



HOMEWORK ACTION PLAN

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

Name	Cam Warren	Class	#	Hendrick 108
Dealership	Hendrick BMW	Date		4/5/2021

Current Situation or Challenge to be Addressed:	Days to Front Line Taking Longer Than Needed		
Current Performance Level (include specific measure):	Our average days to front line is 7		
Goal (what do you want to achieve?)	Reduce time from stocking in to front line		
Goal Performance Level (include specific measure)	4 days to front line would be optimal target		
Goal Start Date:	4/1/2021	Goal End Date:	7/1/2021
First Check-in Date:	4/15/2021	Performance Objective:	Meeting with vendor, service and preowned managers to get everyone on the same page as to what's expected and the value it brings and provide bonus structure to accomplish goal
Second Check-in Date:	5/1/2021	Performance Objective:	Check In on the process to ensure the steps are in place
Third Check-in Date:	6/1/2021	Performance Objective:	2 mos window to get steps and process down and work any kinks in the chain out as needed
Fourth Check-in Date:	7/1/2021	Performance Objective:	By now, we should be at a 4 day turn from stocking in to front line barring any major damage repair or recalls preventing the vehicle to get through the

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			shop
How does your goal align with the dealers' vision?	Dealer's goal aligns with vision as does Hendrick Automotive Group		
What are the potential benefits of achieving your goal?	Faster Turn Rate on PO inventory, higher gross due to market based pricing, more revenue all around		
What are the potential consequences if you don't achieve your goal?	Slows down processing inventory to front line which could end up costing the dealership revenue in all aspects		
Why is the goal important to you?	Faster Turn / Higher Margins		
Potential Obstacles	Employee/Vendor turn over and needing to re-do processing strategy to new employees and getting them on board to complete the jobs accordingly		
Potential Solutions	Weekly bucket meetings with all those involved in process to align everyone where vehicles are in the process and what steps are needed next to complete the job		
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	By getting our cars to the front faster, we can get our current turn from 7.9 to 12 even by lowering the PVR to \$3187 from \$3564, we will see a monthly increase of \$133,998 and yearly projections of \$1,607,976		

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
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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.

Weekly check ups required attendance, loss of bonus'

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

Weekly meetings with service/pre-owned managers along with vendor and detail managers to manage expectations

Sponsor Signature: _____