HOMEWORK ACTION PLAN

S SPECIFIC M MEASURABLE A ACHIEVABLE R RELEVANT T TIME-BOUND

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Class # 424

Dealership MJ Goss Motor Co.

Date 1/1/2021

Current Situation or Challenge to be Addressed:	xHiring a new position we have never had in the dealership. This hire will be with the focus to take over the sales manager role within a year. As our current sales staff doesn't have a candidate.		
Current Performance Level (include specific measure):	Very high performance level, someone who can be taught to basically be a variable opps swiss army knife		
Goal (what do you want to achieve?)	I want this position to be back up finance, appraiser, sales consultant and new car delivery specialist		
Goal Performance Level (include specific measure)	Extremely high, and the challenge is this person will be baack up so not a hands on each task regularly.		
Goal Start Date:	1/1/2024	Goal End Date:	1/1/2025
First Check-in Date:	2/1/2024	Performance Objective:	02/15/2024
Second Check-in Date:	3/1/2024	Performance Objective:	03/15/2024
Third Check-in Date:	4/1/2024	Performance Objective:	04/15/2024
Fourth Check-in Date:	5/1/2024	Performance Objective:	01/01/2025
How does your goal align with the dealers' vision?	This is the succession plan for myself to move to GM and have someone doing all the things I currently do		
What are the potential benefits of achieving your goal?	This will give me the chance to work with the current GM hopefully by summer and feel confident my duties are being handled		
What are the potential consequences if you don't achieve your goal?	If I don't achieve this goal I feel I won't get as much focus on running the whole store and still be so tied to variable opps		
Why is the goal	It is my and the dealerships future, it is so critical.		

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important to you?	
Potential Obstacles	Candidate doesn't live up to the expectation, push back from staff, me letting go of a job I have dialed in, current GM not training me very well.
Potential Solutions	Patience and attention to detail with the positions training path. Getting a team approach to the transition
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	With this being a unique goal there about future leadership of company I don't have a monetary marker other than we need to continue tto grow our bottom line from previous year

What specific actions or steps will you take to accomplish your goal? What will you do differently or improve? For each, be sure to include necessary resources, who is accountable, the measurable result, and dates.

SPECIFIC ACTION/STEP	NECESSARY RESOURCE(S)	ACCOUNTABLE PERSON(S)	EXPECTED RESULT	START, END, & CHECKPOINT DATES
Find the right candidate	Job posting, scouting and recruiting chops	Myself, GM, Finance Manager	Find someone that is well rounded enough to jump right into the fire	NOW/Yesterday
Build a position and training course	NADA class material and classmates, GM global connect, VAuto	Myself, GM and Finance MGR This is my team and we will be collaberating together throughout the entire process	Have a clear path and vision to execute Educate current employees so they can expect and aide in changes	First of the year this is GO
Finance Training	Finance MGR, our warranty REP	Team	Candidate will be able to preform all the duties of F&I manager	Should be able to do car deals by February 1st
Appraising and desking deals	Once complete on F&I phase 2 begins. Vauto, CRM, GM site	Team	Be able to appraise vehicles and put together a deal for the	Should be able to do this by March 1st

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			sales consultants	
Be Atounomus	Computer, access to everything I have access to	Team	Should be able to cover both positons without assistance	I would like this done by May1st
Take over my job	Everything I have acces to	Team	Be able to become the sales manager and continue our growth	By January 1st 2024
Become GM myself	Everything my GM and Owner has access to	Myself and GM/owner	To be the GM and succeed	January 1st and beyond

As you work toward your goal, it's important to have interim check points with specific, measurable objectives so your team can hold themselves accountable. If everyone knows the goal and objectives, you don't have to spend your valuable time micromanaging.

Once you've accomplished your goal, added or adjusted policies, procedures, and behaviors, now what? How will you ensure you and your staff do not fall back into the previous habits that produced poor results? Be specific.

I will be resopsnible for the success and failure of the new sales manager, the buck stops with me and I will continue to be involved with the duties nad eventually put that person through the NADA acadamy

Describe any planning or implementation meetings conducted as part of development of your plan.

The GM and I have been meeting about this for a while now, he green lighted this so I have brought on my Finance manager who is a part of the overall leadership team for the store

Sponsor Signature: _____