

# Departmental Action Plan Template

Student Name: Marco Kanahan

Class & Student Number:

Academy Week (Var II):

Current situation or challenge you want to address: (must be quantifiable) Sales person goals and Training.

## Overall Objective and **Specific Desired Results:**

Set Goals for Sales Staff that they can obtain and grow from to express the importance of having an obtainable goal every month that you can increase month by month.

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

First- Set goals with the Sales Staff based on the rolling 90 day average.

Second - Divide sales staff up into Teams with each Sales Manager so that can have weekly one on ones with the there team going over there game plans for them to reach their goals.

Third - Reward the ones that hit their goals with a \$300.00 bonus and incentives them if they beat there goal by 5 cars you will pay them \$500.00 bonus.

The Ultimate Goal for this is to show the staff that any goal in life without a plan is simple just a dream and a goal with an plan will lead you to the promise land. The best view is always from the hardest climb.

## **Timeline:**

Describe specific short term and long term checkpoints to monitor progress

This is set in motion this month and sales have already increased and interactions and proficiency has both gone up. Don't just tell them what to do Show them how it is done and lead by example

## Meeting with Stakeholders (dealership personnel)

Describe what behavior change is needed to support desired goal.

Sales Staff being held accountable for their goals and consequences if they are not met.

One on Ones with staff by their Team Leader manager weekly to review where they stand month to date and how they are approaching there goal and what help do they need form us to help them hit their goal.

This is an ongoing thing that needs to happen monthly with goals changing and Teams changing so that they do not get to comfortable in their environment.

Manager will complain about being slow or not making money but what are they willing to do to change that. If you want to be successful you have to get uncomfortable and change things up because you never want to change the goal you only want to change on plan for how you are going to reach that goal.

## 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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