

Financial Management Action Plan Homework

Homework is due the Monday of the week before you return for Parts Class

Student Name: JEREMY ZAPPAS Academy Class #: 347

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GOAL WRITING

Example: I decrease my 5K run time from 30 minutes to 21 minutes by June 15, 2019.

What is your Goal? INCREASE VSC TO 50% OR BETTER ON A GO FORWARD
 from? JAN 1 to? APRIL 31st by? MARCH 31st

How do you plan to achieve your goal:

- ① IMPLEMENT PPD WEIGHTED PAY PLAN W/ HEAVY FOCUS ON VSC
- ② CONSISTENT MENU / PRODUCT TRAINING
- ③ MONTHLY CONTEST "EAGLE AWARD" RECIPIENT FOR TOP PRODUCER ANNOUNCED IN MANDATORY F:1 MEETINGS.

How will you track your progress? What measurements, KPI's? (think about current vs past measures)

- ① A COMBINATION OF THE COMPOSITE AND SCHEDULE REPORTING TOOL.
- ② WE WILL USE CLEAR AND CONCISE DIRECTION TO OUR F:1 PROFESSIONALS ON EXACTLY WHAT WE EXPECT ON A GO FORWARD BASIS W/ REWARDING THE INDIVIDUALS WHO EXCEED OUR STANDARD.

The benefits of achieving this goal will be:

- ① INCREASED F:1 GROSS = HAPPY F:1 PROFESSIONAL / COMPENSATION
- ② INCREASED VSC PAID MONIES
- ③ REDUCED LOSS RATIOS
- ④ INCREASED REINSURANCE DEPOSIT
- ⑤ INCREASED SERVICE CUSTOMERS
- ⑥ INCREASED SERVICE GROSS
- ⑦ OVERALL CUSTOMER RETENTION

Take Action!

Potential Obstacles

Potential Solutions

LONG TERM EMPLOYEE COMPLACENCY

INCREASED COMPENSATION FOR INCREASED PRODUCTIVITY (VSC %)

Biggest obstacle
 will be the adjustments
 in pay plan for under-
 performers. which we
 will combat w/ coaching/
 training protocols.

TRAINING
 F21 MEETINGS (MONTHLY)
 ↓
 MEETINGS
 ↓
 PROCESSES
 ↓
 ACCOUNTABILITY
 ↓
 COMPENSATION

Who on you staff will need to be involved to accomplish this goal:

TOP DOWN → ANNOUNCEMENT TO BE MADE IN 1ST KICK OFF
 FINANCE MEETING MANAGED THROUGH PROCESSES DESCRIBED ABOVE ON
 GO FORWARD BASIS.

Specific Action Steps: What steps need to be taken to get you to your goal?

What?	Expected Completion	Completed
F21 MEETINGS	Q1	Q2
PPD PAY PLANS	Q1	Q2
TRAINING	Q1	Q2
TRAINING		
↓		

WE EXPECT IMMEDIATE BUY IN FROM OUR F21 PROFESSIONALS
 FOLLOWED BY IMMEDIATE RESULTS THROUGH A 90 DAY FAST
 START WHERE \$1500 IS AWARDED TO TOP USE % PRODUCER ALSO
 KNOWN AS OUR 'EAGLE' WINNER FOR THE MONTH.