



HOMEWORK ACTION PLAN



Name Jeremiah Quinones Class # 429

Dealership Honda of Tenafly Date 12/24/2023

Current Situation or Challenge to be Addressed:	X Appraisal are not being done properly by all appraiser's. We need to all appraise as one. Having issues where a appraisals are missing money on recon, photos, description, packs fee, cert fee, transport fee and or auction fee		
Current Performance Level (include specific measure):	We have a current level of appraisals with an estimate of appraisal overage of negative \$1800.00 per unit which means we are over appraising vehicles and not accounting for actual fees and recon. And by the time we get them front line ready and costed out ctm is higher than we accounted for		
Goal (what do you want to achieve?)	Goal is to get within \$200.00 over or under on every vehicle		
Goal Performance Level (include specific measure)	Want to have all fees to be 100%, photos and description 100% on all appraisals. That way the cost to market of the vehicle does not fluctuate drastically when it comes time to appraise car. And if any damaged is found we can go back to appraisal and look. And getting the team to within \$200.00 on every appraisal our profit will increase drastically.		
Goal Start Date:	12/26/2023	Goal End Date:	12/26/2024
First Check-in Date:	3/26/2024	Performance Objective:	To be within \$800.00 over or under from ctm from initial appraisal
Second Check-in Date:	6/26/2024	Performance Objective:	To be within \$600.00 over or under from ctm from initial appraisal
Third Check-in Date:	9/26/2024	Performance Objective:	To be within \$400.00 over or under from ctm from initial appraisal
Fourth Check-in Date:	12/26/2024	Performance Objective:	To be within \$200.00 over and under from ctm from initial appraisal
How does your goal align with the dealers' vision?	The goal aligns with the vision of the dealer which is be held accountable for our actions. We are looking to make the used car department better and more proffitable and with this goal of keeping the vehicle cost to market at time of price close to what we estimated our		



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	cost to market when we appraised vehicle it will keep us withing the profit time buckets we appraised the vehicle.
What are the potential benefits of achieving your goal?	Benefits of achiving this goal will be that cars will be appraised correctly from day one. Which will keep cost to market close to appraisal at pricing time and will increase our the dealers and used car dept profit.
What are the potential consequences if you don't achieve your goal?	Potential consequences are loss of profit.
Why is the goal important to you?	Goal is important to be able to turn vehicles faster and for more profit
Potential Obstacles	Appraiser being complacent
Potential Solutions	Attached their pay to the % needed.
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	\$100,000.00

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
Inspect all appraisals	Vauto appraisal audit report	William Bonet, Mo Ali, Jeremiah Quinones	To off on every appraisal an avarage of \$200.00	12/26/23-12-26-24 with monthly checkpoing at end of every month
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
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S SPECIFIC **M** MEASURABLE **A** ACHIEVABLE **R** RELEVANT **T** TIME-BOUND

SPECIFIC ACTION/STEP	NECESSARY RESOURCE(S)	ACCOUNTABLE PERSON(S)	EXPECTED RESULT	START, END, & CHECKPOINT DATES
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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.

By continuing to monitor their appraisals monthly and see where they stand an address it if they are falling behind

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

We had a meeting and did a few appraisals with the team of how it needs to be done 100% every appraisal not skipping any steps.

Sponsor Signature:

DocuSigned by:

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