



HOMWORK ACTION PLAN

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

Name John Jones Class # N432

Dealership Jones Chevrolet Date 2/20/2024

Current Situation or Challenge to be Addressed:	Expenses too high Personel/Payroll		
Current Performance Level (include specific measure):	We are paying out 46% of Gross on payroll right now.		
Goal (what do you want to achieve?)	22% to 36%		
Goal Performance Level (include specific measure)	36%		
Goal Start Date:	4/1/2024	Goal End Date:	12/31/2024
First Check-in Date:	4/1/2024	Performance Objective:	Pay plans
Second Check-in Date:	05/012024	Performance Objective:	accounting
Third Check-in Date:	06/31/2024	Performance Objective:	Meetings with employees
Fourth Check-in Date:	12/1/2024	Performance Objective:	Final review on progress
How does your goal align with the dealers' vision?	It has been his vision on where we need to improve for a while now		
What are the potential benefits of achieving your goal?	Make more profit and better set pay plans when we hire people.		
What are the potential consequences if you don't achieve your goal?	We like to compensate our employee's well for there hard work and I don't want to loose good people by changing this too fast or too much.		
Why is the goal important to you?	To have a profitable dealership with good return numbers that align with industry average		
Potential Obstacles	Getting this done in a year because we do not have a lot of turn over.		
Potential Solutions	Have meeting with employee's every 6 months to make sure we have the same goals.		

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BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	\$120,000 a year
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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
Talk with dealer principle	Pay Plans	Robert Jones	Change in pay structure	04/01/24
Talk with accounting	Make sure Accounting is aware of any changes	Joann Khol	Monitor expenses and changes to anything.	05/01/24
Set up new hire pay plans	Look over all pay plans	Robert and John Jones	Start to pay on worked turned/commission base	05/01/2024
Do a walk thru of total departments and make sure we use all purchased things.	Equipment/ supply's	John Jones	Lifts, tools, shop supplies etc.	06/01/2024
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.
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.

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.

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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.

My brother and I will hold one another accountable with this action.

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

After taking NADA along with my father and brother I feel like I understand what they have been trying to do.

Sponsor Signature:

