



HOMEWORK ACTION PLAN

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

Name <u>Bryan Breakfield</u>	Class #	N369
Dealership <u>Tameron Honda Eastern Shore</u>	Date	3/2/2021

Current Situation or Challenge to be Addressed:	It takes to long to get our used cars through the reconditioning process.		
Current Performance Level (include specific measure):	Average Days to Recon is 7 days.		
Goal (what do you want to achieve?)	Decrease average days to recon to 5 days.		
Goal Performance Level (include specific measure)	Average Days to Recon Ready from 7 days to 5 days.		
Goal Start Date:	3/1/2021	Goal End Date:	4/30/2021
First Check-in Date:	3/5/2021	Performance Objective:	All processes will be set in place. Rapid recon, Inventory manager, used advisor, 2 techs used only.
Second Check-in Date:	3/26/2021	Performance Objective:	First check on. Average days 6.5.
Third Check-in Date:	4/9/2021	Performance Objective:	Second check in. Average days 6.
Fourth Check-in Date:	4/30/2021	Performance Objective:	Last check in average days 5.
How does your goal align with the dealers' vision?	Exactly the same. We are Velocity based. Managing inventory and turn is his passion.		
What are the potential benefits of achieving your goal?	A faster recon means more volume and gross. More net profit. A more efficient used car dept.		
What are the potential consequences if you	If we don't succeed it will be a slower turn and less profitable used car		

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don't achieve your goal?	dept. But, we won't fail.....Ha!
Why is the goal important to you?	It is important to me because I'm always looking for ways to improve our operation. This makes us more efficient. And efficiency makes us more money.
Potential Obstacles	Detail department, ordering parts, techs working on CP, increased volume/ auction purchases, Service manager buy in.
Potential Solutions	Dedicated personel that is only allowed to work on internal. Payplans that reflect this vision.
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	Our turn is 11.7 times per year. The PUVR 0-30 days is \$2,823. We turn 61% of our sold within 30 days. Units sold in the 30 days and above bucket drops to \$422. By increasing our average days to lot from 7 days to 5 days. We Calculate that a two day faster turn will allow us to sell 68% under 30 days. Based off of last years numbers that will be an additional 10 cars per month yeilding \$24,010 gross increase monthly and \$288120 annually.

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
Change our recon tool to Rapid recon.	Rapid Recon and 4 I-pads.	Used Car Manager, Used Advisor and Service Manager	More efficient process with accountability.	3/5/21
Add another Used tech and detail person for internal.	Shop capacity is already available.	Service Manager.	More capacity to get cars through shop.	s-3/5/21 e-4/9/21
Weekly meeting with UCM, GSM, Service Manger, Used Advisor and GM.	Rapid Recon report	All Mnagers	Transparent Accountability.Fas ter Recon.	Every Friday

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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.

I will track days to recon on a daily doc. I will also have days to recon in each mangers pay plan.

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

Weekly accountbily meetings.

Sponsor Signature: _____