HOMEWORK ACTION PLAN

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

Name Matt Young Class # V01

Dealership Jack Ingram Motors Date 2/9/2022

Current Situation or Challenge to be Addressed:	High Average Days to Photos		
Current Performance Level (include specific measure):	23 Days		
Goal (what do you want to achieve?)	Reduce the time to get vehicles through recon and detail.		
Goal Performance Level (include specific measure)	5 days to get vehicles thorough recon and get photos on line.		
Goal Start Date:	2/14/2022	Goal End Date:	5/2/2022
First Check-in Date:	2/28/2022	Performance Objective:	21 Days
Second Check-in Date:	3/14/2022	Performance Objective:	15 Days
Third Check-in Date:	3/28/2022	Performance Objective:	10 Days
Fourth Check-in Date:	4/18/2022	Performance Objective:	7 Days
How does your goal align with the dealers' vision?	The faster we can get photos online the faster we can turn our inventory.		
What are the potential benefits of achieving your goal?	Increased turn rate equals more net profit.		
What are the potential consequences if you don't achieve your goal?	We will continue to have unrealized revenue and profit opportunity.		
Why is the goal important to you?	Making sure photos are online falls under my job description so I have some levarge over the process and feel that I can impact change here.		
Potential Obstacles	Staffs resitance to change or inabality to execute steps in a timely manner.		
Potential Solutions	Provide documentaion of process and procedures to all staff and managers involved including the dealer principle. Keep General Managers and the Dealer Principle up to date		

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	with daily stats of the progress to enhance the level of engagement by management and staff.
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	If we can decrease our days to photos by 18 days the possibilty exist to increase our turn from 4.4 to 6.43. This would represent an additioanl $5,222,705 in gross profit per year.

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
Document Recon Process	Input from involved managers.	Matt Young	Complete the documnetation of the process.	Start 2/14/22 End 3/18/22
Managers will implement recon process	Management execution of process and procedures.	John Ingram, David Pipkin	Managers will adhere to written processes and procedures.	2/21/22 forward Checkpoints 2/28/22 3/14/22 3/28/22 4/18/22
Daily updated reports on vehicles in process will be sent to everyone invloved in the process and their superiors. This includes GMs and Dealer Princilpe.	Access to information needed to prepare reports.	William Kendrick Kaylee Hobbs	William will send out a daily report of recon vehicles in process. Kaylee to update a shared spreadsheet when cars are photographed and on the lot.	2/21/22 forward Checkpoints 2/28/22 3/14/22 3/28/22 4/18/22
Invetigate vehicles not meeting criteria in process. Alert General Managers.	Access to information	Matt Young	GM to address staff not following process.	Every Monday Checkpoints 2/28/22 3/14/22 3/28/22 4/18/22
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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 continue to provide daily reports for transparency in the process.

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

We have a meeting with GMs and service staff scheduled for 02/14/22

Sponsor Signature:

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