



## HOMEWORK ACTION PLAN

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

Name	AMIR AYYOUB	Class	#	N439
Dealership	NORTH BAKERSFIELD TOYOTA	Date		5/30/2024

Current Situation or Challenge to be Addressed:	RECONDITIONING- TIME TO LINE		
Current Performance Level (include specific measure):	CURRENTLY AT 12 DAYS RECONDITIONING TIME		
Goal (what do you want to achieve?)	GOAL- 5 DAYS FROM ACQUIRING VEHICLE TO LOT READY		
Goal Performance Level (include specific measure)	5 DAYS TIME TO LINE		
Goal Start Date:	6/1/2024	Goal End Date:	9/30/2024
First Check-in Date:	6/30/2024	Performance Objective:	10 DAYS TIME TO LINE
Second Check-in Date:	7/31/2024	Performance Objective:	8 DAYS TIME TO LINE
Third Check-in Date:	9/30/2024	Performance Objective:	7 DAYS TIME TO LINE
Fourth Check-in Date:	9/30/2024	Performance Objective:	5 DAYS TIME TO LINE
How does your goal align with the dealers' vision?	Our goal aligns with our dealers vision by all departments working collectivley to ensure our ultimate goal of customer and employee satisfaction.		
What are the potential benefits of achieving your goal?	Benefits of achieving our goal include: Turning more used units, gernerating more sales, service and parts revenue.		
What are the potential consequences if you don't achieve your goal?	Aged inventory, daily holding cost increses, and less overall gross.		
Why is the goal	This is important to me because we are not taking advantage of turning		

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important to you?	our inventory faster. Improving reconditioning time will grow the dealership.
Potential Obstacles	Communication between parts, sales, and service and updating our recondition log that ive created.
Potential Solutions	Weekly checkins and quick meeting between the recon, parts, and used car departments. Continue to share our vision with the team. Holding team accountable for correct data in reconditioning log.
<b>BOTTOM LINE!</b> Financial Impact of Achieving Your Goal (expressed in dollars)	We feel we can turn and extra 22 used vehicles monthly in sales. At our current gross average of \$3,879 per copy this would equate to an additional \$85,338 in gros on a monthly basis. This would make our dealership positive in used cars.

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
UPDATE RECONDITIONING GOOGLE DOC	ACCESS TO GOOGLE DOC	UCM RECON MANAGER	ACCURATE TIME TO LINE DATA	CHECK INS WEEKLY, EVERY MONDAY MORNINGS
VEHICLE PICTURED AND ON SITE 20+ PICS	CARS DETAILED AND READY BY DAY 4	UCM,DETAIL MANAGER	UPDATED PICTURES ON WEBSITE BY DAY 5	DAILY REPORT OF VEHICLES NOT PICTURED IN VAUTO
CLEAR EXPECTATIONS AND WRITTEN PROCESS	EMAILED AND SIGNED BY UCM, SERVE, PARTS MANAGER	GENERAL SALES MANAGER	UNDERSTANDING OF VISION AND PROCESS	06/01/24
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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.

I will hold myself accountable. I will also hold my team accountable. It's my responsibility to make sure the team understands our vision. We will hold weekly meeting and make sure we are measuring our progress. We will also make adjustments along the way. We will colloborte new ideas as we will face certain challenges and overcome as a team. Most of all we will track our gross increases so the departments can corralate the gross dirctly to our policy changes.

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

Same as above. Our vision will align with our process and our dealership. Implementation is requiring a team effort. We do what we are doing now but better and faster. Our team hasn't focused on our time to line as a measurable goal. This is an easy implemtaion that requires daily and weekly discussions.

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