



HOMEWORK ACTION PLAN

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

Name David Hernandez Class # 377

Dealership Hyundai Escondido Date 7/22/2021

Current Situation or Challenge to be Addressed:	Used vehicle process		
Current Performance Level (include specific measure):	Turn time is more than 5 days and up to 100		
Goal (what do you want to achieve?)	Max turn to 5 days		
Goal Performance Level (include specific measure)	Increase our used car sales from 80 units to 150 a month		
Goal Start Date:	7/1/2021	Goal End Date:	9/30/2021
First Check-in Date:	7/9/2021	Performance Objective:	Mangement awarness of our goals.
Second Check-in Date:	7/23/2021	Performance Objective:	Review the status and gains
Third Check-in Date:	8/27/2021	Performance Objective:	Review the status and gains
Fourth Check-in Date:	9/24/2021	Performance Objective:	Review the status and gains.
How does your goal align with the dealers' vision?	As a fairly new dealer our goal is to increase awarness.		
What are the potential benefits of achieving your goal?	A large customer base		
What are the potential consequences if you don't achieve your goal?	Loss of momentum and profits		
Why is the goal important to you?	This is my oportunity to demonstrate my ability to perform above the rest.		



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Potential Obstacles	Aquiring the right team
Potential Solutions	Hire and train personally
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	Our first goal was to get to \$500k gross profits and we have surpassed it to \$950k. At 1 Million I get a Rolex.

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
Hire the right caliber tech	Recruite with experience	Service Mgr Hector Navarrete	High proficiency	7/31/2021 8/30/2021
Not waiting for deals to get cleared before starting reconditioning	Manage the inventory as they come in.	Sales Manager David Hernandez Jose Martinez	Quicker turn rate.	7/31/2021 8/31/2021 9/30/2021
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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.
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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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.

We will appoint a sales manager to review monthly and quarterly then produce an update to all managers on how we are doing. I think having this person responsible will keep it organized.

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

We have developed a Recon meeting already in place to review any outstanding actions and new actions as well as completed ones.

Sponsor
Signature: