



HOMEWORK ACTION PLAN

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

Name Joshua Presinal Class # 108
 Dealership East Bay BMW Date 4/21/2021

Current Situation or Challenge to be Addressed:	Days To Front line- Recon Process		
Current Performance Level (include specific measure):	4.9		
Goal (what do you want to achieve?)	4.0		
Goal Performance Level (include specific measure)	.90 difference		
Goal Start Date:	5/1/2021	Goal End Date:	6/1/2021
First Check-in Date:	5/8/2021	Performance Objective:	<p>Schedule daily trade walk, review each car with team(Recon advisor, sales mgr, srv manager- Device a plan for car (cert, cpo, affordable)</p> <p>Coordiantor Photographers to pre-photo vehicles prior to recon(quick wash/wipe down) help generate leads while recon process is in play.</p> <p>All estimates for recon will be sent- with subject line describig level of vehicle(cert, cpo, affordable) mileage, stock #- for quick reference and approval.</p> <p>All estimate will be displayed as a failure</p>



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			<p>(must be completed to pass cert) Yellow: customer may note or complaint) Advisory: Just be aware.</p> <p>Daily Debrief Meetings with team to review each vehicle current status in process.</p> <p>Minimize down time: Pending parts = sublet to vendor or send to detail.</p>
Second Check-in Date:	5/15/2021	Performance Objective:	Stay consistence on our processes, See marginal improvement in days by .3
Third Check-in Date:	4/24/2021	Performance Objective:	See improvements of .3 days to front
Fourth Check-in Date:	5/17/2021	Performance Objective:	See improvements of .3
How does your goal align with the dealers' vision?	GM , Service Managers and Used car team are focused on days to front due to the cost associated to inventory daily. Increased Inventory turns ben fits the entire operation, fixed operation with increased volume of vehicles to be reconed, increased opprotunities for client advisors and finance team.		
What are the potential benefits of achieving your goal?	Increaase inventory turn,Minimize write down on aging vehicles,maximizing profitability on all accounts of the variable side and again will increase production in shop through recon.		
What are the potential consequences if you don't achieve your goal?	Increased expense in advertising, continued writing down cars,lack of motivation from variable team, competitors will have more inventory to display.		
Why is the goal important to you?	After completing this course I more aware of the costs associated of an enificient process; the costs associated to each day a vehicle is in our inventory and not being displayed for potential sale is just throwing away cash! The more		



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	inventory turns the more profitable the entire dealership can be, free's up cash!
Potential Obstacles	Photography company will need to be more flexible and more available based on our needs. Staying consistant in our processes of trade walks and daily debriefs of every vehicle and immediately discuss challenges and execute and council team mates.
Potential Solutions	Holding each other accountable and setting up automatic meeting reminder in our email calander
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	Each day on avg a vehicle cost us \$107.00 that a vehicle is in inventory.

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
Being added to recon email chain- I will be empowered to make quick decision in behalf of the used car management team to approve work- as trust has been built over the years.	None other than communication.	Gm, Used car manager and service manager	Quick decision can lead to faster recon processing and early management involvement.	May 1st- Daily debriefs to review our days to front line avg.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

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Photography alignment- of timeline	Used car manager / Photography personel.	Used car manager	Photography team available more inline with our needs	May 1st , daily- June 1st Monday-Friday
Daily trade walk	Daily scheduled reminder on outlook.	GM, used car manager, Service Manager	Quicker decision, sublet recon (bumper/wheel refinish etc, will be already est.	May 1st , daily- June 1st Monday-Friday
Daily Debriefs on each vehile in recon process	Management team avaiability	Gm, Used car mgr, service manager	Clear and procise communication and action plan to correct any issuses found.	May 1st , daily- June 1st Monday-Friday
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

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.

Daily review of matrix of days down and open discussion of progress and areas of opprunity if applicable.



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

Debrief meeting reminders have been placed on schedule with on each member to be involved work email calander.

Sponsor
Signature:

