



## HOMEWORK ACTION PLAN

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

Name Feliciano Naron Jr Class # N446

Dealership Cars Plus LLC Date 10/13/2024

Current Situation or Challenge to be Addressed:	Numerous aged used car inventories		
Current Performance Level (include specific measure):	57% dead and 23% old		
Goal (what do you want to achieve?):	0% dead inventories		
Goal Performance Level (include specific measure)	Clean up inventories that are over 120 days old. Revisit the pricing of the units that can be retailed, wholesale other units, and write off units that are no longer saleable.		
Goal Start Date:	9/1/2024	Goal End Date:	12/31/2024
First Check-in Date:	9/30/2024	Performance Objective:	50% in dead inventories
Second Check-in Date:	10/31/2024	Performance Objective:	35% in dead inventories
Third Check-in Date:	11/30/2024	Performance Objective:	20% in dead inventories
Fourth Check-in Date:	12/31/2024	Performance Objective:	0% in dead inventories
How does your goal align with the dealers' vision?	This goal perfectly aligns with the dealership's goal to provide the best customer service in the island of Guam. Without healthy used car inventory that can be offered to customers, then the dealership will not be able to provide the best service to customers.		
What are the potential benefits of achieving your goal?	In addition to healthy used car inventory that the dealership can offer to customers, this goal will minimize the risk of inventory write downs to cover the estimated decline in the value of used car inventories. This means, the dealership will no longer have to provide or reduce the allowance for write downs. Lastly, healthy used car inventory will drive more gross profit and higher turn.		
What are the potential consequences if you don't achieve your goal?	Increase in aged inventories which means lower turns. The dealership will also have to provide more allowance for inventory writedown which means additional expenses.		
Why is the goal important to you?	This is very important as the gross profit covers employees' salaries and wages. This means livelihood of our employees. Without good gross profit, then the dealership will be forced		

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	to reduced it's expenses including the salaries and wages of employees which will directly affect employees livelihood and their families.
Potential Obstacles	The biggest obstacle is the absence of auction in the island of Guam. This means, the dealership have limited sources of healthy used car inventory as it has to rely on purchases from customers and trade ins. In addition, there is no wholesale market in Guam. Therefore, it becomes more challenging for the dealership to get rid of inventories that cannot be retailed.
Potential Solutions	The dealership will have to be more cautious in purchasing of vehicles. I believe that good used car inventories starts from obtaining the good ones. Identify immediately if trade in unit can be retailed or not. If not, then immediately dispose the unit even at a loss.
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	Higher turn will definitely drive higher gross profit. The goal up to the end of the year is to zero out the accumulated department loss.

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
Identify units for wholesale or for write off	Used Vehicle Supervisor	Used Vehicle Supervisor and Sales Manager	Eliminate dead inventories at the end of the year	Start 09/01/24 End 09/30/24
Dispose all 120+ days old inventories	Sales Consultants	Used Vehicle Supervisor and Sales Manager	Eliminate dead inventories at the end of the year	Start 09/01/24 End 12/31/24
Detailed review of all used car purchases	Used Vehicle Supervisor and Sales Manager	Used Vehicle Supervisor and Sales Manager	Healthy used car inventory	Start 10/01/24 End no end
Detailed review of all trade ins	Used Vehicle Supervisor and Sales Manager	Used Vehicle Supervisor and Sales Manager	Healthy used car inventory	Start 10/01/24 End no end
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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.

We will prepare a written policy on purchasing and trading in of vehicles. This will serve as the reference for all employees that are involved or will be involved in purchasing and trading in.  
 Periodic review will be conducted by the management to verify that the process is being implemented.

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

For the first quarter of implementation, a weekly meeting will be conducted. Then, a monthly meeting will be performed going forward and when the management is comfortable that the process is being followed.

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