

# Departmental Action Plan

Student Name: Jacinth Samuels-Dixon

Class & Student Number: 013

Academy Week: 4

**Current situation or challenge you want to address:**

**Enhancing the team morale**

**Overall Objective and Specific Desired Results:**

**Maximize working together to accomplish a goal, everyone benefits**

Consistently promote the value of team work by identifying each other skill

Encourage team members to share best practice/lesson with each other at team meetings

Model my commitment to team work and ask for feedback on my progress

**Describe your action plan in detail (be specific and include before and after measurements)**

Establish a connection with team members. Have short frequent meetings where the team can share their ideas on advertising strategy and inventory selections

Once a month team members are allowed to share a personal/work accomplishment with each other

**Timeline:** Describe specific short term and long term checkpoints to monitor progress

**Action items (30 days):**

Gather understanding of what is causing the change in morale

Let the team know you appreciate their hard work

Understand the vision and mission of all employees

Create a suggestion box

**Action items (90 days)**

Employee dinner including spouse

Analyze the morale in the showroom

Have each employee measure his/her performance

**Meeting with Stakeholders (Brett Drago)**

Describe what behavior change is needed to support desired goal. Address required coaching, training and/or consequences. Include timelines / Accountability / Monitoring process

- a. Who: Eric Brennan
- b. What: Morale improvement
- c. By: When: November 1<sup>st</sup> 2018
- d. How: By getting the team more involved in making some decisions

**Dealer agreement:**

If you need your sponsors support or approval to implement your plan, have it signed off before you start. If you can proceed on your own, present this action plan to your sponsor before next class. Describe the meeting:

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