



HOMEWORK ACTION PLAN

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

Name	HENRY PIMENTEL	Class #	N372
Dealership	SOUTHFORK CDJR	Date	5/19/2021

Current Situation or Challenge to be Addressed:	<p>Employee retention is really poor currently, this is a key component for our new dealer to grow into the next level. Also this will help to have strong present in our community.</p> <p>Our dealer has been open for 4 years and only 15 employees still employed from the biggining, this is a indication of our current issue.</p>		
Current Performance Level (include specific measure):	<p>We currently have 94 employees however year to date we are at 74 employee who left the company, this is a huge number for the 1/4 of the year, if we don't make a change now this is going to increase to 296 by the end of the year and the lack of consistency in a familiar face for our current customers.</p>		
Goal (what do you want to achieve?)	<p>I want to retain as many employee we can in order to build a strong team, this will achieve with the proper training and one/one with each employee in order to guide them into the short-mid and long tern carrer paths with our company.</p> <p>1st month to perform a job fair to hire the proper staff. 2nd month evaluate and continue to grow our staff with the proper training and path development. 3rd month evaluate their perfomance and make any adjustment neccesary for their success. 4 month continue to evaluate and revise our process in order to maintance our staff.</p>		
Goal Performance Level (include specific measure)	<p>We need to have a open job fair for all departments to hire the correct staff in Tuesday's and Thursday's for a month. This will require all the department directors to participate in performing interviews. After obtaining the correct amount of potential employees, the next steps is to beging with all the carrer paths, this will be breakdown by quarters so everyone knows the goal and purpose. Last but not leat is adding a 2 weeks mentor program for these new group for a better understanding of their duties.</p>		
Goal Start Date:	6/1/2021	Goal End Date:	6/29/2021
First Check-in Date:	6/5/2021	Performance Objective:	Evaluate how many employee we are needing per department in order to add the correct amount.

HOMEWORK ACTION PLAN

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

Second Check-in Date:	6/15/2021	Performance Objective:	Review and evaluate the 1st week of interview with the department manager to revise the potential employees.
Third Check-in Date:	6/21/2021	Performance Objective:	Review and evaluate the 2nd week of interview with department manager to revise the potential employees.
Fourth Check-in Date:	6/28/2021	Performance Objective:	Review and evaluate the entire month and begin the process of goal setting per individual.
How does your goal align with the dealers' vision?	This goal align with our vision 100% this is part of our DNA to continue to grow in our community.		
What are the potential benefits of achieving your goal?	This will reduce the expense in our HR department. Also will solidificate our community present and will give us opportunity to grown.		
What are the potential consequences if you don't achieve your goal?	This will create an imagine of unstable work environment and it will make dificult to bring good talent.		
Why is the goal important to you?	This is important because I want to become a GM with out group but before I get there I need to create an dafe and healthy enviroment for this location.		
Potential Obstacles	Lack of buy in from our directors.		
Potential Solutions	Having a Directors meeting in order to show the current numbers and the potential grow that we all can accomplishe if we get this resolved.		
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	We are currently on pace of doing \$14-\$16mil YEAR with an unstable team, with the correct team we can hit \$20mil by the end of the year.		

HOMEWORK ACTION PLAN

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

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
Store Directors meeting to evaluate our 1st quarter to show the facts.	We need to review our financial statement, CSI and employee spreadsheet	All Directors	Find that lack of proces who lead us to this point.	06-01-2021 to 06-30-2021
Figure out the amount of employee that we need to hire in every department	Employee list	All Directors	List of the amount of position that we need fill out	05-28-2021- 06-30-2021
Parts and Service director having 1 month of interview to ontain the missing pieces	Job fair	Parts and service managers	Having the correct amount of employees to run the parts and service correctly	6-5-2021 - 06-30-22021
New sales manager having 1 month of interviews	Job Fair	Sales manager	Having the correct amount of employees to run new car department	6-5-2021 - 06-30-22021
Used vehicle sales managers	Job Fair	Used car amangers	Having the correct amount of employees to run the parts and service correctly	6-5-2021 - 06-30-22021
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.

HOMWORK ACTION PLAN

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

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.

Continue to review each employee goal path to evaluate their performance

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

Monthly meeting with all the directors to evaluate our employee retention.

Sponsor Signature: _____