HOMEWORK ACTION PLAN

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

Name John Koufakis III Class # N400

Dealership Star Auto Group Date 1/6/2023

Current Situation or Challenge to be Addressed:	Inventory Turn and Holding Costs		
Current Performance Level (include specific measure):	43.5 day turn and declining GROI: Our GROI decreases from 536% on 0-30 day vehicles, to 290% on 31-45 day vehicles, to 201% on 46-60 day vehicles, to 134% on 61-90 day vehicles, to 58% to 90+ day vehicles. Total GROI is at 223%.		
Goal (what do you want to achieve?)	I don't want to ever enter the 90+ day bucket and I want to maintain a 50 or less average days to sale.		
Goal Performance Level (include specific measure)	50 Avg Days to Sale, 70 day hard turn on vehicles. Maintaining GROI at this level is probably unreasonable but it will largely be maintained if we can turn a bit quicker.		
Goal Start Date:	1/1/2023	**Goal End Date:**	12/31/2023
First Check-in Date:	3/31/2023	**Performance Objective:**	50 Avg Days to Sale
Second Check-in Date:	6/30/2023	**Performance Objective:**	50 Avg Days to Sale
Third Check-in Date:	9/30/2023	**Performance Objective:**	50 Avg Days to Sale
Fourth Check-in Date:	12/31/2023	**Performance Objective:**	50 Avg Days to Sale
How does your goal align with the dealers' vision?	Maintaining this turn as product slowly becomes more available will help our profitability because as illustrated earlier- The GROI is vastly larger when turning more quickly.		
What are the potential benefits of achieving your goal?	More space for more vehicles and customer parking as well as greater profitability		
What are the potential consequences if you don't achieve your goal?	Not enough space for the operation, higher holding costs, and ultimately worse profitability		
Why is the goal important to you?	Because changing the philosophy of a 30 year experienced General Manager is tough to do but I think it will help both him and the store.		
Potential Obstacles	GSM Philosophy		

HOMEWORK ACTION PLAN

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

Potential Solutions	Showing him the calculations and the raw data gathered as part of the class.
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	Under normal times this means at least $300,000 to the operation yearly and potentially way more.

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
Meeting with Gus over the data	The data, me, Gus	Me	Resistance	1.1.23, 12.31.23 QTRLY check ins
Meeting with the Dealer Principal	The data, me, John Jr.	Me	Openness	1.1.23, 12.31.23 QTRLY check ins
Employing a pricing strategy that mirrors the goal	Me, Gus, Christine, Chris	Me	A pricing plan	1.1.23, 12.31.23 QTRLY check ins
Implementing a 70 day hard turn	Me, Gus, John Jr.	Me	Unsure	1.1.23, 12.31.23 QTRLY check ins
Utilize the Nissan CPO program which also acccesses better rates	Me, Gus, Chris	Me	OK	1.1.23, 12.31.23 QTRLY check ins
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.

HOMEWORK ACTION PLAN

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

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.

I will monitor it and it will be policy. Then, I will look to add it to the other stores.

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

Meetings with our GSM (Gus), our Sales Manager (Christine), our Pre-Owned Manager (Chris), and our Dealer Principal (John Jr.)

Sponsor Signature: John Kavafakis