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Variable Operations 2

Week 5 Takeaways Management Plans



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Important

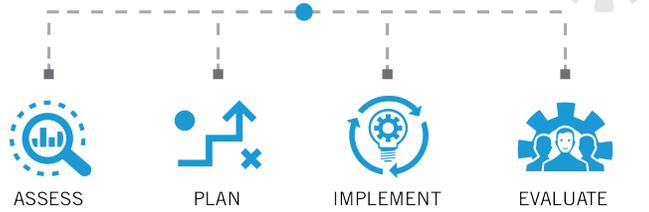
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MONDAY TOP TAKEAWAYS

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ACTION PLAN



MONDAY

What is one thing you will do differently as a result of what you learned in this section?
 looking at after market leasing providers to increase our leasing portfolio

Goal : 40 %

Currently : 30%

What will be the benefits of making these changes? What will be the consequences if you don't do anything differently?

Increase our lease Portofolio - More supply of pre-owned vehicles at lease end - Increase in market share

if we don't do anyhting in regards - Un healthy lease Portofolio - Not having enough used cars - Decrease in market share

What might be obstacles or barriers to implementation back at the job?

People don't like change - Interest Rates

What are a few things you can do to overcome these obstacles or barriers?

- Training sessions to explain the importance of Leasing
- Explain the benefits for the team including sales consultant& Management

List the steps you will take to implement the things you will do differently:

- Search the market for after market lease providers
- Have a training session on the importance of lease with the sales consultants ,F&I and sales managers
- Set Primary target (% of sales vs other contracts)
- Asses the progress after 1 months
- Correction plan if needed by having more training or continue if success was achieved

- Goal : 35% in the first 3 months Reach Goals after : 3Months

Start date: Sept 1st 2020

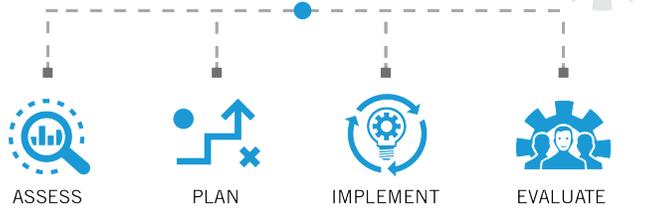
Completion date: Dec1st 2020



TUESDAY TOP TAKEAWAYS

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ACTION PLAN



TUESDAY

What is one thing you will do differently as a result of what you learned in this section?
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What will be the benefits of making these changes? What will be the consequences if you don't do anything differently?

What might be obstacles or barriers to implementation back at the job?

What are a few things you can do to overcome these obstacles or barriers?

List the steps you will take to implement the things you will do differently:

Start date: _____ Completion date: _____

WEDNESDAY TOP TAKEAWAYS

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ACTION PLAN



WEDNESDAY

What is one thing you will do differently as a result of what you learned in this section?

What will be the benefits of making these changes? What will be the consequences if you don't do anything differently?

What might be obstacles or barriers to implementation back at the job?

What are a few things you can do to overcome these obstacles or barriers?

List the steps you will take to implement the things you will do differently:

Start date: _____ Completion date: _____

THURSDAY TOP TAKEAWAYS

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ACTION PLAN



THURSDAY

What is one thing you will do differently as a result of what you learned in this section?

What will be the benefits of making these changes? What will be the consequences if you don't do anything differently?

What might be obstacles or barriers to implementation back at the job?

What are a few things you can do to overcome these obstacles or barriers?

List the steps you will take to implement the things you will do differently:

Start date: _____ Completion date: _____



Holding Effective Sales Meetings

Sales Meeting #1	
Agenda: _____ _____ _____ _____ _____	Date __/__/__ Day of Week _____ Time ___-___ Location _____ Notification Method _____ Guest Speaker (if any) _____ Checks / Spiffs _____
Tip-of-the-Day: _____	
Training / Announcements / General Topics / Food-for-thought, etc. (if any): _____ _____	
Recognition (if any): Other:	

Sales Meeting #2	
Agenda: _____ _____ _____ _____ _____	Date __/__/__ Day of Week _____ Time ___-___ Location _____ Notification Method _____ Guest Speaker (if any) _____ Checks / Spiffs _____
Tip-of-the-Day: _____	
Training / Announcements / General Topics / Food-for-thought, etc. (if any): _____ _____	
Recognition (if any): Other:	

Holding Effective Sales Meetings

Sales Meeting #3	
Agenda: _____ _____ _____ _____ _____	Date __/__/__ Day of Week _____ Time ___-___ Location _____ Notification Method _____ Guest Speaker (if any) _____ Checks / Spiffs _____
Tip-of-the-Day: _____	
Training / Announcements / General Topics / Food-for-thought, etc. (if any): _____ _____	
Recognition (if any): Other:	

Sales Meeting #4	
Agenda: _____ _____ _____ _____ _____	Date __/__/__ Day of Week _____ Time ___-___ Location _____ Notification Method _____ Guest Speaker (if any) _____ Checks / Spiffs _____
Tip-of-the-Day: _____	
Training / Announcements / General Topics / Food-for-thought, etc. (if any): _____ _____	
Recognition (if any): Other:	



Week 6 Debrief

Agenda

- Overview of the Week
- Group Composite Objective Review

Week 5 Composite Objective Name _____

Start _____ Goal _____ Current _____

Notes

- Management Action Plan Split Up
- Employee Retention
 - ◆ Sales Meetings
 - ◆ Recruiting, Onboarding, Training, Pay, Retention
- New Vehicle Inventory / Profitability
 - ◆ Sell More
 - ◆ Gross % of Sales
 - ◆ Reduce Expenses
 - ◆ Maximize BTL \$
- Sales Process
 - ◆ Physical
 - ◆ Phone
 - ◆ Digital
- Relevant Resources

– _____
– _____
– _____

WEEK 6: LEADERSHIP AND GRADUATION!

Homework Reminder

- Prior to arriving for your final week, you **MUST** have all of your homework submitted.
- Your Week 5 instructors will send out a reminder email two weeks prior to remind you that your Week 5 homework is due. Please make sure you submit your homework early; **DO NOT PROCRASTINATE!**
- Additionally, it is your responsibility to make sure that the homework from all five classes (each week needs 500 points) has been submitted and your gradebook reflects a passing grade. If your grade book is missing an entry or has a low score, you must reach out to the respective instructor to wrap up any issues that will prevent you from receiving your diploma during the graduation ceremony. Do not have a “diploma-less” graduation!

Week 6 Schedule

Monday through Wednesday

8 am - 9 am:

Week 5 Debrief

8 am – 5 pm:

Leadership and communication class. Come with an open mind and prepared for introspection.

Thursday

8 am – 3 pm:

Detecting and Preventing Employee Fraud.

4:30 pm – 6:30 pm (unless otherwise announced):

Wine and beer reception at the Westwood Country Club (800 Maple Ave., Vienna, VA) for family members of all ages and sponsors. Business casual dress.

Friday

8 am – 11:45 am:

Dealership Planning at the Westwood Country Club. Hotel shuttles will provide transportation to the Club. Sponsors are invited to all sessions, mandatory for class members. Two sessions:

1. Successors and their families on planning for ownership transition; and
2. Professional managers on identifying high-potential employees, constructing training plans and developing the next generation of leaders and managers within your stores.

Noon: Graduation reception.

12:15: Class picture; lunch to follow.

1:00 – 2:45: Dealer panel, 10 minute reset, Academy Chair welcome, Class President remarks, Academy Chair message, presentation of certificates.

Family members and guests not attending the morning sessions on Friday should plan on arriving around 11:45 am. Hotel shuttles will provide transport to Westwood Country Club.

People traveling home directly from Westwood will have access to a closet for their luggage. Arrange your own transportation. With prior arrangement, shuttles may pick you up at the Country Club and return to hotel if you're staying the weekend. Plenty of free parking for drivers at the Country Club.