



HOMEWORK ACTION PLAN

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

Name	Debbie Tufts	Class	#	402
Dealership	Rudy Luther Toyota	Date		11/29/2022

Current Situation or Challenge to be Addressed:	xAging used inventory		
Current Performance Level (include specific measure):	Currently 14% of UC inventory is 60+ days		
Goal (what do you want to achieve?)	60 day aging policy		
Goal Performance Level (include specific measure)	Get to under 5% of inventory 60+ days		
Goal Start Date:	11/1/2022	Goal End Date:	12/31/2022
First Check-in Date:	12/1/2022	Performance Objective:	10% or less
Second Check-in Date:	12/15/2022	Performance Objective:	10% or less
Third Check-in Date:	12/22/2022	Performance Objective:	10% or less
Fourth Check-in Date:	12/29/2022	Performance Objective:	5% or less
How does your goal align with the dealers' vision?	Nothing old is our vision and this aligns well.		
What are the potential benefits of achieving your goal?	More focus on trades and off street buys - quicker turn, more trades, more service work, more gross opportunities		
What are the potential consequences if you don't achieve your goal?	Frozen capital - negative employee morale - loss of opportunity - loss of income		
Why is the goal important to you?	We have always had a tight grip on aging inventory - it got a little out of hand with so many unknowns over the past year		

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Potential Obstacles	Fear of negative PVR from managers - wanting to cover the losses over time
Potential Solutions	Meeting weekly with updates and positive reinforcement and help
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	We have over \$138,000 of water in the inventory. If we rip that band aid off and replace those units with fresh inventory owned right it can mean a \$198,000 swing in front end gross alone not including recon

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
Meet w/ managers	Max reports	Debbie	awareness	12/1/2022
Set up a SMART action plan	SMART Plan	Debbie	Plan in place	12/5/2022
Meet w/ managers	Max Reports	Debbie	results	12/12/2022
Meet w/ managers	Max reports	Debbie	Results and plan for 2023	12/31/2022
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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.

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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.

Monthly meetings individually with each department head

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

Click or tap here to enter text.

Sponsor Signature: _____