

Increase Total Absorption

Today's Date: 8/15/18 Target Date: 4/1/19 Start Date: 9/1/18

Date Achieved: _____
Department Month Composite Page

SMART GOAL

Specific: *What exactly will you accomplish?* KPI is _____. KPI will be _____.

increase total absorption. Improve Fixed Absorption, Increase Used Car Dept Profits to raise the total.

Measurable: *What reports / calculations will you use to measure your results?*

I will use gross profit calculations, total expenses, including compensation.

Achievable: *Is achieving this goal realistic with effort and commitment? Have you got the resources to achieve get them?*

Yes, Yes, with cooperation from other managers.

Relevant: *Why is this goal significant to your dealership operations? To You?*

Our total absorption is currently below guide. Our used car department is WEAK. Our turn rate is low.

the used car profits are low, we are always lowering our labor and parts profits to repair cars for less.

I want to see an improvement and a faster turn rate - and ZERO floor plan for used cars!

then if this happens ! I will have made a difference.

Timely: *You answered "what" under specific. Now tell us BY WHEN.*

idealy - by the time I graduate!

Take Action!

Potential Obstacles	Potential Solution
used car manager	buy-in through realization of process
repair time	hire more techs / incentivise service
parts availability	monitor inventory - establish other r

Who are the people you will ask to help you?

used car manager, sales managers, parts managers, service managers, technicians. (owner-support)

Specific Action Steps: *Break down your BIG goal into smaller, intermediate goals. What are those steps?*

What?	Expected Completion
<i>review & revise current process</i>	10/1/2018
<i>create a written proposal</i>	10/1/2018
<i>hold meetings to get everyone engaged</i>	10/15/2018
<i>hire techs</i>	in-process
<i>monitor progress - review w/managers</i>	weekly
<i>review & revise new process</i>	monthly
<i>adjust pay plans if needed</i>	TBD
<i>monitor / review / revise again!</i>	weekly

Other Information / Comments:

Print Name

Manager Signature

Date

Column

Line

this goal? If not, how will you

ions

s _____
payplan _____
resources _____

Completed

