



# HOMWORK ACTION PLAN

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

Name Ryan Farina Class # 437

Dealership Gmc Vacaville Date 5/20/2024

Current Situation or Challenge to be Addressed:	We need to address our current recon issues and get our total time to line down recon time from 9 days to 3 days.		
Current Performance Level (include specific measure):	9 days		
Goal (what do you want to achieve?)	3 days time to line and ready for photos		
Goal Performance Level (include specific measure)	3 days or less to recon and have ready for the sales team to sell.		
Goal Start Date:	5/21/2024	Goal End Date:	9/30/2024
First Check-in Date:	6/21/2024	Performance Objective:	Check new process in place to fet recon time from 9 days to under 7 days in a the first 30 day period.
Second Check-in Date:	7/21/2024	Performance Objective:	Get total recon days to line to 5 days or less.
Third Check-in Date:	8/21/2024	Performance Objective:	Get total recon time to 3 days or less.
Fourth Check-in Date:	9/21/2024	Performance Objective:	Mointer and maintain the 3 days or less standard for recon time.
How does your goal align with the dealers' vision?	This process aligns perfectley with the dealers vision of a velocity sales approach in order to sell unit;s in 30 days or less.		
What are the potential benefits of achieving your goal?	Less holding and flooring cost,less aging unit's, selling cars before the book drops and helping to generate faster sales as well as capturing more recon as well as buying able to generate more repair orders.		

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What are the potential consequences if you don't achieve your goal?	Low turn, dead inventory due to age, overbook when going to retail.
Why is the goal important to you?	It will help generate more net profit for the dealer, speed up the sales process and over help the store grow.
Potential Obstacles	Tech's and parts managers seeing the bigger picture and not understanding the WHY this is so important.
Potential Solutions	.Training and teaching the Why and holding all accountable for this responsible but also setting expectations and training to those and staying the course.
<b>BOTTOM LINE!</b> Financial Impact of Achieving Your Goal (expressed in dollars)	Being very conservative this will generate on a 100 car inventory 50k plus a month min adding 600k plus in a 12 month period.

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
Training the why we need to achieve this with the service and sales leaders.	Training time for 1 hour. Signs on the vision and new process placed in writer and tech places	Bob Moyers	Making the adjustment to improve and get on the same page	5/21/2020 end 9/30/2024 by really we will never end and check in's 6/21/2024 7/21/2024 and 8/21/2024
Hold accountability to all and make using rapid recon the standard with everything documented	Training from rapid recon to the store for a refresher on their system and make sure all involved is in the training and signed up.	Ryan Farina Bob Moyers	The team we see and understand the importance of this process.	6/1/24 is the training date

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Establish a bounus to used car writer and service tech to pay each \$200 per week if time to line is under 3 days	Write the pay plan addendum and give to HR and office staff	Bob Moyers	They will work together to hit their bonus weekly in turn speeding up the process	6/1/2024 check in 7/1 8/1 and 9/1 with weekly peep talks and trianing as needed
Auto approve up to \$1k with the service writer on all mech issues they need to be fixed for safety.	Training and use Rapid to note repairs	Service writes and tech's	Faster to get the work started as that do not have to wait for sales to approve	6/1 start 7/1 8/1 9/1 10/1 check in's with training as needed.
Train parts on the why and incentivise parts counter \$100 per week if first time fill rate is over 80% and or less then 24 hours to get parts	Training and letting HR know of this bonus	Bob Moyers Tony Martinez	Tony has a reason to speed up as \$400 per month is now a bonus to wrks towards	6/1 start 7/1 8/1 9/1 10/1 check in's with training as needed.
Pre-order needed parts based on verified Cr reports on purchased cars at auction	Training on what and when to order all of this to be in rapid recon	Used car team and service and parts manager	Preorder tires small items etc to speed up process when cars arrive	6/1 start 7/1 8/1 9/1 10/1 check in's with training as needed.
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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.

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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.

Make this a culture and hold check-ins in our monthly manager meetings !! This is not a fade this is a habit !!

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

Manager meeting printing out content and setting up rapid recon and holding them accountable to the training the team need

Sponsor Signature: \_\_\_\_\_