



HOMEWORK ACTION PLAN

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

Name Keith Diskin Class # V07

Dealership Larry H Miller Nissan Mesa Date 10/12/2024

| | | | |
|---|---|------------------------|---------------------------------------|
| Current Situation or Challenge to be Addressed: | Variable expense is extremely out of guide! | | |
| Current Performance Level (include specific measure): | We are 138% sales comp to front end gross, My variable expense analysis has a 37% variance. | | |
| Goal (what do you want to achieve?) | Adjust sales pay plans, Turn inventory faster, Higher gross profit per unit. | | |
| Goal Performance Level (include specific measure) | Get the department profitable, get my variable expense percentage from 84% to 47-55% | | |
| Goal Start Date: | 10/1/2024 | Goal End Date: | 12/31/2024 |
| First Check-in Date: | 10/31/2024 | Performance Objective: | See a 20% improvement |
| Second Check-in Date: | 11/30/2024 | Performance Objective: | See an additional 5-10% improvement |
| Third Check-in Date: | 12/31/2024 | Performance Objective: | Be in guide with my variable expense. |
| Fourth Check-in Date: | Use Dropdown to enter a date. | Performance Objective: | Click or tap here to enter text. |
| How does your goal align with the dealers' vision? | We are 100% on the same page and alligned. | | |
| What are the potential benefits of achieving your goal? | We will take the store from losing money monthly to being a profitable dealership. | | |
| What are the potential consequences if you don't achieve your goal? | We will continue lose money and I will be replaced. | | |
| Why is the goal important to you? | I took this role knowing the current sitsuation of the store, this is a personal challege that I know I am up for and will make this store profitable and successful. | | |
| Potential Obstacles | Loss of sales force due to pay plan change, Lack of management buy in. | | |

HOMEWORK ACTION PLAN

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

| | |
|--|---|
| Potential Solutions | .Hire new staff to replace any fall out. Don't get deturd from the plan and objective. |
| BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars) | This will be a financial impact to the store of a minimum of \$40000 per month and as we grow the variable department it will be even more significant. |

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 |
|----------------------------------|--|---|--|--|
| Adjust sales pay plan | Corporate approval | Myself the GM, sales managers | Get sales comp to an acceptable level. | 10/1/2024 we changed the plans. I will monitor this monthly |
| Increase our gross per unit. | Better acquisitions, training sales reps and managers | Sales managers, myself GM. | Higher gross PVR | 10/01/24 start, no end date we should always work to be better. Check ins weekly at our Friday morning meetings. |
| Aquire the right used inventory | Increase street purchases, service drive is key. Bright van on front corner of lot | Myself and the sales managers. I am handling used inventory until we get big enough to have a used car manager. | Higher used car PVR, and increaed used car volume. | 10/01/24 start date. Again no end date on this, we will continue to grow the department and have weekly and monthly check ins on progress. |
| 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. |

HOMEWORK ACTION PLAN

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

| SPECIFIC ACTION/STEP | NECESSARY RESOURCE(S) | ACCOUNTABLE PERSON(S) | EXPECTED RESULT | START, END, & CHECKPOINT DATES |
|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| Click or tap here to enter text. |

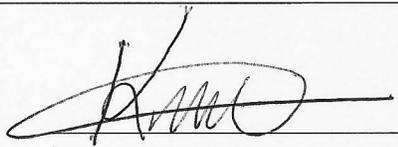
As you work toward your goal, it's important to have interim check points with specific, measurable objectives so your team can hold themselves accountable. If everyone knows the goal and objectives, you don't have to spend your valuable time micromanaging.

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.

Accountability on my end, insepecting what I expect. Also We can not lose focus of the traing aspect of this, we will need to train weekly.

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

This will be a topic at every Friday moring meeting, our sales manager meeting and our sales meeting!

Sponsor Signature: 

Keita DISKIN GM