



HOMEWORK ACTION PLAN

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

Name Michael Chiudioni Class # A050

Dealership Border International Date 4/17/2024

Current Situation or Challenge to be Addressed:	Excess Inventory over 100 days		
Current Performance Level (include specific measure):	Poor. Have multiple units that have been on the lot over 180 days with no vehicle description, incorrect mileages and info.		
Goal (what do you want to achieve?)	To move the trucks on the lot that are 120 days or older off the lot and get them sold/wholesaled		
Goal Performance Level (include specific measure)	Make sure we are having our RECON done on incoming trucks down to 15 days or less, and moving our used inventory under 90 days.		
Goal Start Date:	4/1/2024	Goal End Date:	8/1/2024
First Check-in Date:	5/1/2024	Performance Objective:	Move all trucks over 300 days in inventory
Second Check-in Date:	6/1/2024	Performance Objective:	Move all trucks over 180 days in inventory
Third Check-in Date:	7/1/2024	Performance Objective:	Ensure plan is working to keep trucks under 120 days in inventory.
Fourth Check-in Date:	8/1/2024	Performance Objective:	Once used truck inventory is at goal, focus on getting correct used inventory on the front line and keeping our used inventory at goal of 120<
How does your goal align with the dealers' vision?	Keeping used truck inventory moving in our dealership ensures that the used trucks from Penske/MVT have somewhere to go so they can always keep their inventory of new trucks coming in to entice drivers to sign up with the company.		
What are the potential benefits of achieving your goal?	The main benefits for our dealership is keeping the used truck department free of excess inventory so they have room for the next set of used trucks that come from Penske in our area. Also by keeping the inventory moving, it will stimulate the service department and parts department on the RECON units as they move efficiently through the shop		



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What are the potential consequences if you don't achieve your goal?	Excess inventory resulting in extra costs associated from trucks sitting on the lot for extended periods of time.
Why is the goal important to you?	Moving the trucks that come in from Penske quickly populates the area with more International trucks. The more trucks in our AOR the more business it will generate both parts and service departments as well.
Potential Obstacles	Excess inventory of the same units. Lack of different inventory will not entice customers to come look at the trucks. All the trucks that we get are blue so it seems the same trucks are always on the lot. Another big obstacle is the trucks we have to take, the market has stalled out on them making it a hard sale for salesmen to the customer.
Potential Solutions	Possibly making some different deals with fleets that have different colored inventory and mixing up what we have on the front line to get customers interested in what we have for sale.
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	Moving the inventory quickly before they sit or get marked down below cost(current situation) will hopefully get us to a position of at least breaking even in the used truck department to take the load off of parts and service absorption

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
Days in Inventory reports from DMS	DMS system	Branch manger, used truck manager, used truck salesmen	Keep trucks moving out of inventory. Keep days in under 120	Start-4/1/2024 Check ins every 30 days End-8/1/2024
Makre sure Recon days are under15 and \$ is spent on trucks that will return on investment	DMS reports	Used truck manager, service manager, service advisor, used truck salesmen	15 days or less to front line ready. If truck is not in condidition to recon, push to wholesale to make room for fresh inventory immdiately.	Start-4/1/2024 Check ins every 30 days End-8/1/2024
Correct and presentable ads on	Internet access and marketing team	Branch manager, used truck manager,	Ad is drawn up and reviewed before Recon	Start-4/1/2024

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SPECIFIC ACTION/STEP	NECESSARY RESOURCE(S)	ACCOUNTABLE PERSON(S)	EXPECTED RESULT	START, END, & CHECKPOINT DATES
website and social media platforms		salesmen, marketing team	is complete. Pictures taken day truck is to be pulled onto frontline. Info is verified by accountable personell.	Check ins every 30 days End-8/1/2024
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.
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.

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.

We will keep the same team accountable for the above policies and procedures. Weekly crew meetings with expectations and the current results will be shared with the whole team so everyone knows what is expected and what has been achieved.

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

We have recently started morning huddles that last no longer then 15 minutes to keep everyone informed and involved with the progress. This gives everyone time to share things they are hung up on, things that are working, or quick success stories to share with the group.

Sponsor Signature: _____

