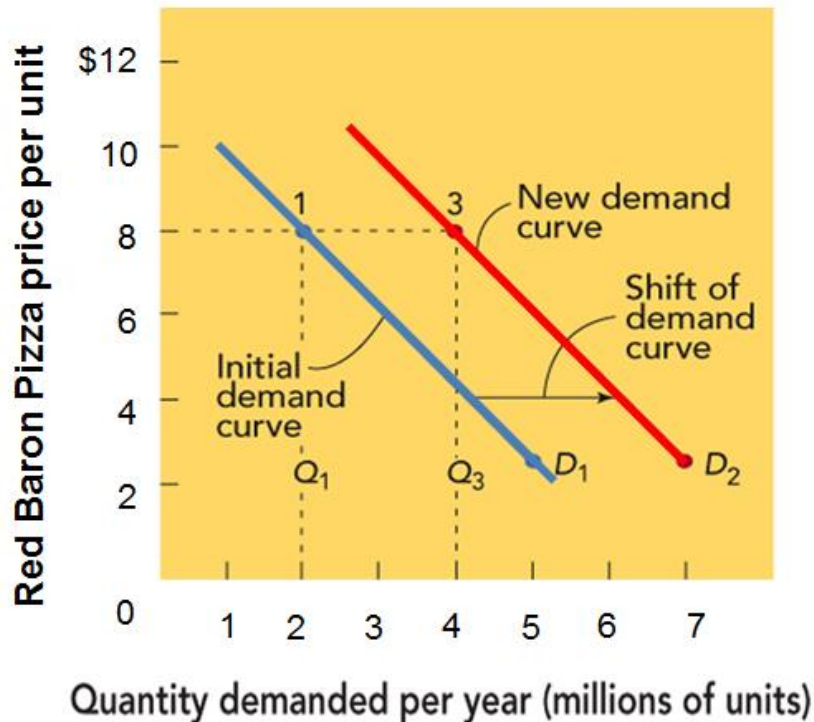
**Demand curve for Red Baron Pizza showing the effect on annual sales of a change in price caused by a movement *along the demand curve***

A: Demand curve under initial conditions



**Demand curve for Red Baron Pizza showing the effect on annual sales by a change in price caused by a shift of the demand curve**

B: Shift in the Demand curve with more favorable conditions



b) **STEP 2: ESTIMATE DEMAND AND REVENUE**

ii) **FUNDAMENTALS OF ESTIMATING REVENUE**

1. Total Revenue (TR) -- the \_\_\_\_\_ received from the sale of a product.
2. Average Revenue (AR) -- the average amount of money received for selling one unit of product, aka the \_\_\_\_\_ of that unit
3. Marginal Revenue (MR) -- is the \_\_\_\_\_ in \_\_\_\_\_ that results from producing and marketing one additional unit.

**(a) So, Total Revenue (TR) is the total money received from the sales of a product. (see Figure 13-6) Logically, if:**

- (i) TR = Total revenue
- (ii) P = Price, and



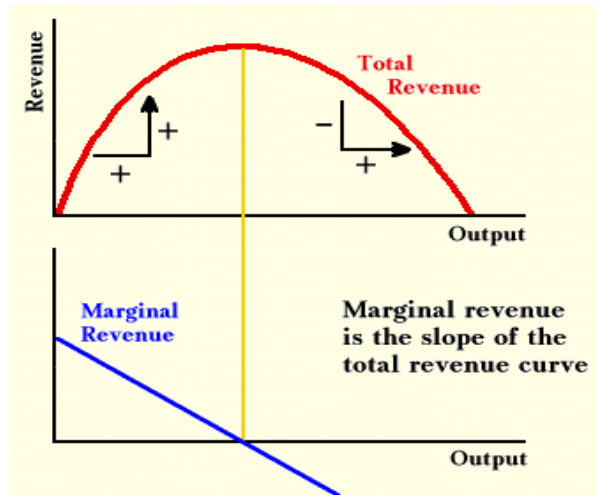
(iii)  $Q = \text{Quantity sold, Then}$

(iv)  $\text{Total Revenue} = P \times Q$ , and

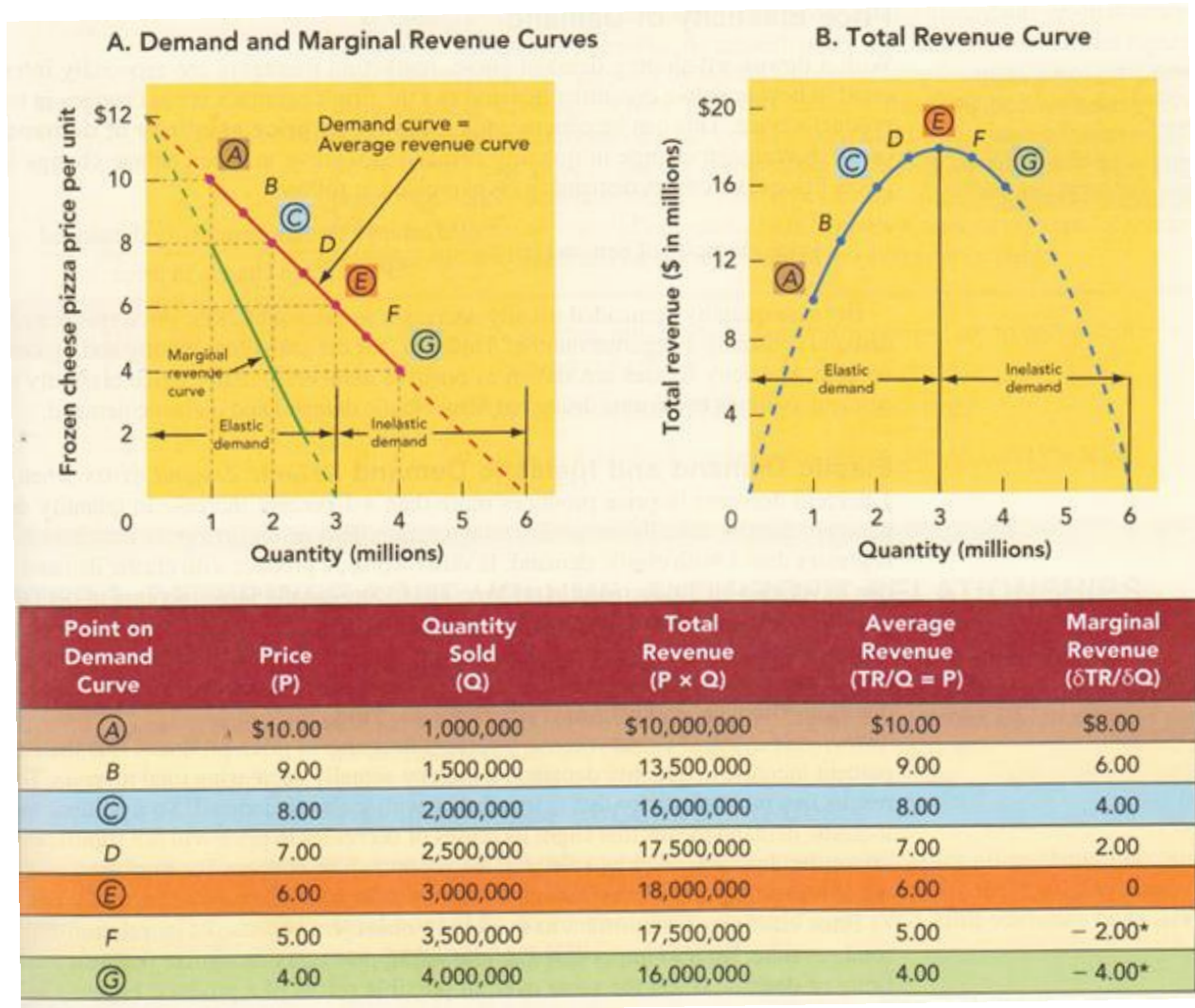
(v)  $\text{Average Revenue} = \frac{\text{TR}}{Q} = P$

AND, if Marginal Revenue (MR) is the CHANGE in the total revenue that results from producing and selling one ADDITIONAL unit of a product:

$\text{MR} = \frac{\text{Change in TR}}{1 \text{ unit increase in } Q} = \text{the SLOPE of the Total Revenue curve}$



(2) Demand curve and revenue: How Red Baron's downward-sloping demand curve affects total, average, and marginal revenues



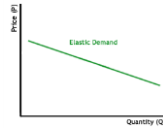
What is the key point here? That our \_\_\_\_\_ do NOT simply continue to grow higher and higher with each additional unit that we create.

We need to take into account, the demand we have, the price we set for our product, AND the effect on our total revenue. As our marginal revenues decline off, our total revenue also drop off.

7. Price Elasticity of Demand -- the percentage change in quantity demanded relative to a percentage change in price.

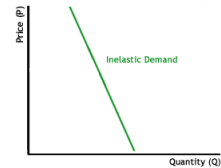
Price Elasticity of Demand (E) =  $\frac{\text{Percent Change in Quantity Demanded}}{\text{Percent Change in Price}}$

(a) Elastic Demand, occurs when a 1% change in price results in a GREATER than a 1% change in sale (so,  $E > 1$ )



(i) A \_\_\_\_\_ decrease in price results in a \_\_\_\_\_ increase in sales

(b) Inelastic Demand, occurs when a 1% change in price results in a LESS than a 1% change in sale (so,  $E < 1$ )



(i) A \_\_\_\_\_ decrease in price results in \_\_\_\_\_ than a 1% increase in sales (SO, sales revenues \_\_\_\_\_!)

(ii) Note: The Reverse is also true.

(c) Unitary Demand occurs when the percentage change in price is the \_\_\_\_\_ as the percentage change in quantity

(d) The Price Elasticity of Demand is Influenced by:

(i)

(ii)

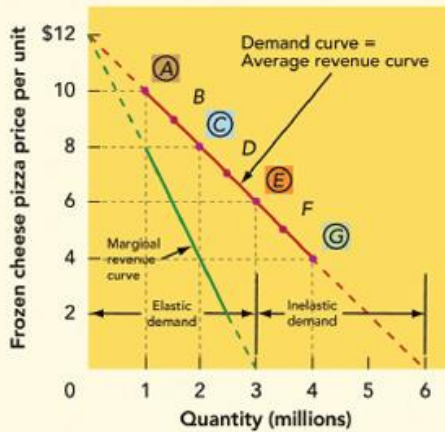
(iii)

1. Example

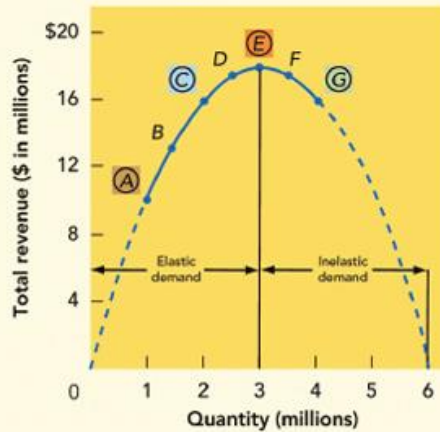
(iv) The Price Elasticity of Demand is not \_\_\_\_\_

Example from Textbook Figure 13-7 A and B:

A. Demand and Marginal Revenue Curves



B. Total Revenue Curve



Point on Demand Curve	Price (P)	Quantity Sold (Q)	Total Revenue (P × Q)	Average Revenue (TR/Q = P)	Marginal Revenue (ΔTR/ΔQ)
(A)	\$10.00	1,000,000	\$10,000,000	\$10.00	\$8.00
B	9.00	1,500,000	13,500,000	9.00	6.00
(C)	8.00	2,000,000	16,000,000	8.00	4.00
D	7.00	2,500,000	17,500,000	7.00	2.00
(E)	6.00	3,000,000	18,000,000	6.00	0
F	5.00	3,500,000	17,500,000	5.00	- 2.00*
(G)	4.00	4,000,000	16,000,000	4.00	- 4.00*

\*Not shown in Figure 13-7A. [Note that the marginal revenue (MR) curve in Figure 13-7A is the slope (dTR/dQ) of the total revenue (TR) curve in Figure 13-7B.]<sup>28</sup>

c) **Step 3: DETERMINE COST, VOLUME, AND PROFIT RELATIONSHIPS**

i) The Importance of Controlling COSTS – The basic concepts:

- (1) Total Cost (TC)
- (2) Fixed Cost (FC)
- (3) Variable Cost (VC)
- (4) Unit Variable Cost (UVC)
- (5) Marginal Cost (MC)
- (6) Marginal Analysis

The details:

(1) \_\_\_\_\_ **(TC)** is the total expense incurred by a firm in producing and marketing a product.

(a) Total cost is the sum of fixed cost and variable cost,

$$\text{or } TC = FC + VC$$

(2) \_\_\_\_\_ **(FC)** is the sum of the expenses of the firm that are \_\_\_\_\_ with the quantity of a product that is produced and sold.

(a) Fixed costs include things like:

(i)

(ii)

(iii)

(iv) These \_\_\_\_\_ as we sell more products.

(3) \_\_\_\_\_ **(VC)** is the sum of the expenses of the firm that vary directly with the quantity of a product that is produced and sold.

(a) Examples of variable costs include:

(i) the \_\_\_\_\_ that is needed to make the product,

(ii) the \_\_\_\_\_ that are needed to make the product,

(iii) \_\_\_\_\_ that are paid on each unit sold.

(4) **Unit variable cost (UVC)** is \_\_\_\_\_ expressed on a per unit basis, so

$$\mathbf{UVC = VC / Q}$$

(5) **Marginal cost (MC)** is the \_\_\_\_\_ that results from producing and marketing one additional unit of a product.

(a) **Marginal cost (MC)**

$$= \frac{\mathbf{Change\ in\ Total\ Cost}}{\mathbf{1\ unit\ increase\ in\ Quantity}}$$

$$= \frac{\mathbf{Change\ in\ TC}}{\mathbf{Change\ in\ Q}}$$

= the slope of the Total Cost curve

(6) \_\_\_\_\_ is a continuing, concise trade-off of incremental costs against incremental revenues.

ii) Break-Even Analysis – is a technique that analyzes the relationship between \_\_\_\_\_ and \_\_\_\_\_ to determine \_\_\_\_\_ at various levels of output.

(1) A Break-Even Point (BEP) is the quantity at which total revenue and total cost are equal, SO...

$$\begin{aligned} &\text{Break Even Point (in units)} \\ &= \frac{\text{Fixed Costs}}{\text{Unit Price} - \text{Unit Variable Cost}} \\ &= \frac{\text{FC}}{\text{P} - \text{UVC}} \end{aligned}$$

(2) Example -- FIGURE 13-9 Calculating a break-even point for the picture frame store (textbook page 342).

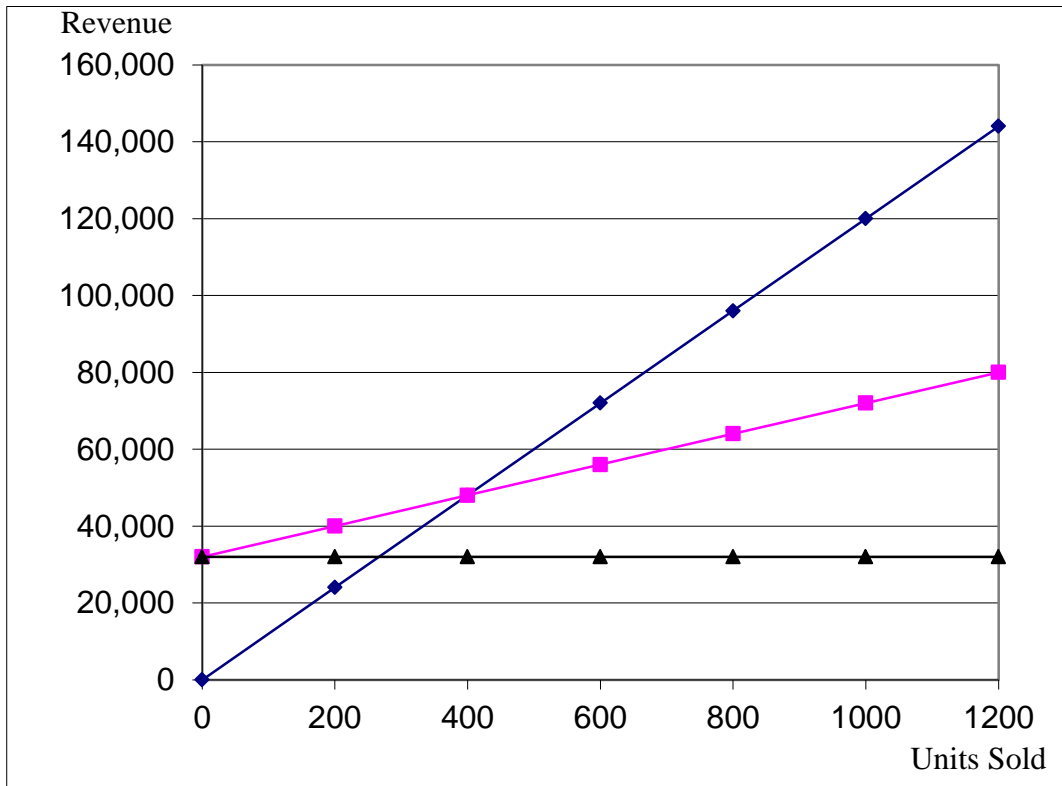
Quantity of Pictures Sold (Q)	Price per Picture (P)	Total Revenue (TR = P x Q)	Unit Variable Cost (UVC)	Total Variable Cost (VC = UVC x Q)	Fixed Cost (FC)	Total Cost (TC = FC + VC)	Profit (TR - TC)
0	\$120	\$0	\$40	\$0	\$32,000	\$32,000	(\$32,000)
400	\$120	\$48,000	\$40	\$16,000	\$32,000	\$48,000	\$0
800	\$120	\$96,000	\$40	\$32,000	\$32,000	\$64,000	\$32,000
1,200	\$120	\$144,000	\$40	\$48,000	\$32,000	\$80,000	\$64,000
1,600	\$120	\$192,000	\$40	\$64,000	\$32,000	\$96,000	\$96,000
2,000	\$120	\$240,000	\$40	\$80,000	\$32,000	\$112,000	\$128,000

$$\begin{aligned} &\text{Break Even Point (in units)} \\ &= \frac{\text{Fixed Costs}}{\text{Unit Price} - \text{Unit Variable Cost}} \\ &= \frac{\text{FC}}{\text{P} - \text{UVC}} \end{aligned}$$

Or \_\_\_\_\_ / \_\_\_\_\_ - \_\_\_\_\_ = \$ \_\_\_\_\_ / \$ \_\_\_\_\_ = \_\_\_\_\_ units to Break Even

(3) Break-Even Chart -- a graphic presentation of the break-even analysis that shows when \_\_\_\_\_ and \_\_\_\_\_ intersect to identify profit or loss for a given quantity sold.

(4) Example Break-even analysis



Video Case 13 (If we have time and in the textbook, page 347) -- **Washburn Guitars: Using Break-even points to make pricing decisions**

- i) What factors are most likely to affect the demand for the lines of Washburn guitars (a) bought by a first-time guitar buyer and (b) bought by a sophisticated musician who wants a signature model?
- ii) For Washburn, what are examples of (a) shifting the demand curve to the right to get a higher price for a guitar line (movement of the demand curve) and (b) pricing decisions involving moving along a demand curve?
- iii) In Washburn's factory, what is the break-even point for the new line of guitars if the retail price is (a) \$349, (b) \$389, and (c) \$309? Also, (d) if Washburn achieves the sales target of 2,000 units at the \$349 retail price, what will its profit be?

ANSWER:

The break-even is calculated as follows:

a. Price (P) = \$ \_\_\_\_\_ ;

b. "Abel estimates one half of the FINAL RETAIL PRICE will be the price NETS when it sells it guitar to...its channel of distribution."

SOOOOO, Retail markup = \_\_\_\_\_ %;

c. and Net Price = \_\_\_\_\_/unit

d. Fixed Costs (FC) =

Rent and taxes \_\_\_\_\_  
+Depreciation \_\_\_\_\_  
+ Mgmt & control \_\_\_\_\_  
= \$

e. Unit Variable Costs (UVC) = [(\$\_\_\_\_\_/unit + (\_\_\_\_ hours/unit x \$\_\_\_\_\_/hour)]

= \$\_\_\_\_\_ + \$\_\_\_\_\_ = \_\_\_\_\_/unit

$$\text{BEP} = \frac{\text{Fixed Cost}}{\text{Unit Price} - \text{Unit Variable Cost}}$$

SO, if we charge a retail price of:

(a) \$349, we get a break even of \_\_\_\_\_ units

(b) \$389, we get a break even of \_\_\_\_\_ units

(c) \$309, we get a break even of \_\_\_\_\_ units

(d) What will the profit be if Washburn sell its target of 2000 units?

a. For the \$349 guitar?

b. For the \$309 guitar?



## Chapter 14 -- Arriving at the Final Price

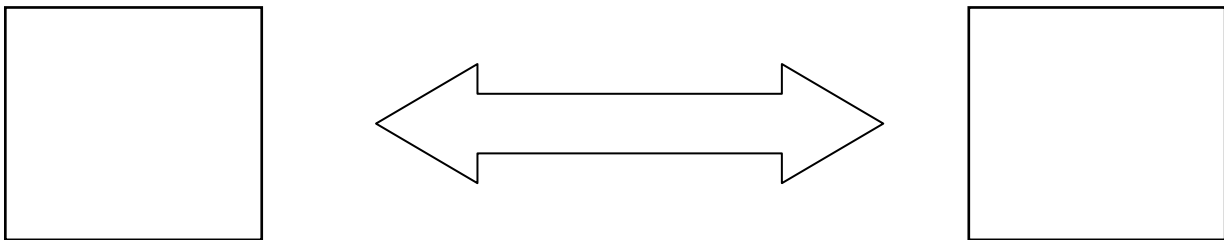
### I. The Six Steps in Setting Price

1. Identify Pricing Objectives and Constraints
2. Estimate Demand and Revenue
3. Determine cost, volume, and profit relationships
4. Select an approximate price level
5. Set the list or quoted price
6. Make special adjustments to the list/quoted price

Covered in  
previous material

### II. **STEP 4:** How to Select an Approximate Price Level

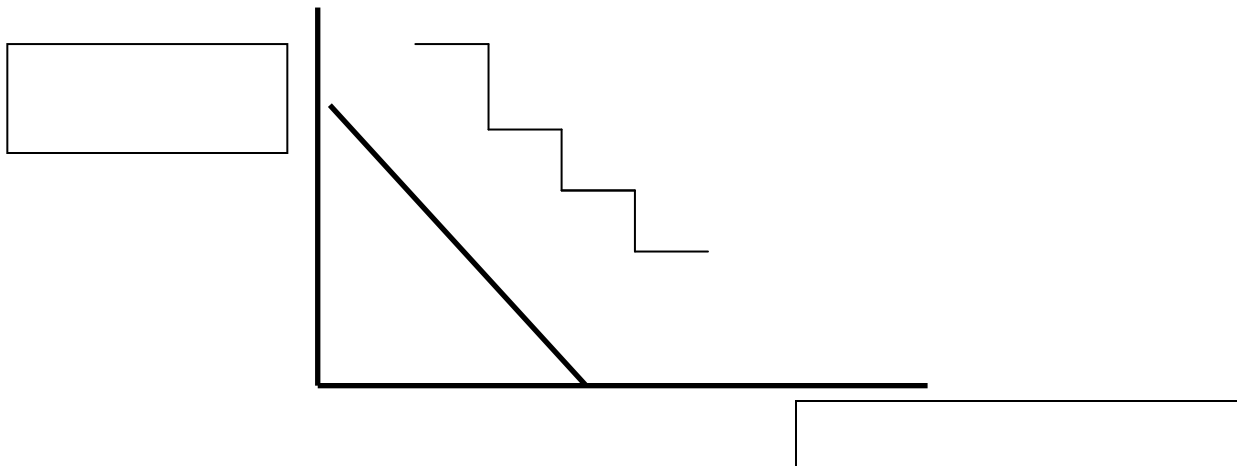
a) What is the possible “range” of prices?



### b) Demand-oriented Pricing Approaches

i) \_\_\_\_\_

- (1) involves setting the highest initial price that customers really desiring the product are willing to pay.
- (2) used when introducing a new or innovative product; so it is seen in the early stage of the PLC
- (3)



- (4) Used to rapidly recover investments in developing a new product
- (5) Works because:

- (a) consumers \_\_\_\_\_ the product,
- (b) there are \_\_\_\_\_ (yet)
- (c) We have a protection on the product (copyright; patents; unique process)

(6) And SO we have an \_\_\_\_\_ demand curve.

(7) Advantages of Price Skimming

- (a) Allows us to recover development costs quickly
- (b) IF the price is perceived as “too high” by the market, we can easily lower it (RAISING a price is much harder to do)

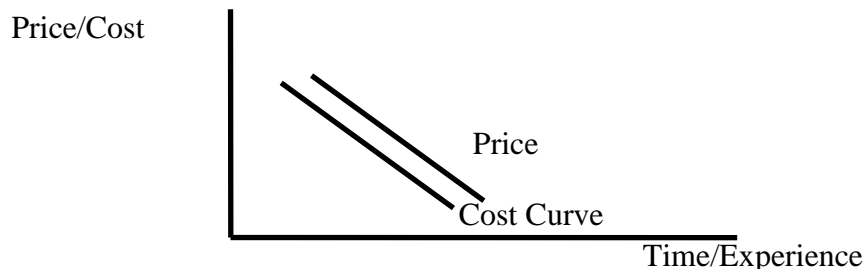
(i) Example:

(8) Disadvantage of Price Skimming

- (a) The major disadvantage is that the large profit margins will \_\_\_\_\_ competition

ii) \_\_\_\_\_

- (1) involves setting a \_\_\_\_\_ price on a new product
- (2) It is used to appeal immediately to the \_\_\_\_\_
- (3) And so to capture a large share of the market quickly
- (4) This is used when there are few barriers to competition entering the market,
- (5) When we expect the PLC to be long
- (6) When we expect demand to be \_\_\_\_\_ (so there is a market response to our lower price).



(7) Advantages of Penetration Pricing

- (a) The small margin is likely to \_\_\_\_\_
- (b) Because we get a large share of the market quickly:
  - (i) our volume is larger and our production costs (per unit) drop more quickly
  - (ii) And with high volume we still generate good profit

(8) Disadvantages of Penetration Pricing

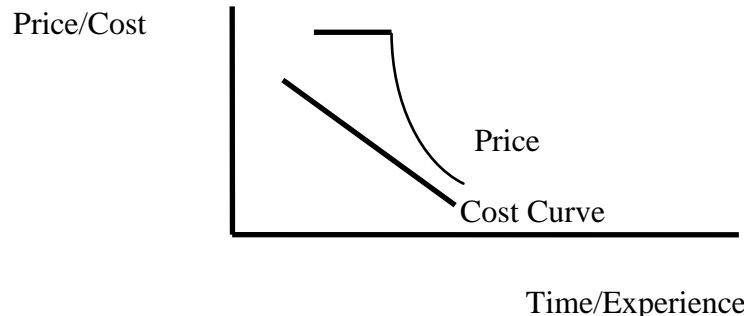
- (a) A \_\_\_\_\_ strategy
  - (i) We must be able to do a good job of forecasting the demand, because we will need to gear up FAST for mass production and distribution/marketing.
  - (ii) IF demand does not develop, our production costs stay high and we do not make a profit!

iii) “ \_\_\_\_\_ ”

(1) Involves starting with a Price Skimming approach and then REDUCING price as our costs decline

- (a) This is done to appeal to a wider market once the “premium price” buyers are satisfied or
- (b) To react to an influx of competitors

(2) \_\_\_\_\_



(3) Advantages of “slide down the demand curve”

- (a) Allows us to recover \_\_\_\_\_ early in the PLC
- (b) Helps to discourage competition as we drop price (note that OUR costs should be lower than those of the “late entrant” competitors).
- (c) assumes a reasonably \_\_\_\_\_

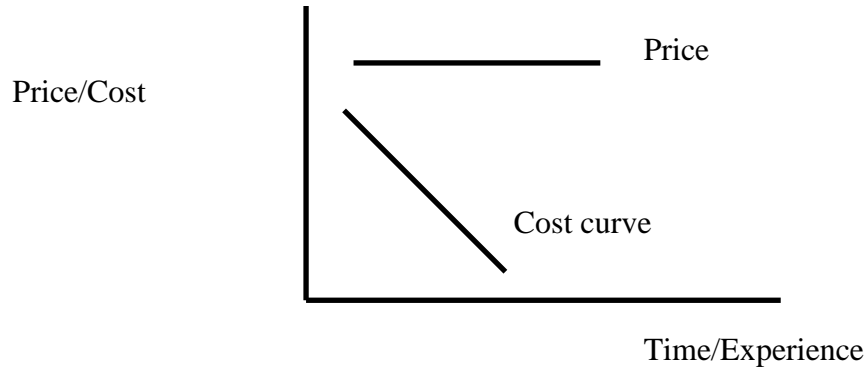
(4) Disadvantages of “slide down the demand curve”

- (a) It is very hard to know just when to begin dropping prices
  - (i) Drop too soon, and \_\_\_\_\_

(ii) Drop too late and \_\_\_\_\_

iv) \_\_\_\_\_

- (1) involves setting a high price
- (2) to attract quality- or status-conscious consumers
- (3) This should appeal to high-end consumers and limit its appeal to “others” (which ENHANCES the product’s image)
- (4) Examples:



- (5) Advantages and Disadvantages of Prestige Pricing
  - (a) Because of the high price, we are \_\_\_\_\_ to sell in large volume, however,
  - (b) This is not a problem as \_\_\_\_\_ can be made with the large markup on each item sold

## b) Demand-oriented Pricing Approaches

i) \_\_\_\_\_

- (1) involves setting the price of a line of products at a number of different specific pricing points
- (2) even if customers don’t know much about a set of products, they may *perceive* difference based on price alone
- (3) If the differences in models are not readily apparent or not easily viewed, then price lining helps the customer recognize that differences do exist as (long as the prices are noticeably different).
- (4) Examples:

(5) Advantage of Price Lining

(a) May increase profits if the \_\_\_\_\_ of adding the additional features is not significant

(i) Consumers “buy up” to a higher priced, more feature-rich model which is ALSO more profitable for the marketer

(6) Disadvantages of Price Lining

(a) A disadvantage to price lining is that by focusing too much on price, we may overlook issues of quality or consumer buying trends.

(b) If it is used as a regular practice, it may limit our ability of the business to meet competitors' prices.

ii) \_\_\_\_\_ consists of

(1) estimating the price that ultimate consumers would be willing to pay for a product,

(2) working backward through markups taken by retailers and wholesalers to determine what price to charge wholesalers, and then

(3) deliberately adjusting the composition and features of the product to achieve the target price to consumers.

(4) SO,  $\text{Target Price} - \text{Markups} - \text{Profit} = \text{Target COSTS}$

iii) \_\_\_\_\_

(1) involves setting prices a few dollars or cents under an even number

(2) Use prices that end in 5, 7 and most often 9 for psychological reasons.

(a) Consumers tend to round down a price of \$39.95 to \$39, rather than rounding it up to \$40.

(b) However, this is not considered to be as effective today as it was in the past as consumers have become “smarter” about price (but we do still see it used quite a bit).

iv) Bundle pricing

(1) involves setting prices for two or more products as a single price.

(a) For buyers, the overall cost of the purchase shows a savings compared to purchasing each product individually.

(b) For marketers this technique avoids making price adjustments on a EACH product if they fear doing so could affect the product's perceived quality level

(c) Example: “Buy our digital camera and you get the how-to photography DVD for 50% less.” With this approach we present a price adjustment without

v) Yield Management Pricing

- (1) Involves charging a \_\_\_\_\_ for the same good/service in different markets
- (2) to maximize revenue for a set amount of capacity at any given time
  - (a) Examples:
    - (i) Passenger airline seats
    - (ii) Train seats
    - (iii) Hotel rooms
    - (iv) Rental cars
    - (v) Concert seats
  - (3) Requires:
    - (a) That there is a \_\_\_\_\_ of resources available for sale.
    - (b) That the resources sold are \_\_\_\_\_. This means that there is a time limit to selling the resources, after which they cease to be of value.
    - (c) That different customers are willing to pay a different price for using the same amount of resources.
  - (4) Two Approaches:
    - (a) Airlines often charge \_\_\_\_\_ (often these are business travellers, who are less sensitive to price)
    - (b) The fashion industry often \_\_\_\_\_

c) Cost-oriented Pricing Approaches

i) Standard Markup Pricing

- (1) adding a \_\_\_\_\_ to the cost of all items in a specific product class; USUALLY refers to setting retail prices.

Examples:

- (a) Jewelry
- (b) Services
- (2) Sometimes is used to refer to the manufacturer setting the wholesale selling price
  - (a) SO, **Retail price = cost + markup**
- (3) Calculating markup percentages:
  - (a) Percent Markup on SELLING PRICE

$$\begin{aligned} &\text{Markup on Selling Price (\%)} \\ &= \frac{\text{Markup dollars}}{\text{Selling Price \$}} \times 100 \end{aligned}$$

(b) Percent Markup on COST

$$\begin{aligned} &\text{Markup on COST (\%)} \\ &= \frac{\text{Markup dollars}}{\text{The Cost \$}} \times 100 \end{aligned}$$

(c) Example 1

- (i) The cost to me is \$36 each for the product I want to sell.
- (ii) I want to get the industry *markup of 122.2% of cost*, and we know:

$$\text{Markup on cost \%} = \frac{\text{Markup dollars}}{\text{The Cost \$}} \times 100$$

$$\text{Markup on cost \%} = \frac{\text{Markup dollars}}{\text{The Cost in \$}} \times 100 \quad \begin{array}{l} \text{(divide both} \\ \text{sides by} \\ \text{100)} \end{array}$$

To get,

$$\frac{\text{Markup on cost \%}}{100} = \frac{\text{Markup Dollars}}{\text{Cost in \$}}$$

$$\frac{122.2\%}{100} = \frac{\text{Markup Dollars}}{\$36} \quad \begin{array}{l} \text{(Divide left by 100 which also} \\ \text{eliminates \%)} \end{array}$$

To get:

$$1.222 = \text{Markup Dollars} / \$36 \quad \text{(Multiply both sides by \$36)}$$

$$1.222 \times \$36 = \text{Markup Dollars} = \$ \underline{\hspace{2cm}}$$

$$\text{Selling price is } \$36 + \$43.92 = \$ \underline{\hspace{2cm}}$$

This gives the industry mark up of                     

(d) Example 2

- (i) The cost to me is \$36 each for the product I want to sell.
- (ii) I am selling the product for \$80, and I want to determine my *markup on the selling price*:

Markup on Selling Price (%)

$$= \frac{\text{Markup dollars}}{\text{Selling Price \$}} \times 100$$

- Selling Price is \$80
- Cost to me is \$36
- So, mark up is  $\$80 - \$36 = \$44$

(iii) Markup on Selling Price (%) =

$$\frac{\$44}{\$80} \times 100 \quad \text{OR} \quad \text{_____ \%}$$

ii) Cost Plus Pricing

(1) Just as markup pricing arrives at price by adding a certain percentage to the product's cost, cost-plus pricing also adds to the cost

(a) by using a \_\_\_\_\_ amount rather than percentage  
(*cost-plus fixed-fee*) OR

(b) by adding a \_\_\_\_\_ to the manufacturing cost.

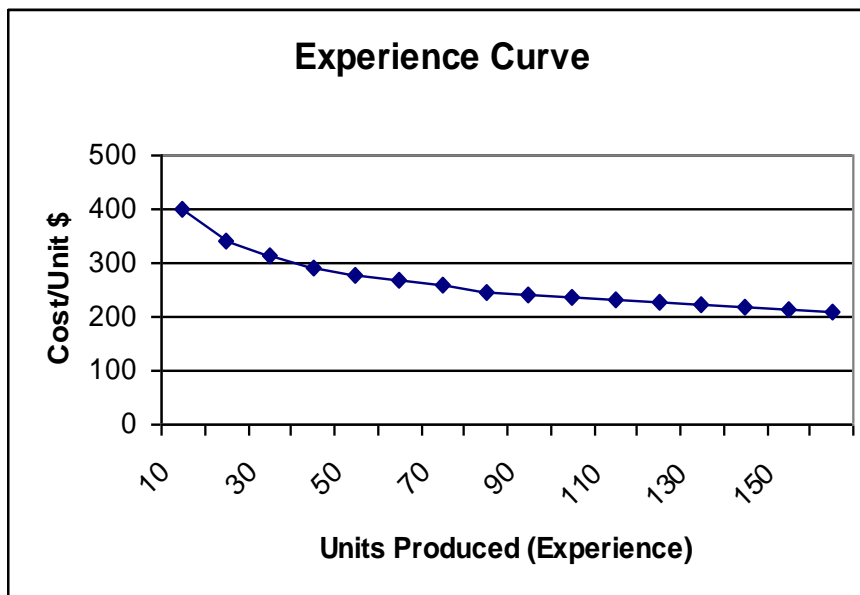
iii) Experience Curve Pricing

(a) a pricing approach that we have already considered.

(b) It is based on the "\_\_\_\_\_", which says that the unit cost of many products and services declines by 10 percent to 30 percent each time a firm's experience at producing and selling them doubles

(c) This results in the possibility of rapid price reductions; and suggests advantages to market leaders

(d) Example: Unit Costs drop by 15% with each doubling of Production





**d) Profit-oriented Pricing Approaches**

- i) Target Profit Pricing
  - (1) Set an annual \_\_\_\_\_ in dollars
- ii) Target return-on-sales Pricing
  - (1) Set prices to achieve a profit that is a \_\_\_\_\_ of the units sold
- iii) Target return-on-investment Pricing
  - (1) Set prices to achieve a specific annual return-on-investment (ROI).

**e) Competition-Oriented Pricing**

- i) Customary Pricing
  - (1) Set our price based on the \_\_\_\_\_ in the channel of distribution or in our market
- ii) Above-, At-, or Below-market Pricing
  - (1) Uses the competition's price as a \_\_\_\_\_ and prices relative to them.
- iii) Loss-leader Pricing
  - (1) We set the price \_\_\_\_\_ its usual (or profitable) price.
  - (2) The goal is not to make money on that item, but to attract customers' attention with the hope they will buy other, more profitable products as well.

**III. Step 5: Set the List or Quoted Price**

- a) One-price policy
  - i) involves setting one price for all buyers of product or service.
  - ii) Also called \_\_\_\_\_.
- b) Flexible price policy
  - i) Involves setting \_\_\_\_\_ for products and services depending on individual buyers and purchase situations.
  - ii) Also called *dynamic pricing*.
- c) Factors Influencing the List or Quoted Price
  - i) \_\_\_\_\_
    - (1) Product-Line Pricing
  - ii) \_\_\_\_\_
    - (1) What does our price convey to the consumer?

iii) \_\_\_\_\_

(1) \_\_\_\_\_, when we need to cut our price to increase or maintain unit sales or market share against competition, who does the same thing, forcing us to respond!!

#### IV. Step 6: Special Adjustments to the List or Quoted

##### a) Quantity Discounts

- i) We offer reductions in unit costs for larger orders; the assumption is that we get “\_\_\_\_\_” savings and we pass some on to our customers.
- ii) In non-cumulative quantity discounts, the price reduction is based on a \_\_\_\_\_. The larger order is expected to reduce our billing, order filling, shipping, and sales costs.
- iii) cumulative quantity discounts, the price reduction is based on the total quantity purchased over some period of time (often a year). The goal is to encourage the customers to \_\_\_\_\_ for their reorders.

##### iv) Seasonal Discounts

- (1) Reductions based on the time that the purchase is made.
- (2) Attempts to reduce time variations (seasonal variations) in sales.
- (3) The Travel Industry offer much lower off-season rates
- (4) These can also be based on the day of the week or the time of day.
  - (a) For example,

##### v) Trade (Functional) Discounts

- (1) These are reduction in \_\_\_\_\_ we offer to our distribution channel members for performing some function for us in the future.
  - (a) Examples of these functions are warehousing and shelf stocking.
  - (b) Trade discounts can be combined to include a series of functions for a channel member
  - (c) For example 20/12/5 could indicate a 20% discount for warehousing the product, an additional 12% discount for shipping the product, and an additional 5% discount for keeping the shelves stocked.

The 20/12/5 example

\$200.00	MSRP (manufacturer's suggested retail price)
<u>-20%</u>	less 20%
\$	profit to the retailer

\$	Retailer cost
<u>-12%</u>	less 12 %
\$	profit to the wholesaler
\$	Wholesaler cost
<u>- 5%</u>	less 5%
\$	profit to the jobber
\$	Jobber's cost = manufacturer's selling price

- (2) See the text example (page 359) also for a series of channel members.
- (a) In that example 30/10/5 would be based on the manufacturer's suggest retail price.
  - (b) It indicates a 30% discount for the retailer, an additional 10% discount the wholesaler, and an 5% discount for the jobber

(3) Cash Discounts

(4) Allowances

- (a) Trade-In Allowances
- (b) Promotional Allowances

(5) Geographic Adjustments

- (a) FOB origin ([Free on Board](#) origin) –
  - (i) The shipping cost from the \_\_\_\_\_ is paid by the \_\_\_\_\_; so different buyers will pay different shipping costs.
  - (ii) \_\_\_\_\_ of the goods is transferred to the buyer as soon as it leaves the point of origin. Either the buyer or seller arranges for the transportation.

(b) Uniform Delivery Pricing – The shipping cost from the factory or warehouse is included in the selling price. Ownership of the goods is not transferred to the buyer until it is delivered. The seller arranges for the transportation.

(i) Single Zone Pricing - The same price is charged to all buyers regardless of their location.

(ii) Multiple Zone Pricing –  
 1. Prices increase as shipping distances increase.

2. This is sometimes done by drawing concentric circles on a map with the plant or warehouse at the center and each circle defining the boundary of a price zone.
3. Instead of using circles, irregularly shaped price boundaries can be drawn that reflect geography, population density, transportation infrastructure, and shipping cost.
4. Map Example of Multiple-zone Pricing

(iii) Basing point pricing - Certain cities are designated as basing points. All goods shipped from a given basis point are charged the same amount.

1. Map revisited:

(iv) Freight-absorption pricing - The seller absorbs all (or part of the cost of transportation). This can be used as a promotional tactic.

(6) How to get into LEGAL TROUBLE with your pricing:

- (a) \_\_\_\_\_
  - (i) Agree with competitor what price everyone will charge
  - (ii) Enforce specific prices within the channel
- (b) \_\_\_\_\_
  - (i) Charge different prices to buyers when there are NO differences in the grade, quality, or cost of the goods, that results in substantial lessening of competition
- (c) \_\_\_\_\_
  - (i) Bait and switch
  - (ii) Bargains conditioned on purchased of overpriced products
  - (iii) Fake "sales" off of prices never really offered
- (d) Engage in Predatory pricing = low prices to drive out competition and then raise prices.

**(7) Pricing practices affected by legal restrictions**

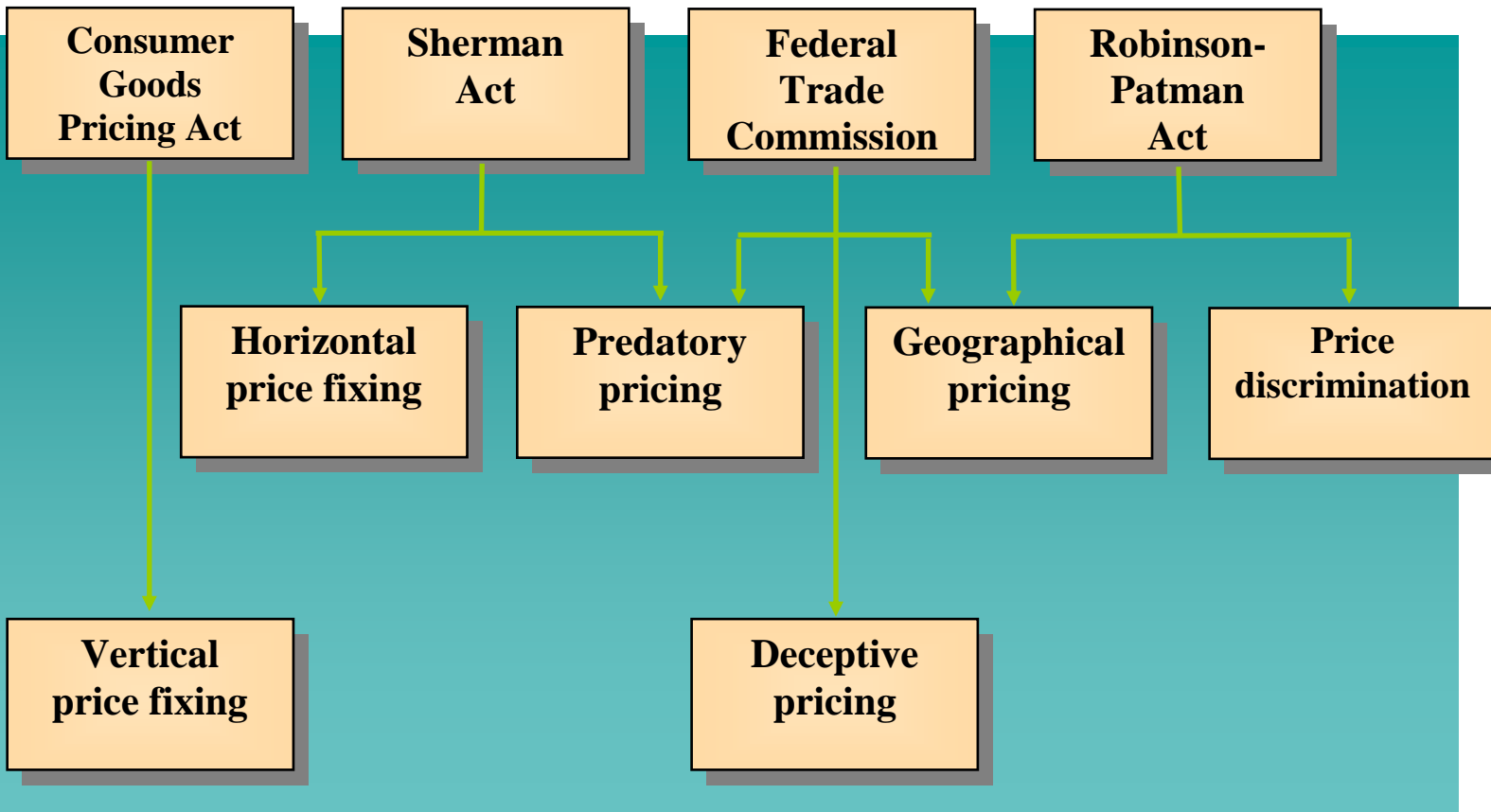
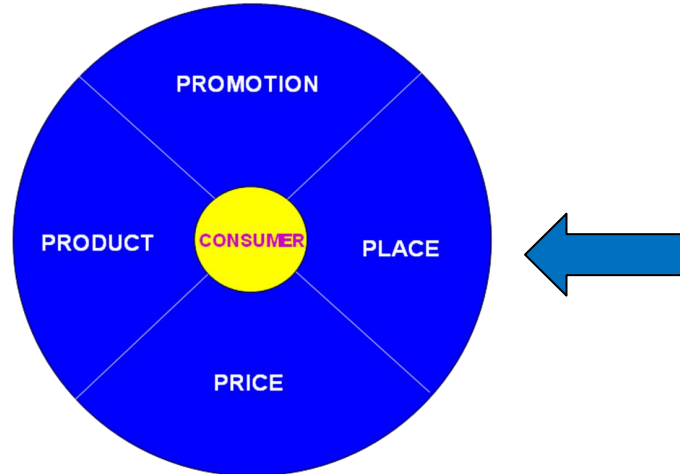


Figure 14-9 page 370

## Chapter 15: Managing Marketing Channels and Supply Chains



### I) The P&G-Wal-Mart Example

- a) Traditionally, the relationship between supplier and merchant has been “\_\_\_\_\_”.
- b) Wal-Mart recognized that the traditional relationship had become outmoded and was often hurting BOTH parties!
- c) Wal-Mart “invited” its major suppliers to jointly develop powerful supply chain partnerships
  - i) to increase product flow efficiency and, consequently, profitability for both firms
- d) The Wal-Mart/Procter & Gamble alliance, incorporated vendor-managed inventory, category management, and other intercompany innovations
- e) P&G had a dedicated account team...
- f) The team members represented key P&G functions:
  - i) sales/marketing, distribution/supply chain management, IT, and finance.
  - ii) Wal-Mart's CFO became a “key customer” as P&G's objective became maximizing Wal-Mart's internal profitability.

### II) The Nature and Importance of Marketing Channels

- a. \_\_\_\_\_
  1. Consists of Individuals and firms involved in the process of making a product or service available for use or consumption by consumers or industrial users.
- b. Middlemen (aka \_\_\_\_\_)

1. Middlemen are \_\_\_\_\_ in a \_\_\_\_\_ that render services directly related to the sale/purchase of a product as it flows
- 

--Distribution's role within a marketing mix is getting the product to its target market.

2. Middlemen can promote the product, store it, ship it and assume some of the financial risk during the distribution process
- a) Merchant Middlemen & Agent Middlemen
  - a) Middlemen are commonly classified on the basis of whether or not they \_\_\_\_\_ to the products being distributed.
  - b) Merchant middlemen take title to the products they help to market
3. As a "RULE" you can eliminate middlemen, but NOT

---

a) (well...that's ALMOST always true; the [RADIOHEAD](#) experiment)

4. Middlemen Activities
- a) Transactional Functions
  - b) Logistical Functions
  - c) Facilitating Functions
  - d) Example – A Sales specialist for producers can:
    - a) Provide market information (**Facilitating**)
    - b) Interpret consumers' wants (**Facilitating**)
    - c) Promote producers' products (**Transactional**)
    - d) Create assortments (**Logistical**)
    - e) Store products (**Logistical**)
    - f) Negotiate with customers (**Transactional**)
    - g) Provide financing (**Facilitating**)
    - h) Own the product (**Transactional**)

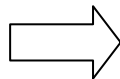
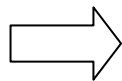
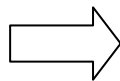
- i) Share the risks (**Transactional**)
- e) Example – A Purchasing agent for buyers can:
  - a) Anticipate wants (**Facilitating**)
  - b) Subdivide large quantities (**Logistical**)
  - c) Store the product (**Logistical**)
  - d) Transport the product (**Logistical**)
  - e) Create assortment (**Logistical**)
  - f) Provide financing (**Facilitating**)
  - g) Make products readily available (**Logistical**)
  - h) Guarantee the product (**Transactional**)
  - i) Share the risks (**Transactional**)
- f) Example – The Kent Stage

c. Distribution Channels

1. Distribution Channels include people and firms involved in the \_\_\_\_\_ to a product as the product moves from a producer to the ultimate consumer or business user

Producers → Middlemen → Final Consumer or Business User

2. The channel for a product only extends to \_\_\_\_\_ that buys it without making any significant change in its form
  - a) When the \_\_\_\_\_ is altered, another product emerges and a new channel is started.
3. Example (supply channel for Lumber and for Finished Furniture)

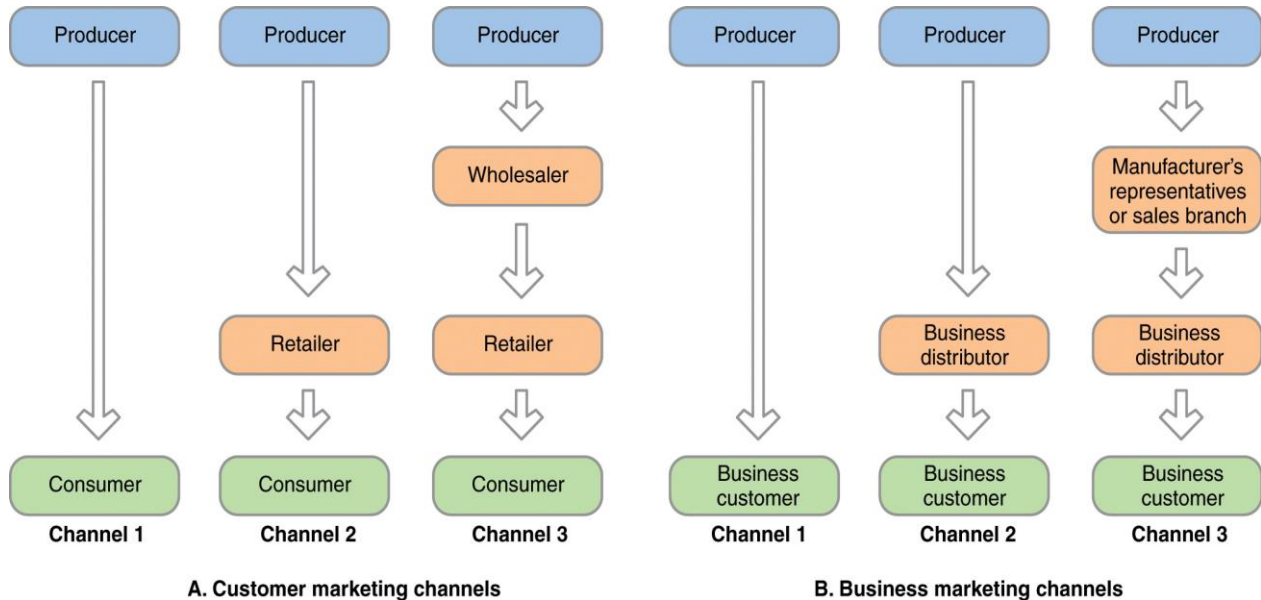


4. Other intermediaries include:
  - a) Banks
  - b) Insurance companies



c) Transportation companies

d. Consumer and Business Marketing (distribution) Channels



1. All of the institutions in the channel are connected by several types of flows, including the flow of:
  - a) ownership,
  - b) payment,
  - c) information, and
  - d) promotion.
2. Channels MUST contain at least a \_\_\_\_\_ AND a \_\_\_\_\_. This would be a “direct channel” of distribution.
  - a) B2C Direct Example: 1-800-\_\_\_\_\_ and
  - b) More B2B Direct Examples:
3. A channel of producer, final customer, and at least one \_\_\_\_\_ is an indirect channel.
4. B2C Indirect Channel
  - a) Producer to Retailer to Consumer is a B2C \_\_\_\_\_.

Examples: WalMart; Toys R Us

b) Producer to a Wholesaler to a Retailer to Consumer

5. Business Marketing Channels

1. Producer to Business Customer

a). Producer directly to a Business Customer accounts for a \_\_\_\_\_ than any other channel.

i. \_\_\_\_\_ installations such as jet engines, helicopters and elevators, are usually sold directly to users.

2. Producer through Business Distributor to Business Customer

(a) Often used for \_\_\_\_\_

Example:

3. Producer to Manufacturer's Representative / Sales Branch to Business Distributor to Business Customer

a) \_\_\_\_\_ who cannot afford to call on customers directly may use this "more indirect" approach.

6. Multiple Distribution Channels

a) Used to reach two or more target markets or

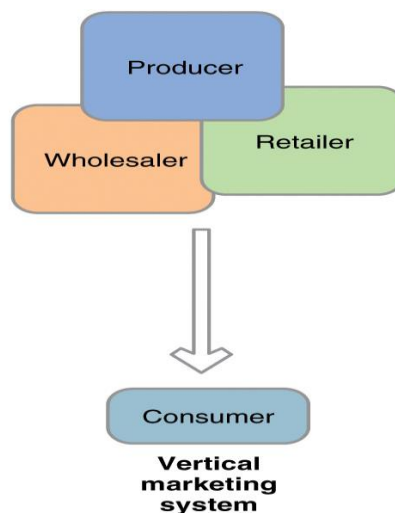
b) Avoids total dependence on a single arrangement.

e. Conventional and Vertical Marketing Systems

1. Historically, in conventional marketing channels, there was

a) \_\_\_\_\_ for the individual channel members

b) with a focus on their \_\_\_\_\_ needs and objectives



2. Vertical Marketing Systems are tightly \_\_\_\_\_ to improve operating and marketing efficiency of the members
3. Examples of Vertical Marketing Systems:
  - a) Corporate (Ownership) VMS –
  - b) Contractual Vertical Marketing System –
  - c) Administered Vertical Marketing System –

### III. Marketing Channel Choice and Management

#### A. Intensity of Distribution

1. How MANY do we want? What is the “optimal intensity” for us?
  - a. Just enough middlemen to \_\_\_\_\_
  - b. Because anything else simply \_\_\_\_\_
2. While the decision is sometimes seen as a single one, often \_\_\_\_\_!  
\_\_\_\_\_
  - a. For example, intensive retail coverage but selective (rather than intensive), wholesale distribution
  - b. Examples:

--Intensive Distribution

- Hagen-Dazs

- IAMs

- Luxottica

--Selective Distribution

- Step 2

- Hand tools

--Exclusive

- Lamborghini

- Bijan

### 3. Intensity of Distribution Reminders:

- a. For convenience goods we want distribution through

---

Example

- b. For shopping goods, we want distribution

---

Example

- c. And for specialty products, we want distribution

---

Example

## B. Conflicts in Channels

1. Distribution SHOULD be based on \_\_\_\_\_ and cooperative actions
  - a. BUT, conflicts and struggle for control of the channel DO occur
2. We need to understand issues related to conflict and control AND manage them.
3. Channel conflict exists when one channel member perceives another channel member to be acting in a way that prevent the first member from achieving its distribution objectives.
  - a. Examples:
4. Horizontal Conflict involves firms on the “same level” of distribution
  - a. Conflict between he same type of middlemen
  - b. Different types of middlemen on the same level:
5. “Scrambled merchandising” is a key conflict area.
  - a. middlemen diversify by adding product lines not traditionally carried by their type of business
    - i. Examples:
  - b. This can cause conflict with other channel members
  - c. SO, why do it?
    - i. The Middleman gets \_\_\_\_\_
    - ii. The Consumer gets \_\_\_\_\_

iii. The Producer gets an \_\_\_\_\_  
\_\_\_\_\_

6. Vertical Conflict involve firms at different levels of the \_\_\_\_\_  
\_\_\_\_\_

a. Producer versus Wholesaler

i. Examples:

b) Conflict here occur because \_\_\_\_\_  
\_\_\_\_\_

c) A major conflict occurs when producers try to bypass wholesalers and deal directly with retailers or customers. To BYPASS their wholesalers, producers might:

i. Sell directly to customers by establishing their own retail stores. This is often a supplemental rather than sole, form of distribution.

ii. Sell directly to retailers

1. Coleman Example:

2. Producer vs. Retailers -- Goodyear Example:

d. To avoid being bypassed, wholesalers have several options:

1.

2.

7. Disintermediation

a. The \_\_\_\_\_ in the supply chain, also referred to as "cutting out the middlemen."

b. Disintermediation creates \_\_\_\_\_

c. Black & Decker Example:

## 8. Pricing and the Relationship with Channel Members

- a. Recall that Gary Trinetti and his partner (graduates of KSU) set up a corporation, Garick, which markets a variety of lawn care products, composting, top soil, mulch, bark, turf, stone and aggregate for home and recreational areas.
  - i. Garick is doing line reviews with their retailers (Wal-Mart, Home Depot, and Lowe's).
  - ii. How do you price in advance these days?
  - iii. Created a fuel surcharge for the first time
  - iv. This creates a problem in planning for the retailer
  - v. Gary recalls there being 4P's (which has NOT changed!)...AND he remembers them!!
  - vi. Price was viewed as being "easy," cost-plus pricing.
  - vii. But it is more complicated when you think about your relationship with a retailer.
  - viii. Will it be used as a loss leader, for a promotion, part of a two for one deal.
  - ix. SO, pricing IS a marketing decision. What is our "appropriate price" for our customer, given OUR costs.
  - x. Then you need to consider YOUR strategy.
  - xi. Do we want intensive and fast distribution? So we set a low price.
  - xii. Do we have a competitive advantage, for a year or two or six months, so that we can set a high price and get a great profit margin until our competitors catch on?
  - xiii. OR do we need to consider how our customer wants to price it?

## IV. Logistics and Supply Chain Management

- a) involves those activities that focus on getting the right amount of the right products to the right place at the right time at the lowest possible cost.
- b) Logistics Management is the practice of organizing the \_\_\_\_\_ of
  - i) raw materials,
  - ii) in-process inventory,
  - iii) finished goods, and
  - iv) related information
  - v) from the point of origin to point of consumption to satisfy customer requirements.

- c) A \_\_\_\_\_ is a sequence of firms that perform activities required to create and deliver a good or service to consumers or industrial users.
  - i) It includes **suppliers** that provide raw material inputs, the **manufacturer**, the **wholesalers** and **retailers** that deliver finished goods.

IV) Trinetti on Supply Chain Management

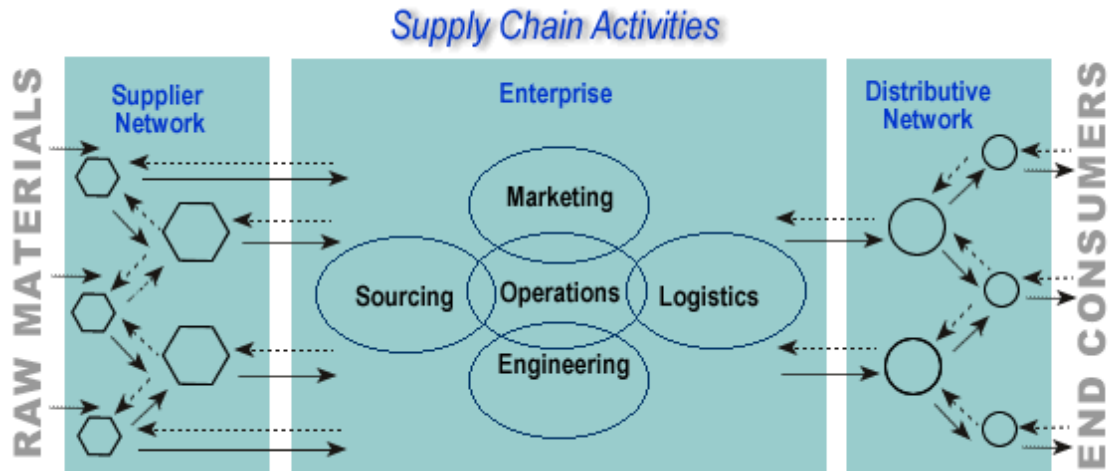
- a) Supply Chain Management is a “new” term, working with \_\_\_\_\_ and \_\_\_\_\_
- b) Think about retailers like Home Depot and Wal-Mart and all the things that need to happen \_\_\_\_\_!
- c) A truck has to deliver it to the store, of course.
- d) But peel back the layers of what happened before that
- e) The items all come from different raw materials with different manufacturing processes, coming from \_\_\_\_\_!
- f) The opportunity for managing all of these processes is \_\_\_\_\_.
- g) Think of the opportunities from the time the material is grown, harvested, manufactured, all the way to \_\_\_\_\_!
- h) There are opportunities for \_\_\_\_\_, \_\_\_\_\_, and firms to facilitate these.
- i) Wal-Mart has developed expertise in \_\_\_\_\_ and \_\_\_\_\_
- j) Supply chain crosses over from raw materials, to manufacturing production, to airplanes, barges, trucks and rails, to getting the item on the shelf!

V) Significance of Supply Chain and Logistics Management

- a) \_\_\_\_\_
  - i) the integration and organization of information and logistic activities *across firms* in a supply chain for the purpose of creating and delivering goods and services that provide value to consumers.
  - ii) Requires the application of \_\_\_\_\_ to allow companies to share and/or operate systems for order processing, transportation scheduling, and inventory and facility management.
- b) Supply Chain management does NOT.....



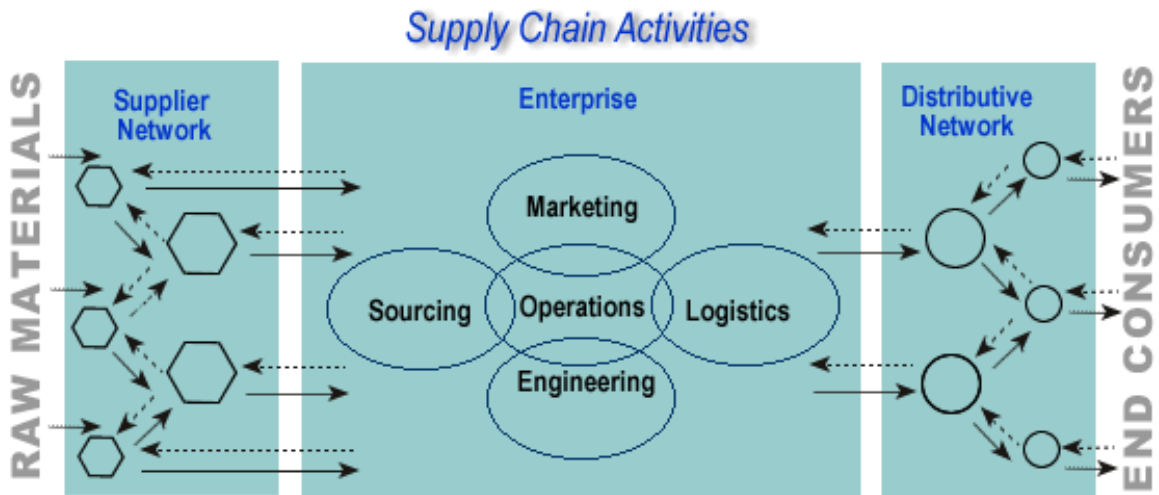
- i) A chain is only \_\_\_\_\_
- ii) BEFORE attempting to deal with “supply chain issues,” the firm must be able to provide



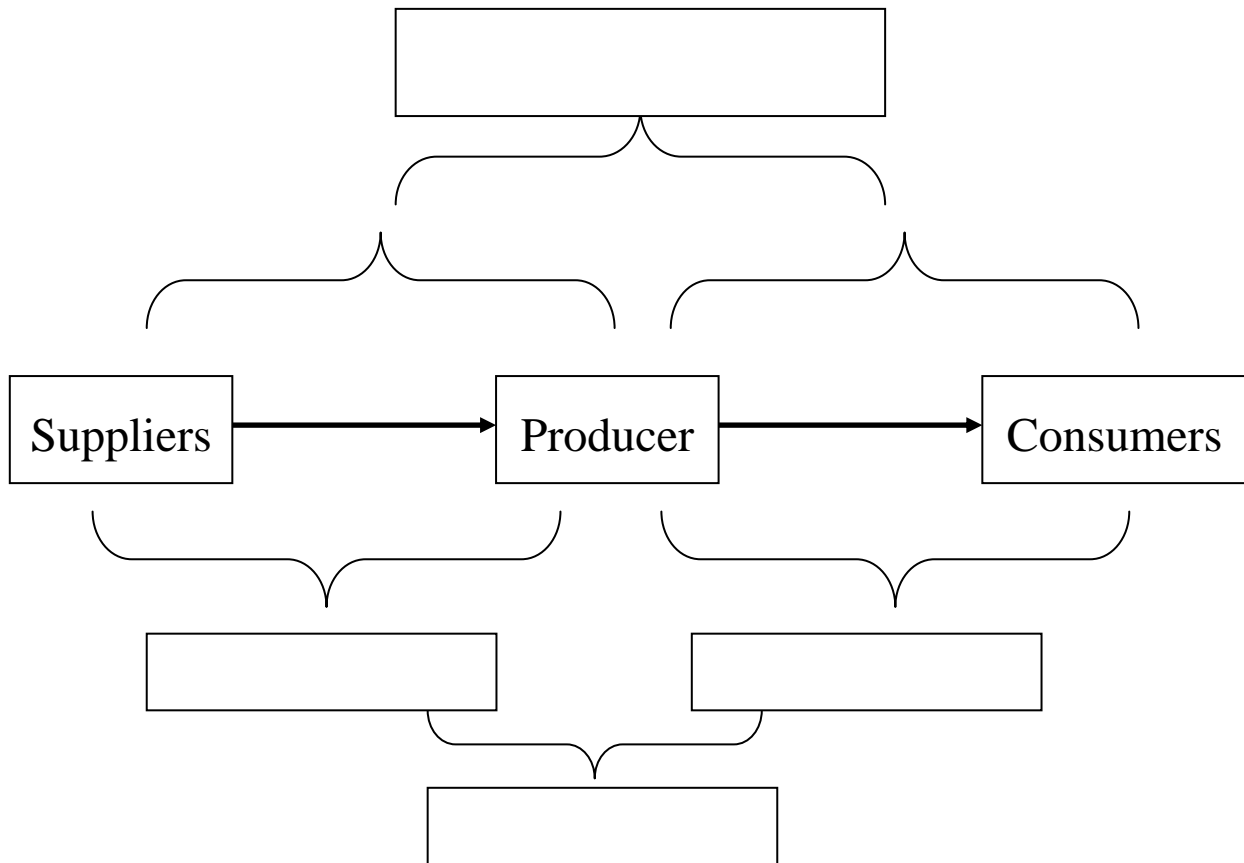
- (1)
- (2)
- (3)

- c) SCM usually requires significant changes in the firm’s organizational structure,
  - i) because it cuts across functional areas and even across different firms  
(1) SO, the responsibility and authority for implementing SCM must be \_\_\_\_\_
- d) SCM requires firms to put in place information systems and metrics that focus on performance across the *entire* supply chain.
  - i) WHY? Because ...
  - ii) This can cause \_\_\_\_\_
- e) SCM means that you not only need to do better than your competition to succeed, but you actually need to compete against...
- f) SO, you need to not only work better among the functional areas of your firm, but think about ...

VI) Supply Chain Activities

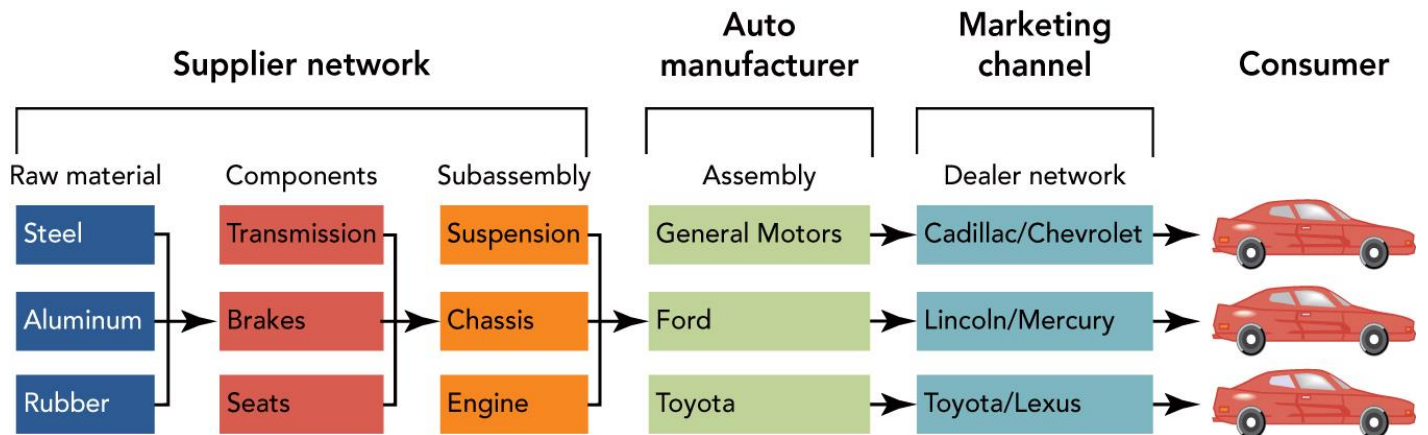


a) Relating logistics management and supply chain management (see figure 15-8)



- b) Here we see that: It is no longer enough to have good relationships with \_\_\_\_\_ . We need to communicate with an entire network of suppliers who need to coordinate their own activities related to our firm.

Example:



## VII) Supply Chain Management and Marketing Strategy

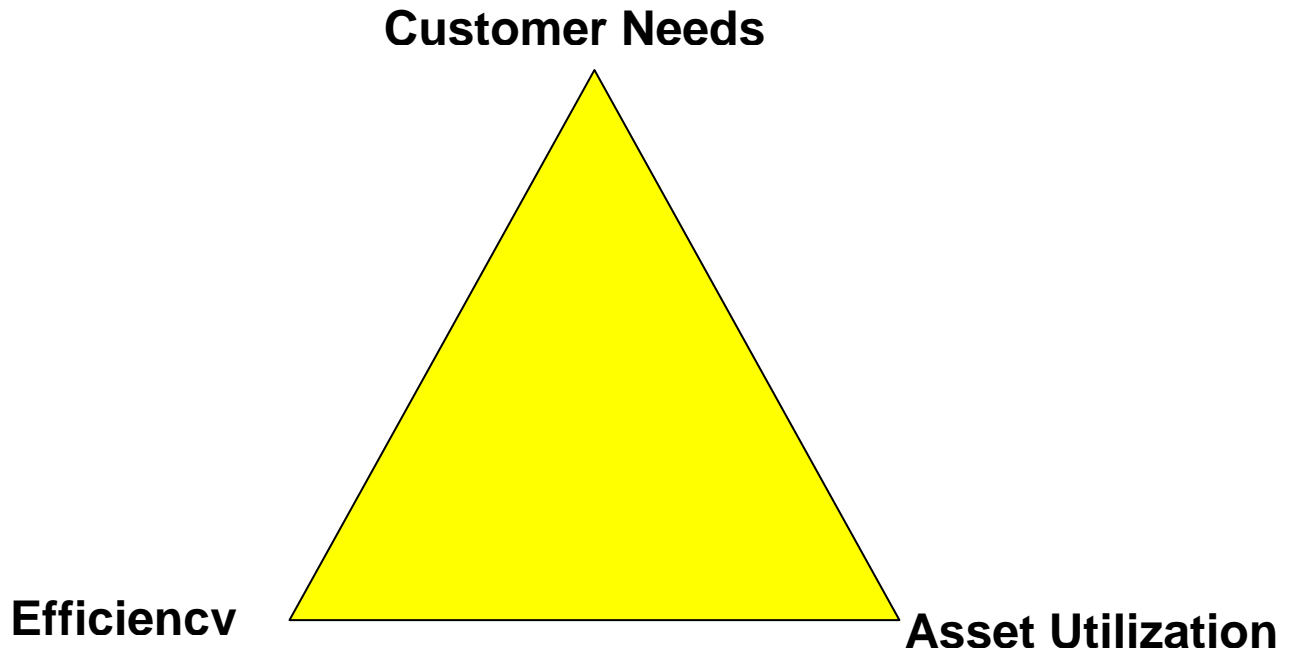
a) Aligning a Supply Chain with Marketing Strategy

b) The PROBLEM:

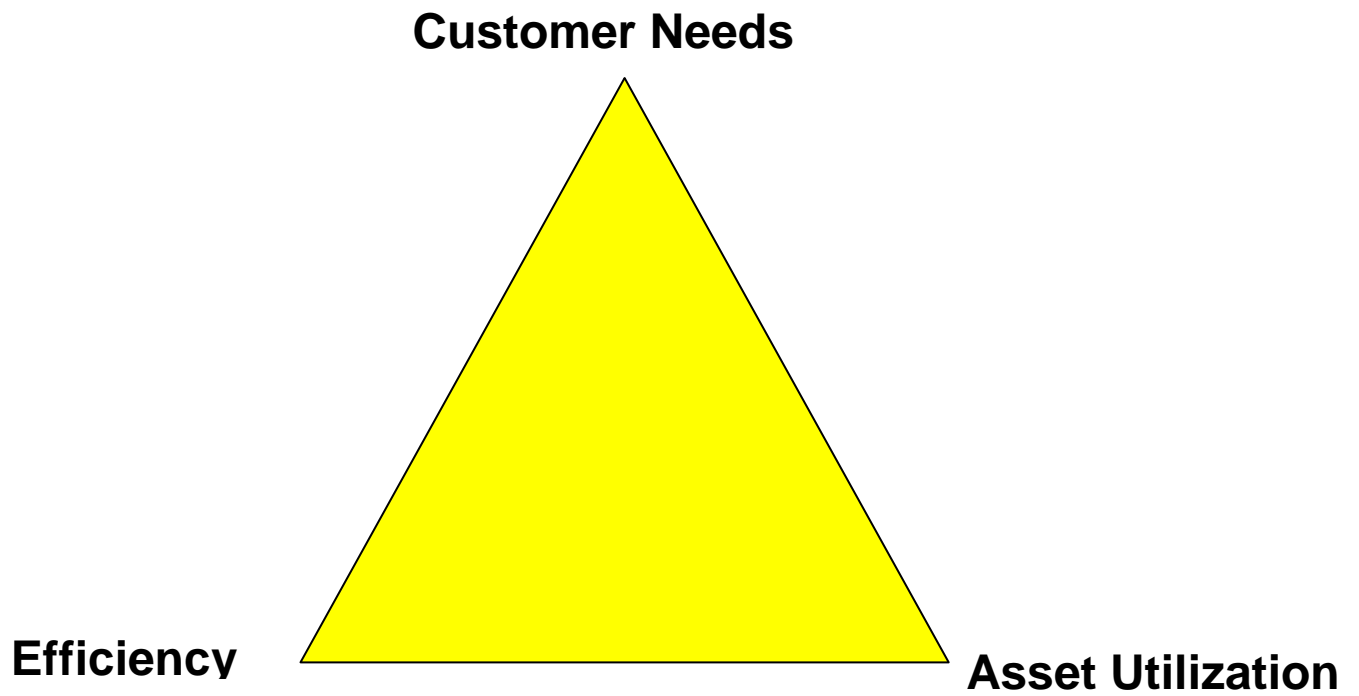
i) In “real life” our supply chain team may focus on \_\_\_\_\_

ii) This focus does not produce \_\_\_\_\_

c) An Example of Non-Aligned SCM Objectives and Marketing Strategies



d) An Example of Aligned SCM Objectives and Marketing Strategies



e) Curing the PROBLEM:

i) Understand our Customer's Needs

(1) How important (and what VALUE) do our customers put on:

- (a) Lead Time
- (b) Quick Response
- (c) Efficient Consumer Response
- (d) Dependability
- (e) Communication
- (f) Convenience

ii) Understand our supply chain and its strengths and weaknesses

iii) Harmonize the supply chain strengths with our marketing strategies!

(1) Redesign the supply chain if necessary

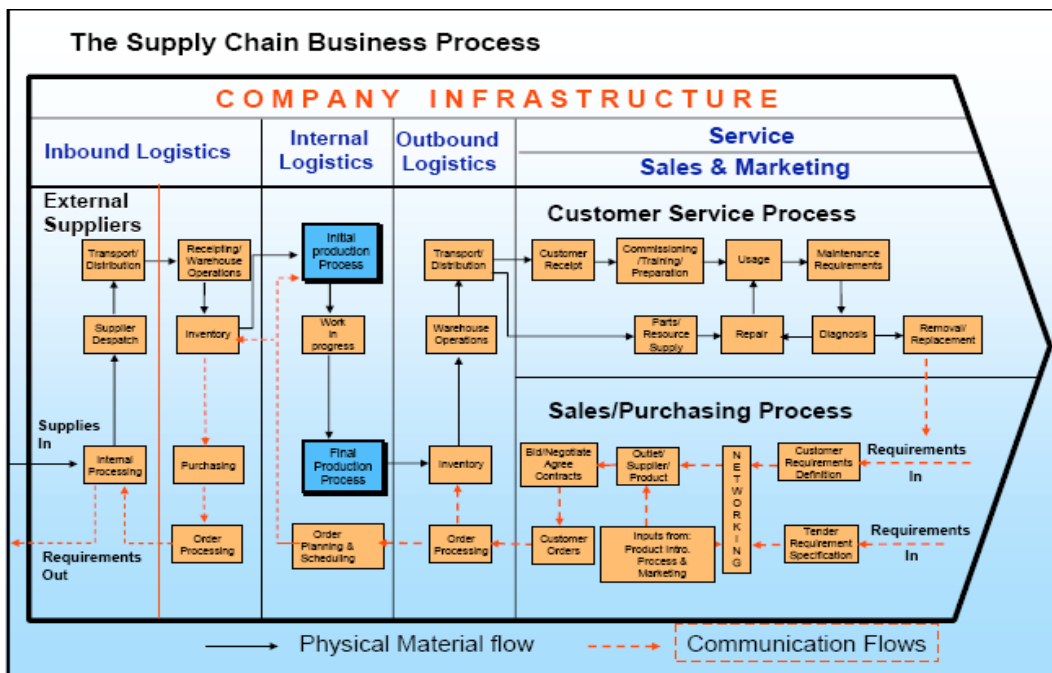
VIII) Information's Role in Supply Chain Responsiveness and Efficiency

a) Electronic Data Interchanges (EDIs)

i) combine proprietary computer and telecommunication technologies to exchange electronic invoices, payments, and information among suppliers, manufacturers, and retailers.

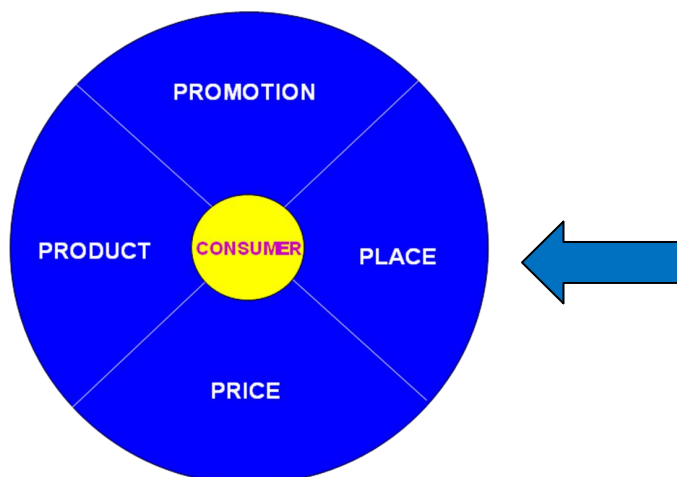
ii) Easily said \_\_\_\_\_

b) The Need for Information in a Customer-Driven Supply Chain



- c) We not only need information to Manage the Supply Chain, but to allow us to balance the \_\_\_\_\_ of our logistics efforts with the \_\_\_\_\_ we provide to our customers!

## Chapter 16 Retailing and Wholesaling



### I) Inside the Retail Store of the Future

- i) **The Social Store:** \_\_\_\_\_ There is an untapped opportunity with the ascendancy of foodie culture. "Stores will combine the sociality and the indulgences of food with the pleasures of shopping,"
- ii) **The Look Of A** \_\_\_\_\_ -- Especially in consumer electronics, stores must rival nightclubs. Massive product selection and inventory are no longer competitive advantages. To compete against 'unlimited options' of online shopping, stores with sexy, dynamic and club-like atmospheres will captivate and drive traffic.
- iii) **The Social Store:** \_\_\_\_\_ -- Within stores, associates with distinct functions will increasingly signal their roles with stylized wardrobes, indicative of approachability and purpose. "This breaks down barriers to conversation and drives social interaction."
- iv) **Tech Is** \_\_\_\_\_ -- Innovations will move from retail's back-end to the storefront. Associates and shoppers will be empowered, whether with an endless digital aisle and information-rich mobile apps or tablets on the sales floor.
- v) **The Social Store:** \_\_\_\_\_ -- "Every retail category must drive trial. Trial isn't stoked without an information-rich environment that informs and educates shoppers." This includes the deployment of high-impact (and often high-tech) signage, as well as space for customers to interact with informed employees.
- vi) **Design For Eye Contact** -- We'll see store interiors designed to promote face-to-face conversation between associates and shoppers, with more intimacy. "Without eye contact, there's less trust."

vii) Built For \_\_\_\_\_ -- The store of the future will be more transparent than before, in a design sense. "Consumers desire to be seen and to see," says the report. Architecture and exteriors will foster voyeurism and exhibitionism, which will in turn drive purchases. We'll see more test kitchens and stations for bespoke tailoring.

## II) Retailing and Retailers

- i) Retailing includes all activities related to the sale or rental of goods and services to the \_\_\_\_\_ for personal, non-business use.
- ii) A Retailer is a \_\_\_\_\_
- iii) Lots of firms can sell to the final consumer, but a Retailer is a firm engaged primarily in retailing

### b) Retailing -- Economic Justification and Realities

- i) Retailers serve as Purchasing Agents for you and as Sales Specialists for their suppliers

(1) They do this by:

- (a) anticipating \_\_\_\_\_,
- (b) developing \_\_\_\_\_,
- (c) acquiring \_\_\_\_\_, and
- (d) providing \_\_\_\_\_.

(2) So, retailers offer the **utilities** of:

- (a)
- (b)
- (c)
- (d)

- ii) It is relatively easy to become a retailer

- (1) No large investment in \_\_\_\_\_ is required,
- (2) merchandise can often be purchased \_\_\_\_\_, and
- (3) \_\_\_\_\_ can be leased with no down payment, or



(4) a simple \_\_\_\_\_ can be set up at a modest costs.

iii) BUT, \_\_\_\_\_

(1) A successful retailer is a “merchant who sells goods that won’t come back to customers who will.”

(2) Of course, a retail firm also must fulfill its other role of serving producers and wholesalers.

(3) This dual role is both the justification for retailing and the key  
\_\_\_\_\_

c) Retail Operating Costs and Profits

i) Retail Operating costs are about \_\_\_\_\_

ii) This is \_\_\_\_\_ than that for wholesalers, which is only about  
\_\_\_\_\_.

iii) Retailers Costs are \_\_\_\_\_ due to:

(1) Dealing with \_\_\_\_\_

(2) Meeting their \_\_\_\_\_!

## Best U.S. Retail Brands, 2014 From Interbrand

-6% \$131,877M <b>01</b> Walmart	+8% \$27,123M <b>02</b> TARGET	+12% \$25,696M <b>03</b> THE HOME DEPOT	+27% \$23,620M <b>04</b> amazon	+12% \$17,779M <b>05</b> CVS/pharmacy
+8% \$15,519M <b>06</b> Walgreens	0% \$13,543M <b>07</b> Sams Club	+20% \$13,162M <b>08</b> ebay	-21% \$11,588M <b>09</b> COACH	+2% \$10,157M <b>10</b> Publix.
+9% \$9,634M <b>11</b> LOWE'S	-12% \$8,957M <b>12</b> NORDSTROM	+13% \$8,286M <b>13</b> COSTCO WHOLESALE	+8% \$7,711M <b>14</b> DOLLAR GENERAL	+2% \$6,249M <b>15</b> VICTORIA'S SECRET
+383% \$6,084M <b>16</b> macy's	+3% \$5,825M <b>17</b> KOHLS	+5% \$5,440M <b>18</b> TIFFANY & CO.	-11% \$4,931M <b>19</b> STAPLES	-41% \$4,793M <b>20</b> BEST BUY
+7% \$4,669M <b>21</b> AutoZone	-11% \$4,610M <b>22</b> AVON	+173% \$4,166M <b>23</b> WHOLE FOODS	+5% \$3,920M <b>24</b> GAP	+6% \$3,860M <b>25</b> BED BATH & BEYOND
+15% \$3,214M <b>26</b> OLD NAVY	+15% \$3,118M <b>27</b> Shaw-Walker-Williams	-5% \$3,111M <b>28</b> SHOPPERS DRUG MART	-13% \$3,087M <b>29</b> lululemon athletic	+16% \$2,444M <b>30</b> ROSS DRESS FOR LESS
-8% \$2,336M <b>31</b> GameStop	+22% \$2,123M <b>32</b> TJ-maxx	+4% \$2,035M <b>33</b> Michaels	+19% \$2,028M <b>34</b> Marshalls	+3% \$1,868M <b>35</b> J.CREW
+10% \$1,812M <b>36</b> PETSMART	+2% \$1,795M <b>37</b> BANANA REPUBLIC	-3% \$1,760M <b>38</b> DICK'S SPORTSWARE	+7% \$1,528M <b>39</b> DICK'S SPORTSWARE	+14% \$1,496M <b>40</b> DOLLAR TREE
+16% \$1,492M <b>41</b> TRACTOR SUPPLY CO.	+7% \$1,421M <b>42</b> Bath & Body Works	+8% \$1,294M <b>43</b> AMERICAN EAGLE OUTFITTERS	+17% \$1,183M <b>44</b> FAMILY DOLLAR	-5% \$1,122M <b>45</b> URBAN OUTFITTERS
NEW \$1,109M <b>46</b> Advance Auto Parts	+6% \$1,082M <b>47</b> Buckle	+27% \$1,066M <b>48</b> Cabela's	+15% \$983M <b>49</b> EXPRESS	NEW \$932M <b>50</b> chico's

iv) Net Profits for retailers vary quite a bit.

(1) Supermarkets have huge volume, but only earn \_\_\_\_\_

- (2) Specialized retailers can earn 10% or more.
- (3) An average net after tax profit for retailers would be \_\_\_\_\_ of sales, and was \_\_\_\_\_ in the 1<sup>st</sup> quarter of 2013.
- (4) Retail Pro: a retail point of sale software system
  - (a) <http://www.onestepretail.com/email/articles/article-09-13-07.php>

d) Classification of Retailers

- i) Based on form of \_\_\_\_\_ and \_\_\_\_\_

Sears Example:

e) Retailers Classified by Ownership

- i) Independent Stores
  - (1) A single store that is not affiliated
  - (2)
  - (3)
  - (4) Often they are \_\_\_\_\_ but offer more \_\_\_\_\_
  - (5) Many customers are willing to pay extra for \_\_\_\_\_, such as
    - (a) credit,
    - (b) delivery,
    - (c) alterations,
    - (d) installation,
    - (e) a liberal return policy, and
    - (f) friendly, knowledgeable personal service.

ii) Corporate Chains

(1) organization of two or more centrally owned and centrally managed stores that generally handle the same lines of products.

(2) Three factors differentiate a chain from an independent store and the contractual form of VMS:

(a) Size

(i) US Bureau of the Census considers \_\_\_\_\_ stores to be the minimum size for a chain

(b) A corporate chain has \_\_\_\_\_, and \_\_\_\_\_

(c) Because of centralized management, individual units in a chain lack unit \_\_\_\_\_.

(i) Corporate chains are tremendously significant in retailing, accounting for about \_\_\_\_\_ of the total retail trade.

iii) Contractual Vertical Marketing Systems

(1) Retailer \_\_\_\_\_

(a) Formed by a group of small \_\_\_\_\_

(b) Who agree to establish and operate a \_\_\_\_\_

(c) May then purchase and advertise together to achieve \_\_\_\_\_

Examples:

(2) \_\_\_\_\_

(a) sponsored by a wholesaler that enters into a contract with interested retailers

(b) Retailer coops and voluntary chains differ in terms of who organizes them.

(c) But BOTH have been created for “defensive” reasons, to allow independent retailers to \_\_\_\_\_ with larger, stronger chains

Examples:

(3) Franchise Systems

(a) a continuing \_\_\_\_\_

(b) in which a parent company provides management assistance and the right to use its trademark

(c) in return for \_\_\_\_\_ of the individual business unit.

(d) The \_\_\_\_\_ is the parent company

(e) The \_\_\_\_\_ is the owner of the business unit

(f) and the “franchise system” is the combination of the franchisor and franchisee.

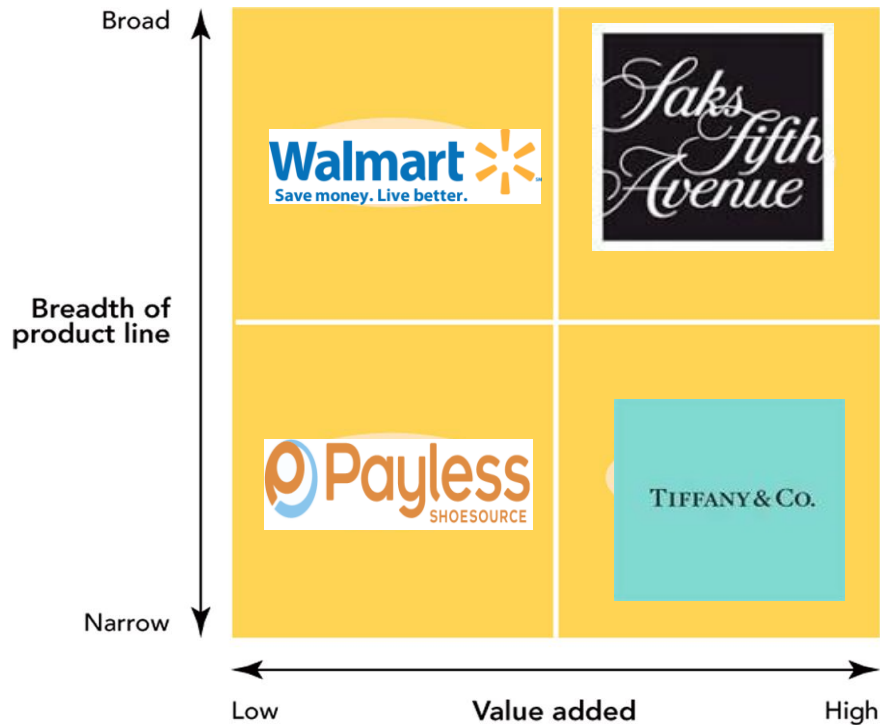
(i) This type of contractual VMS generates 1 trillion in annual sales and accounts for as much as 2/5 of retail sales.

iv) Top Franchises for 2014

RANK	FRANCHISE NAME	STARTUP COSTS
1	Anytime Fitness	\$78.69K - 371.17K
2	Hampton Hotels	\$3.69M - 13.53M
3	Subway	\$116.59K - 263.14K
4	Supercuts	\$113.75K - 233.6K
5	Jimmy John's Gourmet Sandwich Shops	\$330.5K - 519.5K
6	7-Eleven Inc.	\$37.2K - 1.63M
7	Servpro	\$138.55K - 187.19K
8	Denny's Inc.	\$1.32M - 2.61M
9	Pizza Hut Inc.	\$297K - 2.1M
10	Dunkin' Donuts	\$216.1K - 1.52M

<http://www.entrepreneur.com/franchises/franchise500/index.html>

f) **Four positioning strategies for retailers (based on depth and breadth of product line).**



II. Non-store Retailing

i) Automatic Vending

(1) sale of products through a machine with no personal contact between buyer and seller

•

(2) Advantages: Convenient, Expand Reach, Efficiencies (machines report when stock is low)

(3) Disadvantages: Expensive to service, stock, update

(4) What's NEW in Vending?

ii) Direct Selling

(1) \_\_\_\_\_ between a sales person and a consumer away from a store that results in a sale

(2) Door-to-door, in-house or in-office party plans

Examples:

(3) Advantages:

(a)

(b)

(4) Disadvantages

(a)

(b)

iii) Telemarketing

(1) A sales person initiating contact with a prospective customer and closing a sale over the phone

a)

1. Advantages: Some people like the convenience

2. Disadvantages: \_\_\_\_\_

•

iv) Online retailing

(1) Firm uses a website to offer products for sale.

(2) Find many new enterprises using this form of retailing, but more than \_\_\_\_\_ of brick-and-mortars have adopted it!

b) Direct Marketing

i) All "other" types of non-store retailing

(1) Direct Mail

(a) letter, brochures and even product samples to consumers and ask them to purchase by mail or telephone.

(2) Catalog Sales

(a) expanded at a rate of 10% in 1980s, flattened out in 1990s and is now taking off again

(3) Televised Shopping

(a) From 1 minute spots to Informercials (30 minutes are longer) often found on dedicated TV channels (e.g., Home Shopping Network).

(4) Direct Marketing Drawbacks

(a) Consumers must place orders without viewing or touching the actual product (can see picture of it though).

(b) To offset this difficulty, Direct Marketers must offer liberal return policies.

(c) Catalogs and some direct mail can be costly.

(i) they have to be prepared long in advance of their use and

(ii) any adjustments to price or new product additions can be announced only through supplementary catalogs or brochures.

(5) Direct Marketing Advantages

(a) can provide shopping convenience in addition to low prices.

c) Four Factors Related to Physical Facilities:

i) Location

(1) Central Business District

(2) Regional Shopping Centers

(a) Anchor Stores

(3) Community Shopping Center

(4) Strip Location

(5) Power Center

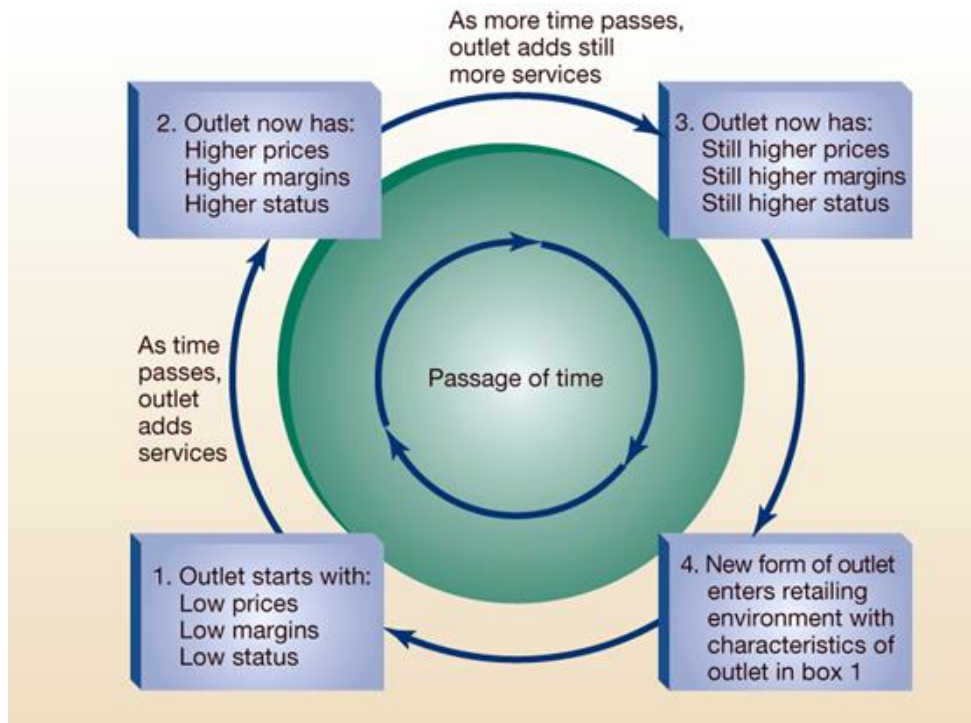
ii) Size

iii) Store Design

iv) Product Layout



d) The Wheel of Retailing (Figure 16-9, text page 431)



III. Institutional Change in Retailing

- a) Shakeout from overbuilding (especially in the recent recession!)
- b) Adapting to Consumer Trends
- c) "Bricks and Clicks"
  - i) Website
  - ii) Kiosks

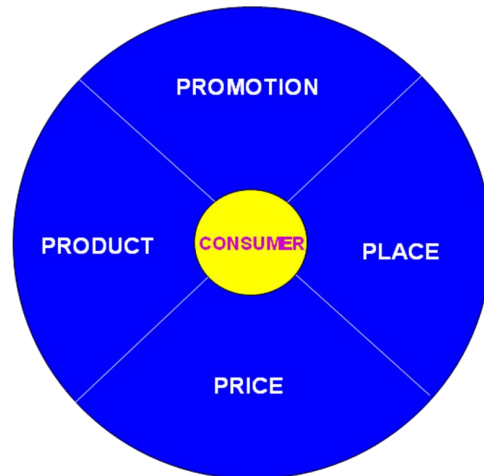
IV. MALL OF AMERICA: SHOPPING AND A WHOLE LOT MORE (time permitting)

- a) Mall of America Facts
  - i) Contributes more than \$1.8 billion in economic impact activity annually to the state of Minnesota
  - ii) Gross leasable space - 2.5 million square feet
  - iii) Gross building area - 4.2 million square feet
  - iv) Number of stores - More than 520
  - v) Sit-down restaurants - 20
  - vi) Fast food restaurants - 30
  - vii) Specialty food stores - 36
  - viii) Employees - 11,000 (year-round) 13,000 (holidays)
  - ix) Parking spaces - 12,550 on-site
  - x) Walking distance around one level - .57 miles
  - xi) Total store front footage - 4.3 miles

b) Questions:

- i) Why has Mall of America been such a marketing success so far?
- ii) What (a) retail and (b) consumer trends have occurred since Mall of America was opened in 1992 that it should consider when making future plans?
- iii) What criteria should Mall of America use in adding new facilities to its complex?
  - (1) Evaluate:
    - (a) retail stores,
    - (b) entertainment offerings, and
    - (c) hotels on these criteria.

**Chapter 17**  
**Integrated Marketing Communications and Direct Marketing**



**I. Introduction – Effective Promotion**

- a. The GEICO example
  - i. Founded \_\_\_\_\_
  - ii. Targeted \_\_\_\_\_
  - iii. Used “direct marketing” with no \_\_\_\_\_
  - 
  - iv. 1994-95 decided to \_\_\_\_\_
  - v. 1995 spent \_\_\_\_\_ on national TV, radio, & print
  - vi. 1996 \_\_\_\_\_ bought the company
  - vii. By 2006 the ad budget was more than \_\_\_\_\_
- viii. The Problem
  - ix. The “Fix”
    1. The original ad
      - a. Ad ran in 1999
      - b. Was to be a temporary campaign
      - c. It did not fit with the traditional, serious insurance ads of the time
      - d. The company was flooded with calls and letters asking to see more of the gecko!!
      - e. GEICO, a 15 minute call could save you 15% or more on car insurance
    2. The “next” campaign wanted to draw in younger consumers and wanted consumers to realize that using GEICO.com is simple. So easy even \_\_\_\_\_

3. ...and a joint partnership, fun approach:

**II. What is Promotion?**

- a. Promotion is \_\_\_\_\_
  - i. Recall that one criteria for a good market segment is that it is \_\_\_\_\_
  - ii. Promotion is one way that we reach the segment.

**III. The Promotional Mix**

- a. Promotion is one of the P's in the Marketing Mix
  - i. We also use the term "mix" to refer to the elements used by marketers
  - ii. The Promotional Mix consists of the tools marketers use to accomplish the organization's communications objectives

b. The traditional roles of the promotion mix include:

- i.
- ii.
- iii.

To which we add:

- iv.
- c. \_\_\_\_\_ goals include to:
  - i. Communicate customer value
  - ii. Build a brand/company image
  - iii. Explain how the product works
  - iv. Suggest new uses for a product
  - v. Inform the market about a new product
  - vi. Describe services and support
  - vii. Correct false or misleading statements

1. Example

- d. \_\_\_\_\_ goals include to:
  - i. Build \_\_\_\_\_
  - ii. Encourage switching to your brand
  - iii. Change consumers' perception of \_\_\_\_\_

- iv. Get consumer to purchase “now”
- v. Convince consumers to tell others about the brand
  - 1. Example
- e. For “mature” products, \_\_\_\_\_ them – goals include:
  - i. \_\_\_\_\_ customer relationships
  - ii. Remind consumers they may need the product soon
  - iii. \_\_\_\_\_ consumers where the product is available
- iv. Keep the brand in the consumers’ minds during the off-season
  - 1. Pine Sol Example

**IV. Communication -- The process of conveying a message to others**

Example:

- a. Key elements of communication
  - i. The SOURCE of the communication
    - 1. \_\_\_\_\_ with a meaning it intends to share with an audience.
    - 2. Could be a \_\_\_\_\_ wanting to communicate with a customer, or
    - 3. An \_\_\_\_\_ wanting to communicate with thousands of people
  - ii. The RECEIVER of the communication
    - 1. The person, group, or organization which receives (and decodes) a communication.
    - 2. It may be that the \_\_\_\_\_ (audience) and the \_\_\_\_\_ one are not identical
    - 3. That is, our message may NOT reach our \_\_\_\_\_ OR it may be received by our audience AND by others we \_\_\_\_\_!
  - iii. ENCODING of the message
    - 1. The coding of a message into \_\_\_\_\_ that represent the ideas and concepts of the communication.

2. Uses sensory stimuli, including visual (words, symbols, images), sounds (spoken word, sound effects, music), and scents (e.g., fragrance) to convey the message.

#### iv. THE MESSAGE

1. The message is what is sent (via a channel of communication) from a source to a receiver

#### v. The CHANNEL OF COMMUNICATION

1. This is the \_\_\_\_\_ used to convey the message from the source to the audience.
2. Examples include internet, television, radio, print in magazines and newspapers, mail, billboards, salespeople.
3. The “wrong” channel will \_\_\_\_\_

#### vi. DECODING of the message

1. The decoding process is used by the \_\_\_\_\_ the signs and symbols into concepts, ideas, and meaning.
2. Rarely does the audience \_\_\_\_\_ as the sender intended.

#### vii. Field of Experience

1. Effective communication requires that the sender and the receiver have shared knowledge and understanding of words, symbols, culture, and their meaning
2. Without overlapping fields of experience, communication is likely to be \_\_\_\_\_.

#### b. Other Elements of Communication

##### i. NOISE

1. Anything that reduces the clarity, accuracy, and effectiveness of the communication is considered noise.
2. There are MANY sources of noise:
  - a. Problems with the medium include--
    - i. Radio static
    - ii. Internet or website down

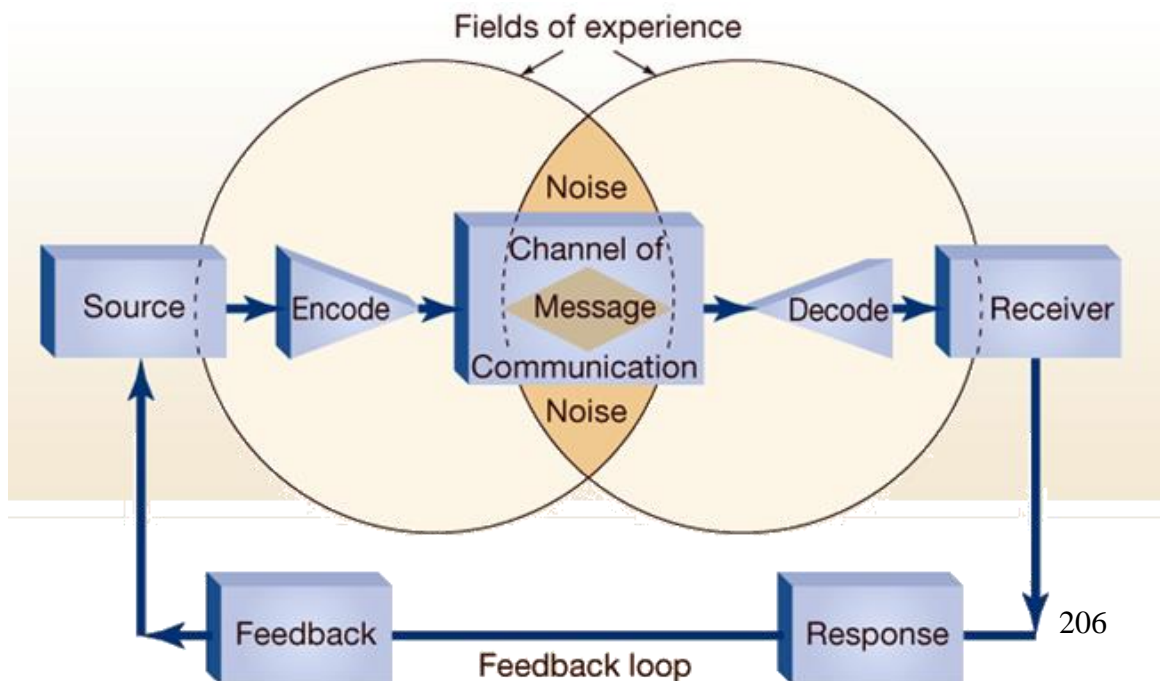
- iii. Faulty printing of the ad
- b. Problems with encoding \_\_\_\_\_
  - i. occur when the concept is not well understood by the \_\_\_\_\_
  - ii. when \_\_\_\_\_ are selected (wrong word, inappropriate music, poor choice of spokesperson, language that is too technical or too simple)
- c. Problems with the **receiver**
  - i. occur if the message is \_\_\_\_\_ and so the receiver consciously or unconsciously blocks all or part of the message

ii. RESPONSE

- 1. the impact the message has on the receiver's
  - a. \_\_\_\_\_,
  - b. \_\_\_\_\_, or
  - c. \_\_\_\_\_ (e.g., \_\_\_\_\_!)

iii. FEEDBACK

- 1. the sender's interpretation of the response, which indicates whether a message was decoded and understood by the receiver as intended.



**V. Tools in the Promotional Mix** [The Promotional Elements; see Figure 17-2, page 445]

- a. Advertising
- b. Public Relations
- c. Sales Promotion
- d. Personal Selling
- e. Direct Marketing

**VI. \_\_\_\_\_ (IMC) --**

the concept of designing marketing communications programs that coordinate all promotional activities—advertising, personal selling, sales promotion, public relations, and direct marketing—to provide a consistent message across all audiences.

- a. The “need” for Integrated Marketing Communications
  - i. Consumers are bombarded with \_\_\_\_\_
  - ii. To consumers, these become “one” message about the company
  - iii. If not integrated, the various messages create a confusing and mixed image in the consumer’s mind

- Sterling Jewelers, Inc example
  - Welcome to Sterling Jewelers
  - Dealing with an Economic Slowdown
  
  - Most Important Initiative was the \_\_\_\_\_
  - Focused on a \_\_\_\_\_

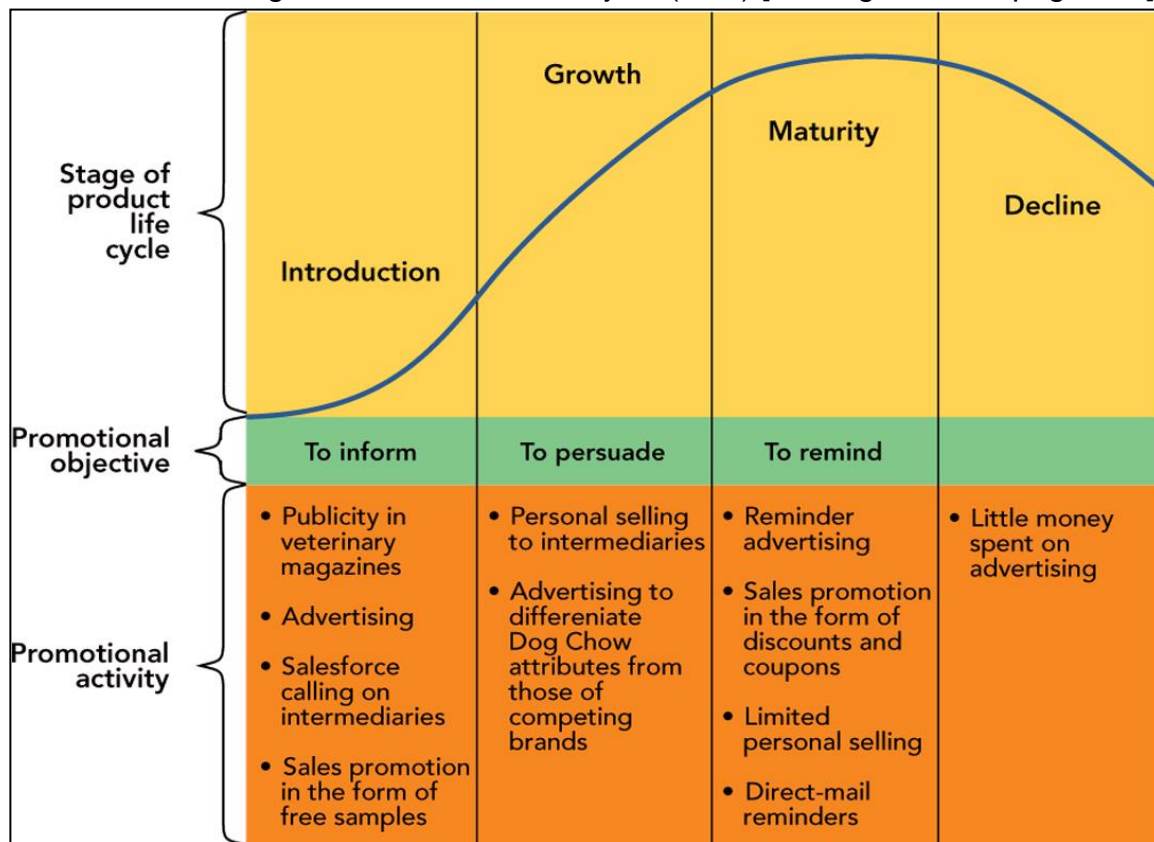
**VII. Developing the Promotion Mix**

- a. The \_\_\_\_\_ you have will influence the promotional mix.
  - i. A limited budget suggests \_\_\_\_\_
    - 1. Easier to measure effectiveness



- 2. Less cost than a major ad campaign
- ii. A sizable budget means you need to decide which tools are “best” for your situation
- b. **OBJECTIVES** will influence the mix:
  - i. Creating mass awareness for a breakfast cereal likely requires:
    - 1. Advertising
    - 2. Sales Promotions
    - 3. Publicity
  - ii. Educating consumers about a new mobile phone
    - 1. Moderate advertising
    - 2. Some sales promotion
    - 3. Significant personal selling
  - iii. Produce Immediate sales
    - 1. Advertising
    - 2. Sales Promotions
- c. Target Audience will influence the mix
  - i. Size?
    - 1. Bigger suggests \_\_\_\_\_ and \_\_\_\_\_ to reach masses
    - 2. More limited (for example industrial) suggests \_\_\_\_\_
  - ii. Geographic Distribution?
    - 1. Concentrated = Personal Selling
    - 2. Dispersed = Advertising

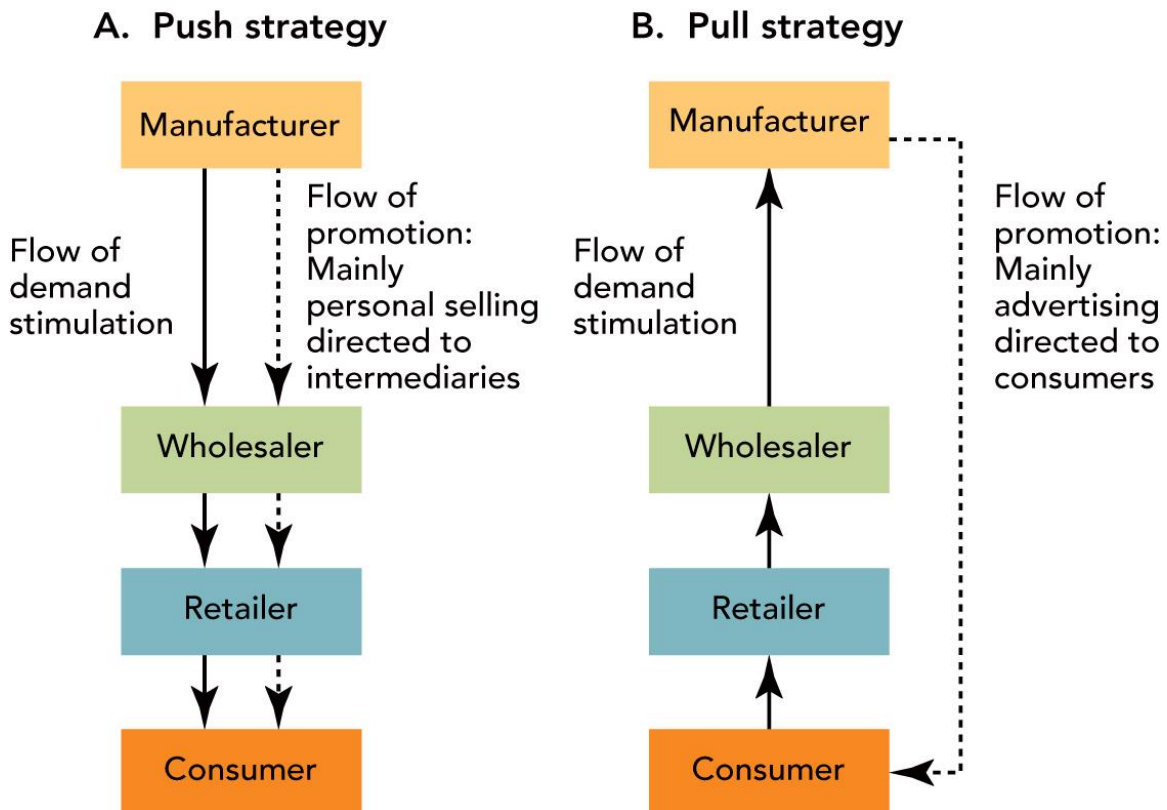
d. Stage of the Product Life Cycle (PLC) [see Figure 17-3, page 450]



e. The Product will influence the mix

- i. Industrial products tend to use personal selling, with support from ads and some sales promotions
- ii. Consumer products will vary depending on their complexity
  1. Durable goods tend to use \_\_\_\_\_
  2. Convenience goods tend to use \_\_\_\_\_ and \_\_\_\_\_
- iii. Both types use public relations
- iv. Seasonal products use advertising and sale promotion
- v. Higher priced products usually need personal selling because of the \_\_\_\_\_ consumers associate with the purchase

- f. Push and Pull Channel Strategies
  - i. A **pull strategy** involves directing the promotional mix at ultimate consumers to encourage them to ask the retailer for a product.
  - ii. A **push strategy** involves directing the promotional mix to channel members to gain their cooperation in ordering and stocking the product.



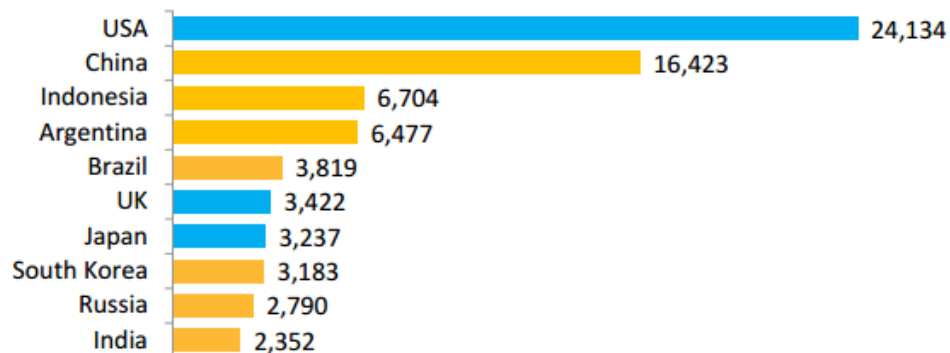
VIII. Developing an Integrated Marketing Communications Program

- a. Identify the Target Audience
- b. Specify the Promotion Objectives
  - i. The **hierarchy of effects** is the sequence of stages a prospective buyer goes through from initial awareness of a product to eventual action (either trial or adoption of the product).
    1. The stages include awareness, interest, evaluation, trial, and adoption.

- c. Set The Promotion Budget
  - i. Percentage of Sales Budgeting – allocate the budget as a percent of past sales or as a percent of forecasted sales
  - ii. Competitive Parity Budgeting – allocate funds based on the competition. Either by matching their actual promotion dollars or by setting your budget to be the same proportion of market share. So, also called:
    - 1.
    - 2.
  - iii. All-You-Can-Afford Budgeting – allocate as much as you can, once all other budget items are covered
  - iv. Objective and Task Budgeting allocate funds to promotion by:
    - 1. determining the promotion objectives;
    - 2. deciding on the tasks to accomplish these objectives; and
    - 3. determining the promotion cost of performing these tasks.

Forecast for leading advertising markets -The US is still the biggest contributor of new ad dollars to the global market. Between 2013 and 2016 we expect the US to contribute 26% of the \$94bn that will be added to global adspend. After the US, however, the biggest contributors are much younger and more dynamic. China comes second, accounting for 17% of additional ad dollars over this period, followed by Argentina and Indonesia, accounting for 7% each.

Top ten contributors to adspend growth 2013-2016 (US\$m)



Source: ZenithOptimedia

In 2014, total media ad spending in the US this year will see its largest increase in a decade, according to new figures from eMarketer.

On the strength of gains in mobile and TV advertising, total ad investments will jump 5.3% to reach \$180.12 billion, achieving 5% growth for the first time since 2004, when ad spending increased 6.7%.

Mobile will lead this year's rise in total media ad spending in the US.

Advertisers will spend 83.0% more on tablets and smartphones than they did in 2013.

By the end 2014, mobile will represent nearly 10% of all media ad spending, surpassing newspapers, magazines and radio for the first time to become the third-largest individual advertising venue, only trailing TV and desktops/laptops.

### US Total Media Ad Spending Share, by Media, 2012-2018

% of total

	2012	2013	2014	2015	2016	2017	2018
<b>TV</b>	<b>39.1%</b>	<b>38.8%</b>	<b>38.1%</b>	<b>37.3%</b>	<b>36.9%</b>	<b>36.2%</b>	<b>35.7%</b>
<b>Digital</b>	<b>22.3%</b>	<b>25.2%</b>	<b>28.2%</b>	<b>30.9%</b>	<b>33.2%</b>	<b>35.3%</b>	<b>37.3%</b>
—Mobile	2.6%	5.7%	9.8%	14.0%	18.7%	22.6%	26.4%
<b>Print</b>	<b>20.7%</b>	<b>19.0%</b>	<b>17.7%</b>	<b>16.5%</b>	<b>15.5%</b>	<b>14.7%</b>	<b>14.0%</b>
—Newspapers*	11.5%	10.2%	9.3%	8.6%	8.0%	7.5%	7.1%
—Magazines*	9.2%	8.8%	8.4%	7.9%	7.5%	7.2%	6.9%
<b>Radio**</b>	<b>9.3%</b>	<b>8.9%</b>	<b>8.6%</b>	<b>8.2%</b>	<b>7.8%</b>	<b>7.5%</b>	<b>7.1%</b>
<b>Outdoor</b>	<b>4.0%</b>	<b>4.1%</b>	<b>4.0%</b>	<b>3.9%</b>	<b>3.8%</b>	<b>3.7%</b>	<b>3.6%</b>
<b>Directories*</b>	<b>4.5%</b>	<b>4.0%</b>	<b>3.5%</b>	<b>3.1%</b>	<b>2.8%</b>	<b>2.5%</b>	<b>2.3%</b>

*Note: eMarketer benchmarks its US newspaper ad spending projections against the NAA and its US outdoor ad spending projections against the OAAA, for both of which the last full year measured was 2012; numbers may not add up to 100% due to rounding; \*print only; \*\*excludes off-air radio & digital*

*Source: eMarketer, June 2014*

174113

www.eMarketer.com

Source: <http://www.emarketer.com/Article/Total-US-Ad-Spending-See-Largest-Increase-Since-2004/1010982>

## 12 Companies That Spent The Most On Advertising

Rank	Company	2013 ad spend	% increase from 2012
1	Proctor & Gamble	\$5 billion	3.30%
2	Comcast	\$3.08 billion	3.10%
3	AT&T	\$2.91 billion	12.3%
4	Ford	\$2.56 billion	12.40%
5	Verizon	\$2.44 billion	2.40%
6	L'Oreal	\$2.34 billion	4.30%
7	American Express	\$2.19 billion	5.7%
8	General Motors	\$2.15 billion	2.70%
9	Toyota	\$2.09 billion	4.1%
10	Fiat Chrysler	\$1.97 billion	1.4%

Source: <http://www.businessinsider.com/12-biggest-advertising-spenders-in-2013-2014-6?op=1>

### d. How Much Should You Spend on IMC?

#### i. The Promotion-to-sales Ratio

$$\text{Promotion-to-Sales Ratio (\%)} = \left[ \frac{\text{Total Promotion Expenditures (\$)}}{\text{Total Sales (\$)}} \right] \times 100$$

1. Compare your ratio result to .....
2. The \_\_\_\_\_ the ratio the \_\_\_\_\_ you are doing  
\_\_\_\_\_
3. A \_\_\_\_\_ means that you are getting MORE bang (i.e., more sales) for your promotional bucks than is the competition!

## IX. Developing an Integrated Marketing Communications Program

- a. Select the appropriate mix of Advertising, Personal Selling, Sales Promotion, Public Relations, and Direct Marketing
- b. How you integrate these elements depends on what you're promoting, the expectations and preferences of your potential customers, general market conditions, and your promotional budget.
  - i. There is no \_\_\_\_\_

- c. Design and Schedule the Promotion
- d. Execute and Assess the Program

## **X. Simple Example Promotional Mix**

[http://www.esmalloffice.com/SBR\\_template.cfm?DocNumber=PL12\\_3600.htm#whatknow](http://www.esmalloffice.com/SBR_template.cfm?DocNumber=PL12_3600.htm#whatknow)

### **Company:**

“Pampered Pets Pet Sitting Service” -- Employees go into people's homes to feed pets, take them for walks, change litter boxes

### **Target Market:**

- People who work long hours and don't have enough time to take care of their pets
- People who are going on vacation and don't want to put their pets in a kennel and don't have anyone who could stay at their house
- Elderly people who are unable to care for their pets but want to keep them

### **Communication Objectives:**

We need to:

- introduce our service to the public
- create awareness of our service
- get people to use our service, not our competitor's
- get veterinarians to recommend our service
- have at least one veterinarian agree to treat our clients' pets on an emergency basis, a feature that competitors don't offer
- **Design Message Content:** “If you care about your pet's welfare when you aren't home, then you will use our services. It's so convenient and reasonably priced that you can't afford not to use our services.”
- **Format:** Fliers, brochure, ads in local newspapers and Yellow Pages

### **Promotional Tools:**

#### **Advertising**

Yellow Pages, local newspapers

#### **Sales Promotions**

Coupons that can be punched out 1 punch per day, after 20 punches, get one day free or at discounted rate

#### **Public Relations**

Not applicable at this time. As business grows, we plan to offer to contribute part of customers' payments to an animal shelter.

#### **Direct Marketing**

Fliers in mailboxes throughout local neighborhoods, to veterinarians, apartment complexes where elderly live, to pet shops. As business grows, we will send a newsletter to customers.

#### **Personal Selling**

To veterinarians, pet shop owners, travel agents, apartment/condominium management to refer people to our services. This only requires existing personnel time, no added budget cost incurred here.

**Promotion Budget:**

Five hundred brochures for display in pet shops and veterinarian offices will cost \$150. As business grows, we will expand to two-color pieces.

Fliers can also be created inexpensively. Two hundred fliers will cost \$20 to copy on colored paper (distribute in spring and summer).

Yellow Pages ad will be limited to an informational in-column listing, 1 inch for \$300 for the year in the local book. This book is sufficient.

Small ads in the local newspaper will cost \$300 for two placements.

Rolodex cards will cost \$160 for 500.

Five hundred punch-out cards will cost \$27.

**Total promotional budget: \$977**

**Promotional Mix:**

- Advertising 61% \$600
- Sales Promotions 3% \$27
- Public Relations 0% \$0
- Direct Marketing 36% \$350
- Personal Selling 0% \$0

**Measuring Results** It's now one year later and Pampered Pets is evaluating its promotional mix:

**Communication Objectives:**

- We successfully introduced our service to the target markets and have a steady base of customers.
- We have the support of several veterinarians and were able to form an emergency services agreement with two in the area.
- This year, we will expand into certain areas of the neighboring county while enlarging the current customer base.

**The New Plan Based on our Evaluation**

**Advertising:**

- **Yellow Pages:** Response is slow but steady. We will renew as is (\$350).
- **Local Newspapers:** Steady advertising will be put on hold as word-of-mouth referrals are fairly strong. We will place two small ads before the summer and Christmas holiday seasons (\$425).

**Sales Promotions: Punch-out Cards:** These have proven a success. This year we will add a special discount coupon to attract new customers and to thank customers for their referrals (one free day for every five referrals who become customers) to replace last year's 21st day free program. (\$55)

**Public Relations:** When a pet we cared for died, a small donation was sent to the local branch of the ASPCA. The owners were touched and sent a thank-you note. They also told their friends, which resulted in more referrals. We will continue to do this and also send cards when client's pets have surgery. During the holidays, food and supplies were donated to the ASPCA, and our picture was in the newspaper, which generated more referrals for the holiday season (\$100).

**Direct Marketing:** The fliers were successful, so we will continue to use them and increase the number of mailings from two to four. The Rolodex cards and



letters were successful; but because we ordered such a large quantity last year, we don't need to order more. We also have brochures left from last year, so we don't need more. We plan to launch a newsletter on our Web site in six months (\$180).

**Personal Selling:** no added cost

**Total Budget: \$1,110**

## **XI. Direct Marketing:**

- a. Direct marketing is a promotion alternative that uses direct communication with consumers to generate a response in the form of an order, a request for further information, or a visit to a retail outlet.
  - i. The a key element of this approach is the call for a \_\_\_\_\_(or a “ \_\_\_\_\_”) that is trackable and \_\_\_\_\_.
- b. According to Direct Marketing News, in 2014 there was huge growth (\_\_\_\_%) in display advertising (including desktop and mobile), as well as significant growth in mobile ads (\_\_\_\_%, excluding mobile display and mobile search) and search (17%, inclusive of desktop and mobile). Social, not surprisingly, was also a star, with \_\_\_\_\_% growth.
  - i. “But the big surprise was \_\_\_\_\_. It had a much better year than we expected.”
  - ii. Indeed, direct mail spending grew \_\_\_\_\_%.
- c. In 2015 the prediction for direct mail is that costs will \_\_\_\_\_ and there is a projected 1% growth to come from volume increases “for the first time in a long time

d. Direct Marketing Response Rates

	Average Response Rate	Cost Per Thousand	Revenue Per Thousand	Cost Per Order	Average Order Value	Promo Cost Percent
Direct Mail	2.15%	\$428	\$ 4,157	\$ 19.90	\$ 256	10.3%
Catalogs	2.24%	\$633	\$ 2,358	\$ 28.27	\$ 105	26.8%
Email	0.48%	\$19	\$ 408	\$ 3.88	\$ 85	4.7%
Telephone	2.53%	\$1,107	\$ 5,742	\$ 43.70	\$ 244	19.3%
Inserts	0.11%	\$29	\$ 171	\$ 26.62	\$ 155	17.0%
Newspaper/Magazine	0.13%	\$32	\$ 586	\$ 25.18	\$ 462	5.5%

source:

[http://www.opubco.com/direct/pdf/TheDMA\\_ResponseRateTrends2007.pdf](http://www.opubco.com/direct/pdf/TheDMA_ResponseRateTrends2007.pdf)

i. A 2014 Update:

ii. Direct Marketing Response Rates –Take-aways

1. Direct Media’s Average Promotional Cost is less than 27%
2. \_\_\_\_\_ marketing provides significant profits for many marketers, despite it low response rates.

iii. Direct Marketing can result in:

1. \_\_\_\_\_ Orders (“direct orders”)
2. \_\_\_\_\_
  - a. Email is the “winner” for lead generation. It produces the highest response rate at a fraction of the cost.
  - b. Inserts and direct mail have the lowest rate of conversion of leads to sales.
3. Traffic Generation
  - a. \_\_\_\_\_ is best at generating traffic/calls.

## Examples

**The Power of Direct Marketing** ROI, Sales, Expenditures, and Employment in the US – A report

<http://imis.the-dma.org/bookstore/ProductSingle.cfm?p=0D45037E%7C75943730B0BB873E01E634F5822EE985>

For those who want to know more:

[David Ogilvy](#), was born in England, and in 1948 founded an agency in New York that led the world of advertising with his scientific research on the market and consumers, says in a forceful way:

“In the advertising community today, there are two worlds; the Direct Response Advertising (the Direct Marketing), and the world of General Advertising. These two worlds are on a collision course. The general advertisers and their agencies know almost nothing for sure. **In Direct Response Advertising, I see knowledge and reality. In General Advertising, I see ignorance**“.

<http://www.youtube.com/watch?v=Br2KSsaTzUc>

and The Direct Marketing Association

<http://www.the-dma.org/>

## Chapter 18 Advertising, Sales Promotion, and Public Relations

### I. Advertising

- a) Advertising is any paid form of nonpersonal communication about an organization, good, service, or idea by an identified sponsor.

### II. Product Advertisements

- a) used to promote a product or service's uses, features, and/or benefits.

- b) \_\_\_\_\_ (or Informational) Advertising

- i) Used in the \_\_\_\_\_ of the PLC

- ii) "Informs" the target market about:

- (1) The existence of a new brand
    - (2) What it is
    - (3) What it does
    - (4) Where it can be found

- iii) Examples

- c) \_\_\_\_\_ (or persuasive advertising)

- i) Points out a brand's special features, advantages, and benefits relative to competing brands

- (1) Example

- ii) \_\_\_\_\_ Advertising is a common form of competitive advertising.

- (1) The ad shows a brand's strengths relative to another brand.

- (a) e.g., the MAC vs. PC ads

- (b) Or the Coke vs. Pepsi battle

- (c) Pepsi vs. Coke Example

- d) \_\_\_\_\_ Advertising
  - i) Used to remind consumers about an established brand's uses, characteristics, benefits
  - ii) Common in the \_\_\_\_\_ stage of the PLC
- e) \_\_\_\_\_ Advertising
  - i) Consumers often have " \_\_\_\_\_ " about their purchases or "post-purchase dissonance"
  - ii) This advertising assures them they have made the right choice and tells them how get the most satisfaction from it
  - iii) Example Britney Spears – Pepsi Now and Then

### III. \_\_\_\_\_ Advertisements

- a) Advocacy
- b) Pioneering Institutional
- c) Competitive Institutional
- d) Reminder Institutional
  - i) Example

### IV. Developing the Advertising Program

- a) Identifying the Target Audience
  - i) To communicate effectively, we must have overlapping \_\_\_\_\_ with the target audience
  - ii) To be SURE we understand the audience, we must know who they are and what their values, attitudes, beliefs, and lifestyles are.
  - iii) SO, understanding the consumer is \_\_\_\_\_ to developing a successful ad program

- b) Specifying Advertising Objectives
  - i) Two main schools of thought:
    - (1) The Sales School
      - (a) The objective of advertising is to sell products or services. SO, the objective is to prompt direct action.
    - (2) The Communications School
      - (a) There are other objectives for advertising, including enhancing the image or reputation of a product or organization.
      - (b) General Advertising Objectives from the Communications School
        - (i) To encourage information search
        - (ii) To relate product benefits to consumer's needs
        - (iii) To encourage recall of past satisfaction
        - (iv) To modify attitudes
        - (v) To reinforce attitudes
- c) Setting the Advertising Budget
  - i) Percentage of Sales Budgeting
  - ii) Competitive Parity Budgeting
    - (1) Matching Competitors
    - (2) Share of Market
  - iii) All-You-Can-Afford Budgeting
  - iv) Objective and Task Budgeting
- d) Designing the Advertisement
  - i) Elements must get target's audience's attention
    - (1)
    - (2)
    - (3) Be \_\_\_\_\_ with brand image, objectives, and target audience
  - ii) Types of Appeals
    - (1) Fear
    - (2) Sex
    - (3) Humor
    - (4) Examples

e) Create the Actual Message

i) General Message Factors

- (1) Characteristics of the Target Audience
- (2) Type of Media Used
- (3) Product Factors
  - (a) How complex?
  - (b) How familiar to target audience?
- (4) Overall Promotion/Advertising Objectives
  - (a) Inform? Persuade? Remind?

ii) Message Structure

- (1) The Appeal –The underlying idea that captures the attention of a message receiver
  - (a) Emotional, Fear, humorous, sexual
- (2) The Value Proposition
  - (a) The reason for customers to be interested in the product
  - (b) Often an emphasis on the benefits obtained

V. Selecting the Right Media

a) Television

i) Advantages

- (1) Combines sight, sound, and motion
- (2) So, it appeals to multiple senses
- (3) It offers mass audience coverage
- (4) It has the potential of grabbing viewers' attention

ii) Disadvantages

- (1) It is not very selective (wasted coverage)
- (2) The impressions are fleeting
- (3) It has a short life (viewed and then gone)
- (4) Its overall cost is high

b) Radio

i) Advantages

- (1) It is widely used (over 25 million radios are sold annually)
- (2) Low cost (per unit of time)
- (3) Geographic flexibility
- (4) There is audience selectivity via station format

Audio Information from “berk marketing”:

ii) Disadvantages

- (1) Audio only
- (2) Less attention than TV
- (3) Nonstandardized rate structure
- (4) Message has a short life

c) Magazines

i) Advantages

- (1) High Geographic and Demographic Selectivity
- (2) Has the psychology of attention
- (3) Excellent quality of reproduction
- (4) Pass-along readership

ii) Disadvantages

- (1) Long lead time (6 to 8 weeks before publication)
- (2) Some waste circulation
- (3) No guarantee of position in the magazine (unless a premium is paid)

d) Newspapers

i) Advantages

- (1) Flexible and Timely
- (2) Intense coverage of local markets
- (3) Broadly accepted and used



- (4) High believability (printed word)
- ii) Disadvantages
  - (1) Short life
  - (2) It is often read quickly
  - (3) Not much “pass along” audience
- e) Yellow Pages
  - i) Advantages
    - (1) Excellent geographic coverage
    - (2) Long use period
    - (3) Always available
  - ii) Disadvantages
    - (1) Many other directories compete for attention
    - (2) Hard to keep up to date
- f) Internet
  - i) Advantages
    - (1) Interactive
    - (2) Low cost per exposure
    - (3) Ads can be targeted to interest sections
    - (4) Timely
    - (5) High information content possible
    - (6) Positive attitudes as a new medium
  - ii) Disadvantages
    - (1) Does not “grab” attention
    - (2) Short message life
    - (3) Reader selects exposure
    - (4) May be viewed as intrusive
    - (5) Affected by download speeds
- g) Outdoor
  - i) Advantages
    - (1) Flexible
    - (2) Relative absence of competing ads
    - (3) Repeat exposure

(4) Relatively inexpensive

ii) Disadvantages

- (1) Creative Limitations
- (2) Many distractions for viewers
- (3) Not in favor with some environmentalists
- (4) No audience selectivity
  - Examples

h) Direct Mail

i) Advantages

- (1) Audience Selectivity
- (2) Flexible
- (3) No competition from another ad
- (4) Personalized

ii) Disadvantages

- (1) Relatively high cost
- (2) Consumer attention – often it just gets tossed out!

MEDIUM	ADVANTAGES	DISADVANTAGES
Television	Reaches extremely large audience; uses picture, print, sound, and motion for effect; can target specific audiences	High cost to prepare and run ads; short exposure time and perishable message; difficult to convey complex information
Radio	Low cost; can target specific local audiences; ads can be placed quickly; can use sound, humor, and intimacy effectively	No visual element; short exposure time and perishable message; difficult to convey complex information
Magazines	Can target specific audiences; high-quality color; long life of ad; ads can be clipped and saved; can convey complex information	Long time needed to place ad; relatively high cost; competes for attention with other magazine features
Newspapers	Excellent coverage of local markets; ads can be placed and changed quickly; ads can be saved; quick consumer response; low cost	Ads compete for attention with other newspaper features; short life span; poor color
Yellow Pages	Excellent coverage of geographic segments; long use period; available 24 hours/365 days	Proliferation of competitive directories in many markets; difficult to keep up-to-date
Internet	Video and audio capabilities; animation can capture attention; ads can be interactive and link to advertiser	Animation and interactivity require large files and more time to load; effectiveness is still uncertain
Outdoor	Low cost; local market focus; high visibility; opportunity for repeat exposures	Message must be short and simple; low selectivity of audience; criticized as a traffic hazard
Direct mail	High selectivity of audience; can contain complex information and personalized messages; high-quality graphics	High cost per contact; poor image (junk mail)

## VI. Scheduling the Advertising

### a) Factors to Consider

#### i) What is your objective?

(1) Reach 60% of our target audience during the next 6 months with the message KSU is listed in the Best Business Schools by The Princeton Review?

(a) Disperse ads in various media over the months

(2) H&R Block's ads on electronic tax filing?

(a) 3 months prior to deadline, building frequency

(3) Pizza Hut?

(a) Weekly newspaper ads

(b) Local cable ads and inserts during special promotions

And book factors of buyer turnover, purchase frequency, and forgetting

### b) Approaches

#### i) Continuous (steady) Schedule

(1) Ads run the \_\_\_\_\_. The advertisements under this type run at regular and fixed intervals. The main advantage here is reminding about your products to the customers continuously. A good option for the products or services which don't depend on \_\_\_\_\_ for advertisements.

#### ii) Flighting (intermittent) Schedule

(1) Advertisements run for \_\_\_\_\_ periods of time and then there are no ads at all. The ads are in concentrated forms. The biggest advantage here is there is less waste of funds as the ads run only at the peak time when the product demand is \_\_\_\_\_.

#### iii) Pulse (burst) Schedule

(1) A combination of both continuous and flighting scheduling. Here, ads run whole year round heavy advertisements are run (burst) at the \_\_\_\_\_ (high demand, new product introduction, etc.)

## VII. Executing the Advertising Program

### a) Pretesting the Advertising

b) Before running an ad, it would be good to pretest it to understand:

i) The ad's \_\_\_\_\_

ii) The \_\_\_\_\_ obtained by the viewer of the brand and the product

iii) The \_\_\_\_\_ associations triggered by viewing the ad

iv) Whether the viewer understands the \_\_\_\_\_

- b. Pretest Techniques
  - i. Textbook techniques (portfolio, jury, and theatre tests),
  - ii. Other, such as Eye Tracking
 (e.g., [http://www.konzept-und-markt.com/Docs/ad\\_score\\_EN.pdf](http://www.konzept-und-markt.com/Docs/ad_score_EN.pdf))
  
- (1) Can provide:
  - (a) Recall analysis
  - (b) Spontaneous brand and product recall
  - (c) Recall for our ad (unprompted and prompted)
  - (d) Likes and dislikes for the ad
  - (e) Impact on the brand image
- (2) Comparisons to “ideal ad” on:
  - (a) Perceptions
  - (b) Emotional attachment
  - (c) Cognitive performance
  - (d) Persuasiveness
  
- (3) And allow us to \_\_\_\_\_ the ad before it runs
  
- c. Structures of advertising agencies used to Carry Out the Advertising Program

TYPE OF AGENCY	SERVICES PROVIDED
Full-service agency	Does research, selects media, develops copy, and produces artwork; also coordinates integrated campaigns with all marketing efforts
Limited-service (specialty) agency	Specializes in one aspect of creative process; usually provides creative production work; buys previously unpurchased media space
In-house agency	Provides range of services, depending on company needs

### VIII. Post testing the Advertising

- a. Post testing measures how \_\_\_\_\_
- i) Conditions of exposure and purchase are
- ii) This makes post testing more accurate, less difficult and less expensive than pretesting (which asks a narrower range of questions).
- b. Post testing is capable of answering a broad range of questions:
  - i. "Does the advertising have attention getting power? Did people notice it or ignore it?"

- ii. "Will it get the name across?" (Most pretesting does not answer either of these.)
- iii. "Did the campaign as a whole work? Was there synergy between the elements?"
- iv. "What were the strong spots and the weak spots in the campaign?"
- v. "Was it cost efficient? How many were reached and affected per dollar invested?"
- vi. "What was the most cost efficient? TV, radio, print, web advertising, store displays?"
- vii. "What happened when the competition started their big campaign?"
- viii. "What approaches usually work best in this market?"
- ix. "In the future, what should we do more of? What should we avoid?"

### IX. Sales Promotions

- a) Sales promotions are short-term inducements of value, offered to arouse interest in buying a good or service.
  - i) They are offered to both end users and intermediaries.
- b) Sales promotions can be used to achieve many objectives for both the ultimate consumer and for channel members
- c) Consumer-oriented Sales Promotions

KIND OF SALES PROMOTION	OBJECTIVES	ADVANTAGES	DISADVANTAGES
Coupons	Stimulate demand	Encourage retailer support	Consumers delay purchases
Deals	Increase trial; retaliate against competitor's actions	Reduce consumer risk	Consumers delay purchases; reduce perceived product value
Premiums	Build goodwill	Consumers like free or reduced-price merchandise	Consumers buy for premium, not product
Contests	Increase consumer purchases; build business inventory	Encourage consumer involvement with product	Require creative or analytical thinking
Sweepstakes	Encourage present customers to buy more; minimize brand switching	Get customer to use product and store more often	Sales drop after sweepstakes
Samples	Encourage new product trial	Low risk for consumer	High cost for company
Loyalty programs	Encourage repeat purchases	Help create loyalty	High cost for company
Point-of-purchase displays	Increase product trial; provide in-store support for other promotions	Provide good product visibility	Hard to get retailer to allocate high-traffic space
Rebates	Encourage customers to purchase; stop sales decline	Effective at stimulating demand	Easily copied; steal sales from future; reduce perceived product value
Product placement	Introduce new products; demonstrate product use	Positive message in a noncommercial setting	Little control over presentation of product

- d) Trade-Oriented Sales Promotion
  - i) Allowances and Discounts
    - (1) Merchandise Allowance
    - (2) Case Allowance
    - (3) Finance Allowance
  - ii) Cooperative Advertising
  - iii) Training of the Distributor's Salesforce

X. Public Relations

- a) Public Relations --a form of communication management that seeks to influence the feelings, opinions, or beliefs held by customers, prospective customers, stockholders, suppliers, employees, and other publics about a company and its products or services.
- b) Publicity Tools
  - i) News Releases
  - ii) News Conferences
  - iii) Public Service Announcements (PSAs)

XI. Top Slogans of the 2000's

- a) Betcha can't eat just one
- b) It's everywhere you want to be
- c) Finger lickin' good
- d) Because I'm worth it
- e) Have it your way
- f) Breakfast of Champions
- g) Taste the Rainbow
- h) Be all you can be
- i) Think outside the bun
- j) M'm M'm good!
- k) Just do it
- l) The world's online market place
- m) And, of course..... Excellence in

For those who want to know more: MKTG 45045 - ADVERTISING AND PROMOTION

## Chapter 19

### Using Social Media to Connect with Consumers

#### I. Social Media and Customer Service (example)

#### II. What are Social Media?

a) Social media are technologies and platforms that enable

b) Social media include:

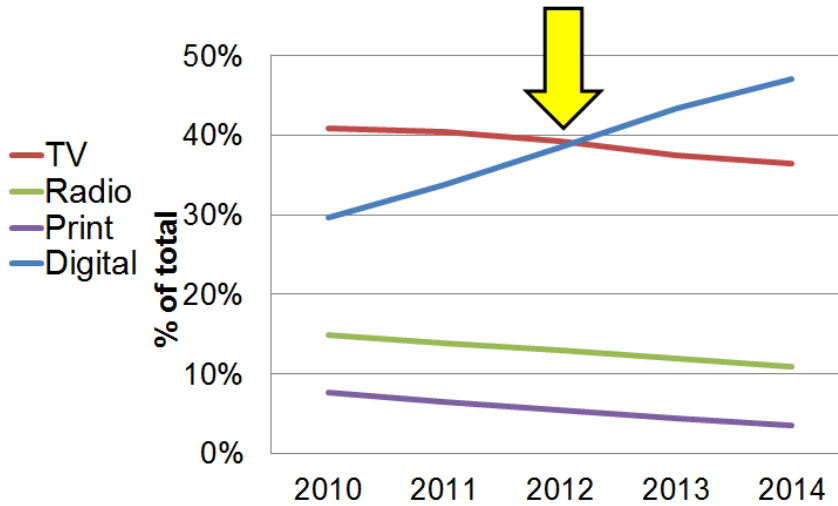
- \_\_\_\_\_ such as Facebook, LinkedIn, and Twitter.
- \_\_\_\_\_ such as The Huffington Post and Wikipedia.
- \_\_\_\_\_ such Flickr and YouTube.

## Social Media Landscape





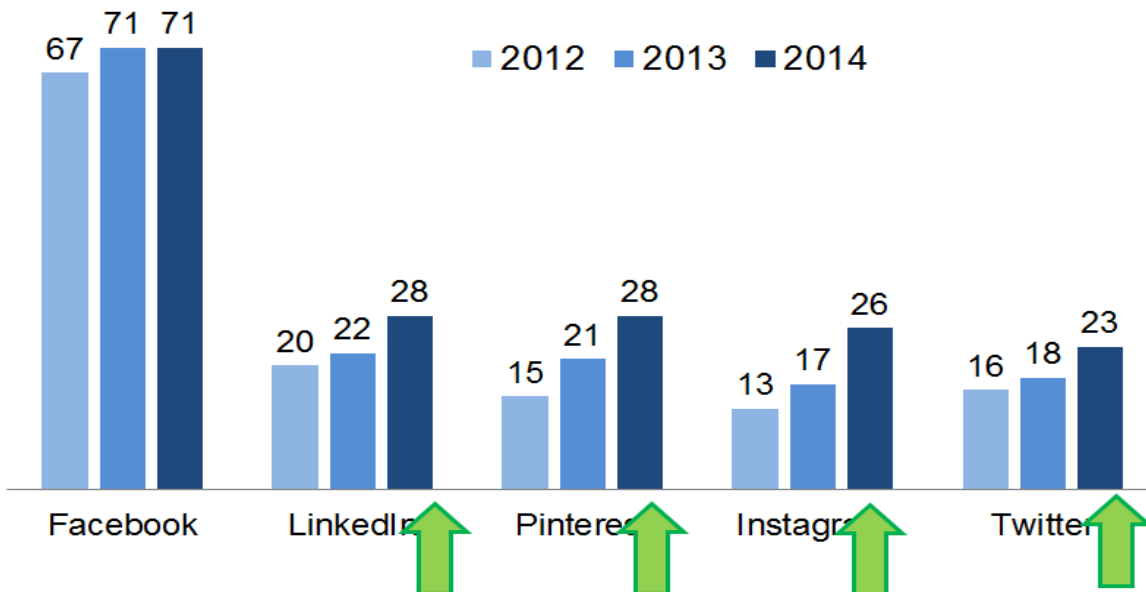
## Share of Time Spent per Day with Major Media by US Adults, 2010-2014



Note: ages 18+; time spent with each medium includes all time spent with that medium, regardless of multitasking; for example, 1 hour of TV and 1 hour for online; Source: [eMarketer](#), April 2014

## Social Media Sites, 2012-2014

% of online adults who use the following social media websites



Source: Pew Research Center's Internet Project Surveys, 2012-2014; N= 1,597 internet users ages 18+



- c) Growing Importance of Social Media for Marketing:
- i) Consumers are shifting their attention away from passive consumption of traditional media and spending an increased amount of time on \_\_\_\_\_ (Nielsen, 2012).
  - ii) Brands are capitalizing on this shift by focusing their efforts on building an online fan base and seeking \_\_\_\_\_ from these fans.
  - iii) Amplification of brand-related content allows brands to not only reach their fans, but also the friends of their fans.
  - iv) Brands on Facebook have significantly increased their audience by as much as 81 times the number of their direct followers (Lipsman et al., 2012).

### III. What is Social Media Marketing (SMM)?

- a) Social media marketing is the process of marketing through social media sites like Twitter, Facebook and YouTube.
  - social media marketing is able to \_\_\_\_\_ on a much more personalized and dynamic level than through traditional marketing.
  - One goal of SMM is to produce content that users will \_\_\_\_\_ with their social network to help a company increase brand exposure and broaden customer reach.
- b) A social media marketing strategy can be as \_\_\_\_\_ as having a company blog, a Twitter account, or attaching "Digg This" and "Tweet This" tags to the end of articles. It can also be as \_\_\_\_\_ as having a full campaign that encompasses blogs, Twitter, social networking, and viral videos through YouTube.
- c) Social Media Marketing:

- Gets direct \_\_\_\_\_.
- Makes the company personable.
- Allows consumers to ask questions or voice \_\_\_\_\_ and feel they are being heard.
- This is a key in “Social customer relationship management” (social CRM).
- Attracts attention and encourages readers to share it across their social networks.
- The resulting electronic word of mouth creates “buzz,” and can even “go viral!”

#### IV. How is Social Media Marketing Different from Traditional Marketing?



##### Traditional media

- TV and radio,
- print advertising: magazines, newspapers, and
- direct marketing, including mass mailing

are “\_\_\_\_\_”  
 \_\_\_\_\_ the marketer to  
 the consumer



##### Social media

- blogs,
- search engine optimization, and
- social networks

attempt to attract social network users to the marketer’s website by providing \_\_\_\_\_.

Create a \_\_\_\_\_

## Traditional media



## Social media



[http://www.mediabistro.com/alltwitter/social-vs-traditional-media-marketing\\_b25389](http://www.mediabistro.com/alltwitter/social-vs-traditional-media-marketing_b25389)

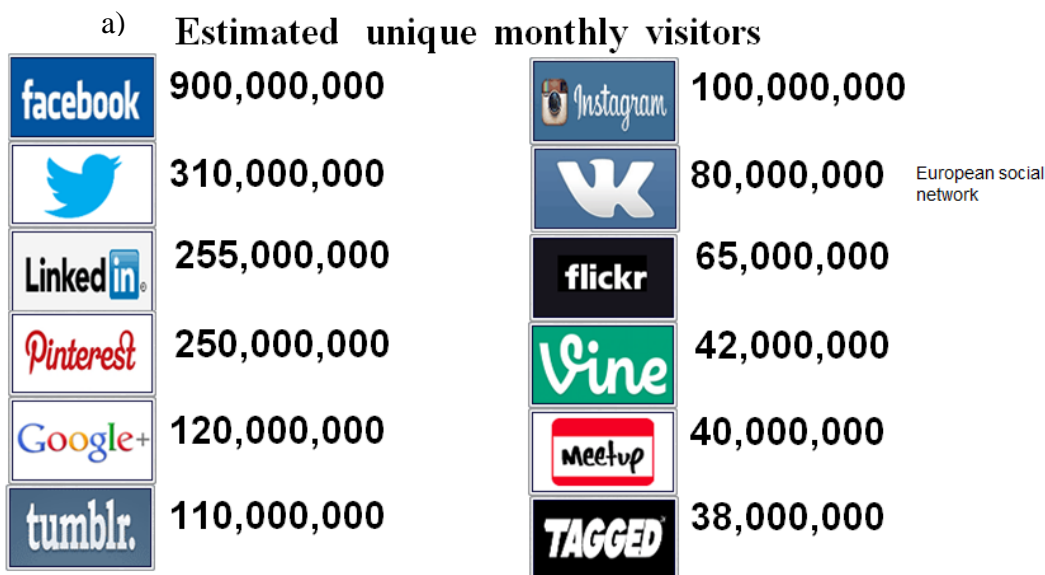
- a) The advantages of social media:
- It's \_\_\_\_\_. A lot \_\_\_\_\_. You can reach 1,000 people for a fraction of the cost using social media than you can through television, billboards or even email.
  - Social media is the only marketing platform that allows you to \_\_\_\_\_ with your consumers – it's a two-way relationship, which can be hugely lucrative for brands
  - The results are measurable, and marketers can take \_\_\_\_\_ to spot trends and re-align campaigns
- b) BUT:
- Social media campaigns can be \_\_\_\_\_.
  - The impact can disseminate very quickly, whereas traditional marketing campaigns, certainly in television, can produce short term results that have greater tangibility.

## V. Types of Social Media

- a) \_\_\_\_\_ - Services that allow you to connect with other people of similar interests and background. Usually they consist of a profile, various ways to interact with other users, ability to setup groups, etc. The most popular are *Facebook*, *LinkedIn*, and *Google+*.

- b) \_\_\_\_\_ - Services that allow you to save, organize and manage *links* to various websites and resources around the internet. Most allow you to “tag” your links to make them easy to search and share. The most popular are *Delicious* and *StumbleUpon*.
- c) \_\_\_\_\_ - Services that allow people to post various news items or links to outside articles and then allows users to “vote” on the items. The voting is the *core* social aspect as the items that get the most votes are displayed the most prominently. The community decides which news items get seen by more people. The most popular are *Digg* and *Reddit*.
- d) \_\_\_\_\_ - Services that allow you to upload and share various media such as pictures and video. Most services have additional social features such as profiles, commenting, etc. The most popular are *YouTube*, *Pinterest*, and *Flickr*.
- e) \_\_\_\_\_ - Services that focus on short updates that are pushed out to anyone subscribed to receive the updates. The most popular is *Twitter*.
- f) Blog Comments and Forums - Online forums allow members to hold conversations by posting messages. Blog comments are similar except they are attached to blogs and usually the discussion centers around the topic of the blog post. There are MANY popular blogs and forums.

VI. 12 Most Popular Social Networking Sites



<http://www.ebizmba.com/articles/social-networking-websites> UPDATED WEEKLY

b) What “platform” should you be on?

-What are the social media habits of your \_\_\_\_\_?

- What are your brand's \_\_\_\_\_?
- What presences have you already established?

## VII. A Look at a “Social Media Powerhouse”

- a) Oreo is one of the best companies in the world in terms of \_\_\_\_\_ .
  - i. With a new Oreo campaign called “\_\_\_\_\_” underway, marketers are watching to see if the cookie company can continue its recent string of successes.
- b) One of the cornerstones of Oreo’s 100-year anniversary campaign was the Oreo Daily Twist initiative. Each day for 100 days, Oreo released a cookie image that often played off daily news events.
  - i. The promotion led to a very impressive \_\_\_\_\_ in Facebook shares for Oreo.

### VIDEO Example:

- Get attention by imagining \_\_\_\_\_ culture through the eyes of Oreo.
  - Translated each piece into \_\_\_\_\_ social content.
  - They created a platform for \_\_\_\_\_.
- c) Another big win for Oreo in social media came in the form of the Oreo Blackout Tweet, which capitalized on the temporary blackout at Super Bowl XLVII (2013) with a clever social media post. Oreo’s well-timed response resulted in 525 million earned media impressions for the brand, and wildly expanded its visibility in the social media landscape.
  - d) With audience attention high, Oreo followed the Blackout Tweet by asking fans to pick their favorite part of an Oreo cookie and make their opinion known via an **Instagram post** — complete with the hashtag #cookiethis or #cremethis. The promotion drew more than 46,000 submissions, and within three days, Oreo had used those submissions to inspire 148 sculptures that were photographed and posted on Instagram to further extend the campaign. Oreo’s efforts have produced results: before the Oreo Blackout Tweet, the company’s Instagram followers numbered 2,200; now, that number has grown to more than 85,000.

## VIII. Key Digital Strategies

- a) You need KNOW WHERE YOUR target audience is, and \_\_\_\_\_!
- b) You need to be Credible and Believable or consumers will not \_\_\_\_\_ your message!
- c) Have an Idea to Engage Consumers which will \_\_\_\_\_.
  - i. And create places where users can interact with information that interests them. e.g., A Custom Microsite / Facebook App / Brand Site
- d) Believability + Engagement = \_\_\_\_\_!!
- e) To benefit, brands must:
  - i. Acknowledge that consumers are \_\_\_\_\_.
  - ii. Be found where consumers are looking ... they \_\_\_\_\_.
  - iii. Have conversations ... not \_\_\_\_\_.
  - iv. Engage consumers in what interest them.

## VII. How Social Media Can Generate Sales

- a) Customer \_\_\_\_\_
  - i. By offering your customers the ability to connect with you and with each other, you can turn your target market into a community.
  - ii. The sense of belonging to a community can increase their brand loyalty.
- b) \_\_\_\_\_ & \_\_\_\_\_
  - i. Just as you can find out about a friend's interests and likes on Facebook, your customers' network of others will know that they trust you and are a loyal customer.
  - ii. So, the next time someone in their network is looking for a product/service you sell, they'll remember your brand and be more likely to buy from you.
- c) \_\_\_\_\_ & User Generated Content
  - i. Social media can help you develop powerful, compelling content that resonates with your customers through user generated content (UGC).
  - ii. When you open up your products to user reviews, you send send a message that you have nothing to hide/fear, and that helps a consumer trust your brand more. By giving consumers access to independent third-party feedback, you're helping them make a

better purchasing decision, and when a consumer is more comfortable, they are more likely to buy.

- d) SEO & \_\_\_\_\_
- i. A side-effect of opening up your products to community activity and UGC is that you increase your chance of rankings on all kinds of medium- to long-tail keywords.
  - ii. That means that you increase your chances of reaching out to targeted users who have already made the decision to buy (i.e. are actively searching for products/services).
- e) Drive \_\_\_\_\_
- i. Social media can drive traffic to your brick & mortar point-of-sale (POS).
  - ii. The web has gone mobile and so has social networking. More and more of what users are doing are location-based, and that means that you can reach out to potential customers who are, quite literally, just around the corner.
  - iii. The social network Foursquare allows users to “check-in” to physical locations (such as a cafe) through their mobile phones. Their personal network is then updated about their physical location. And when we see that someone we trust frequents a certain POS, we’re curious to check it out, too.

## VIII. Measuring the Results of Social Media Campaigns

- a) Translating Traditional ROI Metrics -- Brand marketers typically calculate “return based on investment” and what it brings to the bottom line. Social media campaigns require assessing different metrics:
- i. **Return on engagement:** The duration of time spent either in conversation or interacting with social objects, and in turn, what transpired that's worthy of measurement.
  - ii. **Return on participation:** The metric tied to measuring and valuing the time spent participating in social media through conversations or the creation of social objects.
  - iii. **Return on involvement:** Similar to participation, these are touch points for documenting states of interaction and tie in metrics and potential return of each.
  - iv. **Return on attention:** In the attention economy, we assess the means to seize attention, hold it, and measure the response.
  - v. **Return on trust:** A variant on measuring customer loyalty and the likelihood for referrals, a trust barometer establishes the state of trust earned in social media engagement and the prospect of generating advocacy and how it impacts future business.

## b) 5 Phases of Social Media Measurement



<http://www.clickz.com/clickz/column/2134500/measure-social-media-results-suite>

Video: The need for “smart” analytics

## XII. Dangers of Social Media and Internet Marketing

### a) Cyber-Security

Clearly, marketing organizations must be aware of these issues and diligently work to \_\_\_\_\_!

### b) Inappropriate/Accidental Postings!

Video example Dangers of Social Media and Internet Marketing:

For those who want to know more: MKTG 35056 -- SOCIAL MEDIA MARKETING



## Chapter 20 -- Personal Selling and Sales Management

### I. Scope And Significance Of Personal Selling And Sales Management

a. Personal selling is

- A \_\_\_\_\_ method
- in which one party (the salesperson)
- uses skills and techniques for building personal relationships with another party (those involved in a purchase decision)
- that results in \_\_\_\_\_.

b. Personal selling is the two-way flow of communication between a buyer and seller, often in a face-to-face encounter, designed to influence a person's or group's purchase decision.

c. In the U.S. alone, the U.S. Department of Labor estimates that over 13 million of the overall labor force are directly involved in selling and sales-related positions. [[http://www.bls.gov/oes/current/oes\\_nat.htm#41-0000](http://www.bls.gov/oes/current/oes_nat.htm#41-0000)]

- Examples

#### 1. All Sales

Employment ALL types of sales	Annual Wage (Mean)	75%	90%
14,068,190	_____	\$43,540	\$74,430

#### 2. Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products

Employment	Annual Wage (Mean)	75%	90%
352,830	_____	\$106,260	\$145,730

### 3. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products

Employment ALL types of sales	Annual Wage (Mean)	75%	90%
1,403,770	_____	\$78,460	\$113,810

- d. **Sales management** consists of planning the selling program and implementing and controlling the personal selling effort of the firm.
- e. Salespeople create customer value
- f. Identify Customers' Problems and Creative Solutions to them
- g. Assist the Customer with the Buying Process
- h. Provided follow-up after the sale is made
- i. Build long term customer relations
- \_\_\_\_\_ is the practice of building ties to customers based on a salesperson's attention and commitment to customer needs over time.
  - \_\_\_\_\_ (*or enterprise selling*) occurs when salespeople work with customers to combine their expertise and resources to create customized solutions, commit to joint planning, and share customer, competitive, and company information for their mutual benefit, and ultimately provide value for the customer.
- j. Major types of Sales Roles
- i. Order Takers
1. Primarily assist customers with a purchase
  2. The greatest number of people engaged in selling
  3. Compensation for order takers is generally lower
    - a. Retail Clerks
    - b. Industrial Distributor Clerks
    - c. Some Customer Service
- ii. Order Getters
1. a position in which the salesperson is actively engaged in using skills to obtain orders from customers.
  2. New Business Development

- a. Highly \_\_\_\_\_
  - b. Potentially \_\_\_\_\_ sales position
  - c. Main objective is to find \_\_\_\_\_.
  - d. Sales jobs in this category are often in fields that are very competitive, but offer high rewards for those that are successful.
3. Business Equipment Sales
    - a. Used in industries where a company's main profits come from the sale of supplies and services that come after an initial equipment purchase
    - b. The goal is to get buyers to purchase the main piece of equipment for which supplies and service are needed in order for the equipment to function.
      - Done right by Xerox
  4. Outgoing Telemarketing –
    - a. Product sales over the phone, either to businesses or consumers.
    - b. US laws restrict unsolicited phone selling to consumers
    - c. The practice is still widely used in the business market.
  5. Consumer Selling -- Some companies use salespeople to build new consumer business. These include:
    - a. retailers selling certain high priced consumer products including furniture, electronics and clothing;
    - b. housing products including real estate, security services, building replacement products (e.g., windows);
    - c. and in-home product sellers including those selling door-to-door and products sold at "home party" events such as cosmetics, kitchenware and decorative products.
  6. Account Management
    - a. building customer relationships from initial sale to follow-up account servicing
    - b. Business-to-Business Selling
      - These salespeople sell products for business use with an emphasis on follow-up sales
      - May have many different items available for sale (i.e., broad and/or deep product line)

- After the initial sale, the potential exists for the buyer to purchase many other products as the buyer-seller relationship grows.
- c. Trade Selling (A “push” approach)
    - Sales professionals working for consumer products companies normally do not sell to the final consumer.
    - Their role is focused on first getting distributors, such as wholesalers and retailers, to handle their products
    - Then they help distributors sell their product by offering ideas for product advertising, in-store display and sales promotions.
- iii. Sales Support Personnel
    1. Order Influencers (Missionary Sales)
      - a. Do not engage in direct selling activities
      - b. Concentrate on selling activity that targets those who influence purchases made by the final customer
        - Examples:
          - pharmaceuticals, where salespeople (known as product detailers) discuss products with doctors (influencers) who then write prescriptions for their patients (final customer)
          - higher education, where salespeople call on college professors (influencers) who make requirements to students (final customer) for specific textbooks.
    2. Technical Specialists
      - a. Used for sale of technical products, particularly in business markets
      - b. Salespeople may need to draw on the expertise of others to assist with the process.
      - c. This is particularly the case when the buying party consists of a buying center.
    3. Office Support
      - a. Salespeople receive assistance from their company’s office staff in the form of
        - creating promotional materials,
        - setting up sales appointments,
        - finding sales leads,
        - arranging meeting space

- organizing trade shows exhibits.
- II. Trends in Personal Selling
- a. Controlled Word-of-Mouth Promotion
- A version of Buzz Marketing
  - Individuals are hired to spread positive information about a product but in a way that does not make it obvious to others that they are being paid to do so.
  - useful when building awareness of new products
  - Some concern that paying people to “act” as if they are interested in a product without any indication of their relationship with the product breaches ethical standards.
- b. Customer Relationship Management (CRM)
- need for all customer contact points (e.g., salespeople, customer service, websites) to gather information so that this can be shared with others in the company
  - BUT, salespeople must share their information.
    1. Salespeople are good at developing relationships and learning about customers,
    2. Salespeople do not like sharing since this information is what makes them important.
    3. For some salespeople, letting go of the information reduces their importance to the company.
  - It is NOT going away!
- c. Mobile Technology and Web-Based Computing
- Wireless internet (WiFi) and cellular Internet access allow salespeople to retrieve needed information at any time.
    1. At a lunch, the salesperson can quickly access company material to respond to questions such as how long it may take to receive product if an order is placed.
  - Web-based CRM systems
    1. Salespeople enter and retrieve CRM information using a browser
- d. Electronic Sales Presentations
- Online Video Conferencing
  - Web/Phone Conferencing

- Online Text Chat

### III. The Personal Selling Process

a. The personal selling process consists of sales activities that occur before and after the sale itself, consisting of six stages:

- prospecting,
- preapproach,
- approach,
- presentation,
- close, and
- follow-up.

#### b. Prospecting

- Prospecting involves identifying and developing a list of potential clients.
- Sources include:
  1. Trade shows, commercially-available databases or mail lists, company sales records and in-house databases, website registrations, public records, referrals, directories and a wide variety of other sources.
  2. Prospecting activities should be structured so that they identify only potential clients who fit the profile and are able, willing and authorized to buy the product or service.

#### c. Preapproach

- Analysis of all the information about a prospect
- To understand as much about the prospect as possible:
  1. understand the prospect's current needs,
  2. current use of brands and feelings about all available brands,
  3. identify key decision makers,
  4. review account histories, and
  5. assess product needs
- This should provide good information to create and plan a sales presentation to address the identified and likely concerns of the prospect, and set call objectives.

- The Preapproach process results in a preliminary overall strategy for the sales process
- The strategy may have to be refined as more is learned more about the prospect.

d. Approach

- The Approach is the actual contact the sales professional has with the prospect.
- This is the point of the selling process where the sales professional meets and greets the prospect, provides an introduction, establishes rapport that sets the foundation of the relationship, and asks open-ended questions to learn more about the prospect and his or her needs.

e. Presentation

- In the Presentation, the salesperson tells the product "story" in a way that speaks directly to the identified needs and wants of the prospect.
- A highly customized presentation is the key component of this step.
- At this point in the process, prospects are often allowed to hold and/or inspect the product.
- The sales professional may also actually demonstrate the product.
- Audio visual presentations and/or slide presentations may be incorporated at this stage and this is usually when sales brochures or booklets are presented to the prospect.
- Sales professionals should strive to **let the prospect do most of the talking** during the presentation and address the needs of the prospect as fully as possible by showing that he or she *truly understands and cares about the needs* of the prospect.

Valerie Thwing on Prospecting:

- \_\_\_\_\_ on a New Prospect.
- People are \_\_\_\_\_. Getting them to see you is  
DIFFICULT!
- So, we introduce ourselves and then begin to build a relationship...  
--send articles  
--P.R. piece
- Related to the prospect's problem area.
- Show how we can fulfill THEIR \_\_\_\_\_.

f. That's WHY they would want to meet!

- Handling Objections

1. Salespeople MUST seek out prospects' objections in order to try to address and overcome them.
2. When prospects offer objections, it often signals that they need and want to hear more in order to make a fully-informed decision.
3. If objections are not uncovered and identified, then sales professionals cannot effectively manage them.
4. Uncovering objections, asking clarifying questions, and overcoming objections is a critical part of training for professional sellers
5. It is a skill area that must be continually developed because there will always be objections.

- Methods of Handling Objections

1. Acknowledge and Convert
2. Postpone
3. Agree and Neutralize
4. Acceptance
5. Denial
6. Ignore

f. Close

- Closing is asking for the order and adequately addressing any final objections or obstacles.
- There are many closing techniques as well as many ways to ask trial closing questions
  1. Trial Close
    - a. e.g., "Now that I've addressed your concerns, what other questions do you have that might impact your decision to purchase?"
  2. Assumptive Close
    - a. Closing does not always mean literally asking for the order. Using the assumptive close, ask the prospect how many they would like, what color they would prefer, when they would like to take delivery, etc.



### 3. Urgency Close

### 4. Final Close

- **NOTE:** Sales professionals can be either weak or too aggressive when it comes to closing. If you are closing a sale, be sure to ask for the order. If the prospect gives an answer other than "yes", it may be a good opportunity to identify new objections and continue selling.

#### g. Follow-up

- After the sale, follow-up with the prospect to make sure:
  1. the product was received in the proper condition,
  2. at the right time,
  3. installed properly,
  4. proper training delivered, and
  5. that the entire process was acceptable to the customer.
- A critical step in creating customer satisfaction and building long-term relationships with customers.
- If the customer experienced any problems, the sales professional can intervene and become a customer advocate to ensure 100% satisfaction.
- Diligent follow-up can also lead to uncovering new needs, additional purchases, and referrals and testimonials which can be used as sales tools.

#### IV. How to Sell in a Down Economy

By [Geoffrey James](#), November 20th, 2008; <http://blogs.bnet.com/salesmachine/?p=616&tag=nl.e808>

- 1. Go on the offensive.** This isn't the time to hunker down. If you get on the defensive you're dead. Get aggressive, set aggressive goals.
- 2. Select better targets.** Improve your methodology so that you don't waste time on customers who aren't going to buy.
- 3. Don't lower prices.** Find new and innovative ways to lower the risk of purchase. Make it an easy entry and a better customer experience.
- 4. Focus on the customer.** If sales people get nervous, they're cooked. Don't go into high-pressure mode. Ask the customers how can we help YOU to win?
- 5. Send the CEO out to sell.** If the CEO hasn't spoken with ten customers in the past week, he isn't doing his job.
- 6. Improve everything.** You can't sell the way you sold two month ago. You need to improve people, process, and technology.

....and a “real world” response:

Excellent tips. We provide car sharing services to large corporations and councils. Although we are not lowering prices of existing products, we are about to launch a new entry level product to make our services easily feasible for smaller organizations, who we currently don't deal with directly. No barriers for them to upgrade in the future. Shall also be taking on board some of the other points.

V. What We Can Learn from “Sales Gods” By Geoffrey James

<http://blogs.bnet.com/salesmachine/?p=611&tag=nl.e808>

- a. They make other people feel important.
  - b. They are all unbelievably upbeat. Talk about positive.
  - c. They obviously love their customers. Not just like them. Love them. Think of them as friend and family. Cared if they were happy. Cared about their lives. Cared about how the product or service fit into their customer's life goals. Really.
  - d. They all have fabulous product knowledge. They know what they are selling up, down and sideways. They know everything there is to know about their products. And they aren't afraid to point out what their product won't do. No exaggeration or lying here.
  - e. They KNOW they are changing the world. All of these “sales gods” felt they were in the business of making people happy.
  - f. More than technique, more than skills, more than business acumen, more than brand, and more than anything else...it's your professionalism and how you see the world that determines whether you'll reach the pinnacle of sales success.
- Tim Apel on Personal Selling
    1. Personalized Service
    2. People want 100% of your time
    3. Personalized Sales and Service is KEY
    4. Find out what they need and what you can do for them
    5. A CONSULTATIVE sales approach
    6. LISTEN to their needs and fulfill them!
    7. Help people into what they need!

## VI. The Sales Management Process

a. **Sales management** consists of planning the selling program and implementing and controlling the personal selling effort of the firm.

- Managing the sales process is typically the job of the Sales Manager.
- Good sales managers usually exhibit the characteristics of: organization, a good personal sales record, enthusiasm, ambition, product knowledge, trustworthiness, mentoring skills, and is somebody who is respected by others.

b. Sales Plan Formulation

- A **sales plan** is a statement describing what is to be achieved and where and how the selling effort of salespeople is to be deployed.
- The questions you should answer in your sales plan are:
  1. What are you going to focus on?
  2. What are you going to change?
  3. In practical terms, what steps are involved?
  4. What territories and targets are you going to give each salesperson or team?
- The sales plan will start with some strategic objectives.
  1. For example:
    - a. break into the local market by adapting your product for this market
    - b. open a store in an area that you believe has the potential for generating lots of sales
    - c. boost the average dollar or unit sales per customer
- Use objectives which are SMART - Specific, Measurable, Achievable, Realistic, Time-bound.
  1. Using the example of breaking into the local authority market, the stepping stones might be to:
    - a. hire a sales person with experience of the local market on a salary of \$43,000 by the beginning of February
    - b. fully train the sales person by mid April

- c. ensure that any changes the product development team has agreed to make are ready to pilot by the beginning of April
- As well as planning for new products and new markets, explain how you're going to improve sales and profit margins for your existing products and markets.
- It is often helpful to identify how you will remove barriers to sales:
  1. Can you increase the activity levels of the sales team - more telephone calls per day, or more customer visits per week?
  2. Can you increase the conversion rate of calls into sales - through better sales training, better sales support materials or improved sales incentives?
- c. Structure of the Sales Force
  - Based on Geography (or territory)
    1. Could be based on cities (for a Regional company), on states (for a National company), or by country (for an International company)
    2. Advantage—Simplicity
      - a. The salesperson or sales team sells the products to all consumers in the territory
    3. Disadvantage – Potential Lack of Product Knowledge
      - a. If the firm carries many product lines.
  - Based on Customers
    1. Different salespeople call on different types of customers, often based on industry
      - a. For example, consumer goods, high tech, manufacturing, services
      - b. OR, by other characteristics, such as growth potential, high net worth, product usage
    2. Advantages – Sales people can be “experts” on the customers’ special needs
    3. Disadvantage – Duplication of coverage; multiple people call on the same customer account
  - Based on Product
    1. Each person or sales team specialized in a product or product line.

- a. An office supply company might have one team focused on general office equipment, another on office furniture, and a third on computers.
- 2. Advantages – Sales people can be “experts” on the products being sold.
- 3. Disadvantage – Duplication of coverage; multiple people call on the same customer account
- Size of the Salesforce

1. A “top-down” approach

- a. Considers the total salesforce budget in terms of the \_\_\_\_\_
- b. Attempts to constrain the salesforce budget to a certain “cost-of-sales” percentage.
  - Often set at 7% or less of total sales
- c. Advantage: \_\_\_\_\_
- d. Disadvantage: Ignores that the salesforce actually can \_\_\_\_\_

2. A “Bottom-up” approach (the textbook’s “workload method”)

- a. Considers the workload needed to make a sale to each “type” of customer.
- b. Considers the “reach” desired for each segment (how many of each type of customers should be called on)
- c. Determines the “frequency” of calls for each segment
- d. Uses these to decide how large the salesforce should be

d. Account Management Policies (Step 3)

- Account management policies specify whom salespeople should contact, what kinds of selling and customer service activities should be engaged in, and how these activities should be carried out.

1. An Account Management Policy Grid

## Competitive position of sales organization

		High	Low
Account opportunity	High	<p><b>1</b></p> <p><i>Attractiveness:</i> Accounts offer a good opportunity because they have high potential and the sales organization has a strong position.</p> <p><i>Account management policy:</i> Accounts should receive high level of sales calls and service to retain and possibly build accounts.</p>	<p><b>3</b></p> <p><i>Attractiveness:</i> Accounts may offer a good opportunity if the sales organization can overcome its weak position.</p> <p><i>Account management policy:</i> Emphasize a heavy sales organization position or shift resources to other accounts if a stronger sales organization position is impossible.</p>
	Low	<p><b>2</b></p> <p><i>Attractiveness:</i> Accounts are somewhat attractive because the sales organization has a strong position, but future opportunity is limited.</p> <p><i>Account management policy:</i> Accounts should receive moderate level of sales and service to maintain current position of sales organization.</p>	<p><b>4</b></p> <p><i>Attractiveness:</i> Accounts offer little opportunity, and the sales organization position is weak.</p> <p><i>Account management policy:</i> Consider replacing personal calls with telephone sales or direct mail to service accounts. Consider dropping account if unprofitable.</p>

### VII. Sales Plan Implementation

#### a. Salesforce Recruitment and Selection

##### i. Problems associated with inadequate recruitment and selection:

1. Inadequate sales coverage and lack of customer follow-up
2. Increased training costs to overcome deficiencies
3. More supervisory issues
4. Difficulty in establishing enduring relationships with customers

##### b. The Recruitment and Selection Process

Step 1 Planning for Recruitment & Selection	Step 2 Recruitment: Locating Prospective Candidates	Step 3 Selection: Evaluation and Hiring
<ul style="list-style-type: none"> <li>• Job Analysis</li> <li>• Job Qualifications</li> <li>• Job Description</li> </ul>	<ul style="list-style-type: none"> <li>• Internal Sources</li> <li>• External Sources</li> </ul>	<ul style="list-style-type: none"> <li>• Screening Resumes and Applications</li> <li>• Initial Interview</li> </ul>

<ul style="list-style-type: none"> <li>• Recruitment &amp; Selection Objectives</li> <li>• Recruitment &amp; Selection Strategy</li> </ul>		<ul style="list-style-type: none"> <li>• Intensive Interview</li> <li>• Testing</li> <li>• Assessment Centers</li> <li>• Background Invest.</li> <li>• Physical Exam</li> <li>• Selection Decision and Job Offer</li> </ul>
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c. Planning for Recruitment & Selection

i. Job Analysis -- an investigation of the tasks, duties, and responsibilities of the job.

ii. Job Qualifications -- Refers to the aptitude, skills, knowledge, personal traits, and willingness to accept occupational conditions necessary to perform the job.

1. An effective method to use in determining job qualifications

a. PROFILING THE SUCCESSFUL CANDIDATE

i. Success in a company may include the following:

1. Intelligence
2. Prospecting ability
3. Ability to create a follow-up system
4. Ability to influence people's decisions and opinions
5. Ability to cultivate long-term client relationships
6. Ability to negotiate contracts and prices
7. Ability to determine prospects'/customers' needs (hot buttons).
8. Computer skills.
9. Selling ability.

10. Conceptual ability.

- iii. Job Description -- A written summary of the job containing the job title, duties, administrative relationships, types of products sold, customer types, and other significant requirements.

1. EXAMPLE of a Formal Job Description for a Sales Rep

Position: <b>Sales Rep. AUTOMOTIVE SUPPLY CORPORATION</b>	Organizational Unit: replacement Parts
Reports to: District Manager	Date: (When Job Was Described)
<b>NATURE OF JOB</b>	
Responsible for developing new accounts and reaching profitable sales goals in assigned territory.	
<b>PRINCIPAL RESPONSIBILITIES</b>	
Meeting total sales goals for product lines and individual products.	
Maintaining an average of six daily sales calls.	
Maintaining an average of one monthly product presentation to wholesalers.	
<b>DIMENSIONS</b>	
Develop strong promotional support from retail and wholesale customers.	
Plan effective territorial coverage resulting in high sales/call ratio.	
Inform management of activities by submitting daily and weekly call and sales reports to district manager.	
<b>SUPERVISION RECEIVED</b>	
General and specific tasks are assigned for each sales period. Every two months work with supervisor for a minimum of one day.	
<b>SUPERVISION EXERCISED</b>	
None	



- iv. Recruitment and Selection Objectives -- What the organization hopes to accomplish as a result of the recruitment and selection process. The objectives should be specifically stated for a given period.
- v. Recruitment and Selection Strategy -- The game plan the company will implement to accomplish the recruitment and selection objectives. The sales managers should consider the scope and timing of recruitment and selection.
  - 1. Ratio And Days From Sales Job Announcement To Reporting To Work

**Recruitment Pyramid**

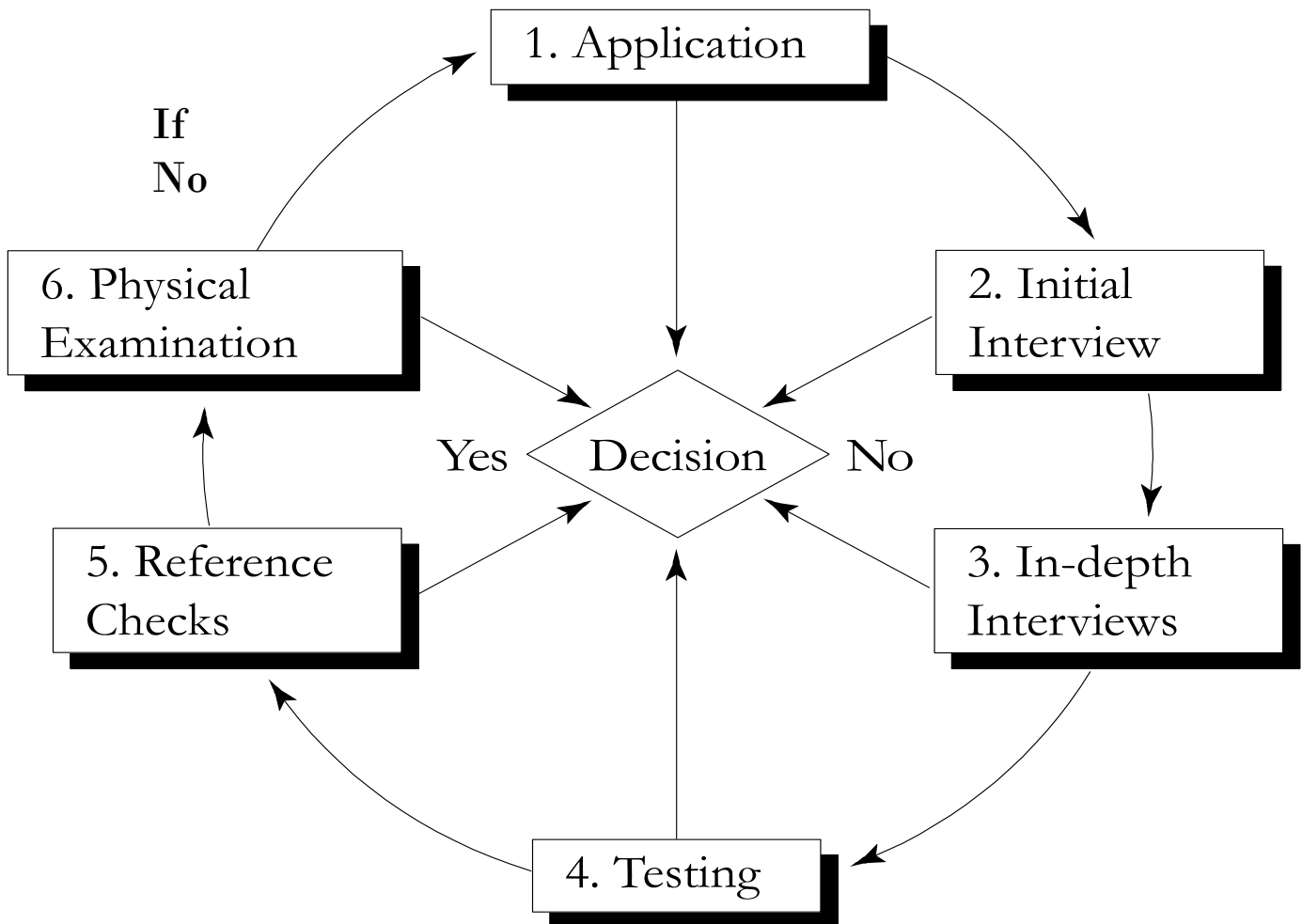


- d. The Recruitment and Selection Process – Step 2, Locating Prospective Candidates
  - i. Internal Sources
    - 1.
    - 2.
  - ii. External Sources
    - 1.
    - 2. \_\_\_\_\_ agencies
    - 3.
    - 4.

5. Professional societies
6. Computer rosters

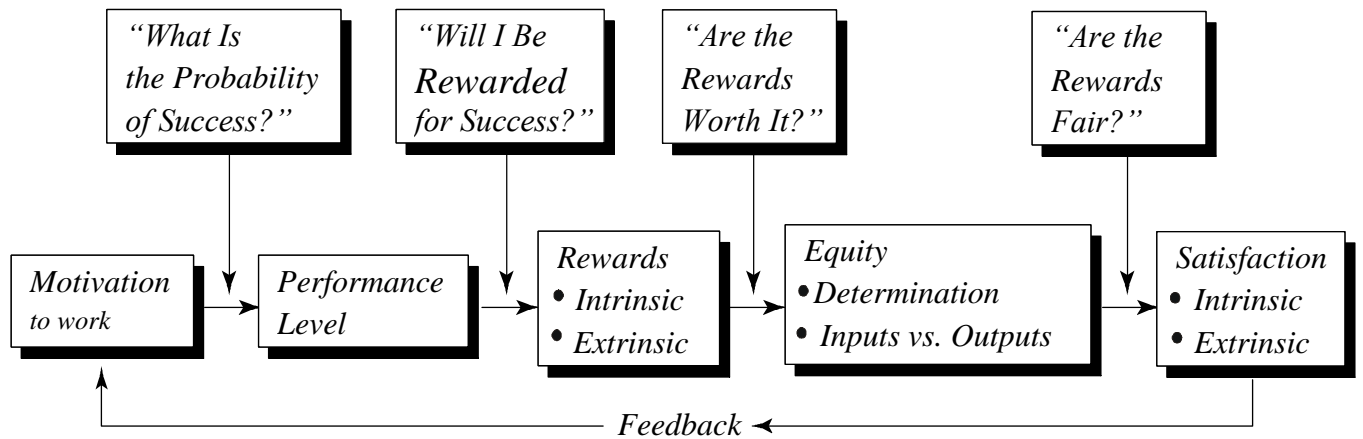
- e. The Recruitment and Selection Process – Step 3, Selection: Evaluation and Hiring
  - i. Screening Resumes and Applications
  - ii. Initial Interview
  - iii. Intensive Interview
  - iv. Testing
  - v. Assessment Centers
  - vi. Background Investigation
  - vii. Physical Exam
  - viii. Selection Decision and Job Offer

## Major Steps In Sales Personnel Selection Process



- f. Managing the Sales Training Process
  - i. Assess the Sales Training Needs
  - ii. Set Training Objectives
  - iii. Evaluate Training Alternatives
  - iv. Design the Sales Training Program
  - v. Perform Sales Training
  - vi. Conduct Follow-up and Evaluation
- g. Salesforce Motivation And Compensation

i. Four Questions Salespeople Ask To Determine How Much Effort They Will Devote To Their Jobs



ii. Major Types of Sales Force Compensation

1. Straight Salary

- a. Paying salespeople a specific amount per time period
- b. Most useful when compensating new salesperson, moving into new territories or customers, sales requiring many services for customers
- c. Salary remains the same until pay increase
- d. Provides salespeople with more security but less incentive

2. Straight Commission

- a. Paying salespeople according to the amount of their sales in given time period
- b. Commission may be based on percentage of sales or on a sliding scale
- c. Requires highly aggressive selling and minimal nonselling tasks
- d. Provides salespeople with maximum incentive but little financial security

3. Combination

- a. Paying salespeople a fixed salary plus a commission based on sales volume
- b. Most popular compensation method

- c. Provides level of security and some incentive
  - d. Can require that salesperson exceeds a certain sales level before earning a commission
4. Straight Salary
- a. Advantages
    - i. Salaries are simple to administer
    - ii. Planned earnings are easy to project
    - iii. Salaries can provide control over salespeople's activities, and reassignments are less of a problem.
    - iv. Salaries are useful when substantial development work is required.
  - b. Disadvantages
    - i. Salaries offer little incentive for better performance.
    - ii. Salary compression could cause perceptions of inequity among experienced salespeople.
    - iii. Salaries represent fixed overhead.
5. Straight Commission
- a. Advantages
    - i. Income is linked directly to desired results.
    - ii. Straight commission plans offer cost-control benefits.
  - b. Disadvantages
    - i. Straight commission plans contribute little to company loyalty.
    - ii. Problems may also arise if commissions are not limited by an earnings cap.
6. Combination Plans
- a. Advantages
    - i. Combination pay plans are flexible.
    - ii. They are also useful when the skill levels of the salesforce vary.
    - iii. Combination pay plans are attractive to high-potential but unproven candidates for sales jobs.
  - b. Disadvantages
    - i. Combination pay plans are more complex and difficult to administer.

- ii. A common criticism of combination pay plans is that they tend to produce too many salesforce objectives.

Median Salaries for Some Sales Positions

U.S. Median			
	Base Salary	Bonus	Total Salary + Bonuses
Top Sales Executives	\$214,425	\$68,556	\$282,981
Sales and Marketing Director	\$137,122	\$27,220	\$164,342
Sales Manager	\$104,987	\$26,300	\$131,287
Sales Representative	\$55,273	\$9,599	\$64,872
Source: www.salary.com			

iii. Nonmonetary rewards

1. Plaques 30%
2. Dinners 26%
3. Trips 26%
4. Merchandise 24%

VIII. Salesforce Evaluation

- a. Behavioral Evaluation -- Consists of criteria related to activities performed by individual salespeople, for example:

- Sales calls
- Customer complaints
- Required reports \_\_\_\_\_
- Training meetings attended
- Letters and calls completed

Should not only address activities related to \_\_\_\_\_ generation but should also include \_\_\_\_\_ needed to ensure long-term customer satisfaction.

b. Professional Development Performance Evaluation

- Assess improvements in certain characteristics of salespeople that are related to successful performance in the sales job
- Characteristics include - Attitude, product knowledge, initiative and aggressiveness, communication skills, ethical behavior

c. Results-based Performance Evaluation

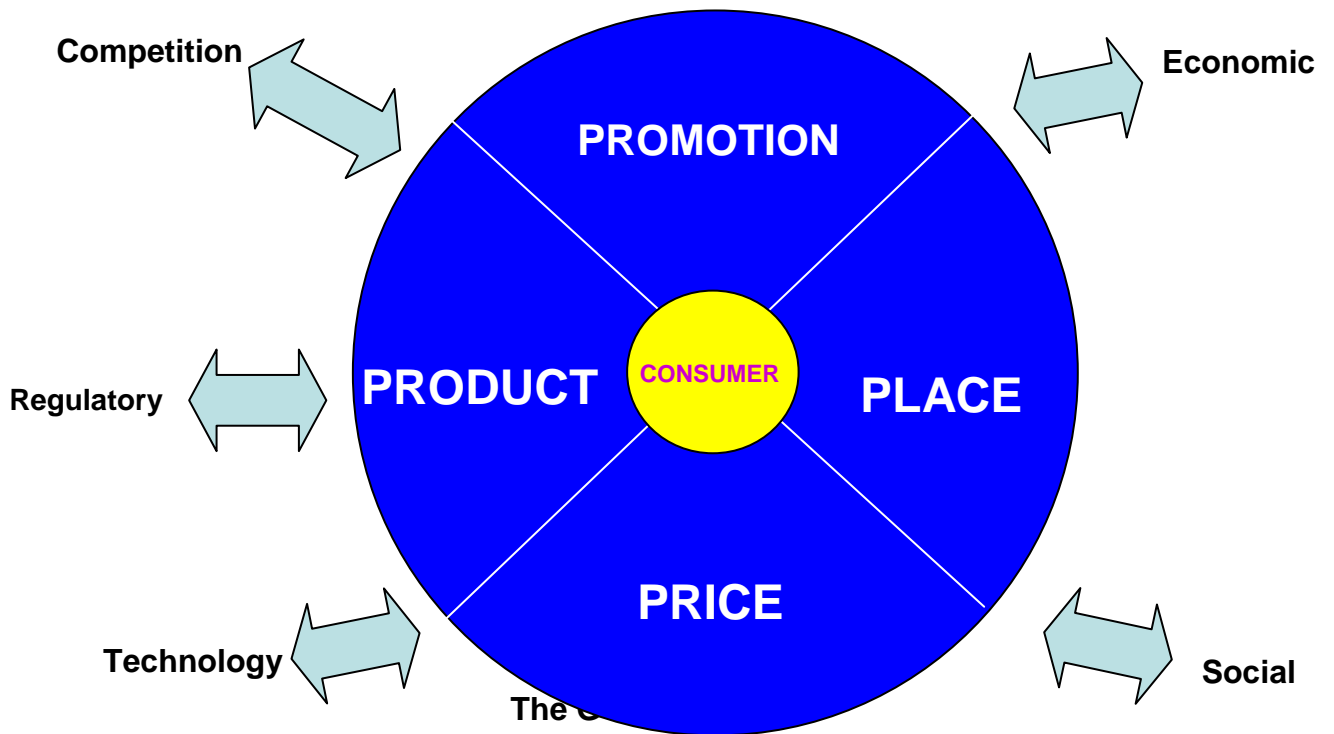
- Salespeople measured objectively based on results such as – sales, market share, and accounts
- A sales quota represents a reasonable sales objective for a territory, district, region, or zone
- Some research shows that rewards for achieving results have a negative effect on performance and satisfaction
- Quantitative Performance Criteria
  1. Sales volume
  2. Percentage of increase
  3. Market share
  4. Quotas obtained
  5. Average sales calls per day
  6. New customers obtained
  7. Gross profit by product, customer, and order size
  8. Ratio of selling costs to sales
  9. Sales orders
  10. Daily number of orders
  11. Total
  12. By size, customer classification, and product
  13. Order to sales-call ratio
  14. Goods returned

d. Profit Performance Evaluation

- Salespeople have an impact on gross profits through the specific products they sell and/or through the prices they negotiate for final sale.

- Salespeople affect net profits by the expenses they incur in generating sales.
- Criteria Examples
  1. Net profit dollars
  2. Gross margin per sale
  3. Return on investment
  4. Selling expenses versus budget

IX. Recap: "MARKETING"



**"Satisfaction of consumers' needs, wants, and desires,  
at a profit (or to attain organizational goals),  
through an integrated effort within the firm!!"**