



# HOMWORK ACTION PLAN

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

Name Justin Pence Class # N406-09  
 Dealership Eskridge Chevrolet Date 1/25/2023

Current Situation or Challenge to be Addressed:	Only one manager per appraisal. We will move to 2 managers on ever appraisal.		
Current Performance Level (include specific measure):	Current look to book is 37.1%		
Goal (what do you want to achieve?)	Move look to book 50%		
Goal Performance Level (include specific measure)	Will measure weekly		
Goal Start Date:	1/30/2023	Goal End Date:	5/31/2023
First Check-in Date:	2/6/2023	Performance Objective:	40%
Second Check-in Date:	3/6/2023	Performance Objective:	43%
Third Check-in Date:	4/10/2023	Performance Objective:	45%
Fourth Check-in Date:	5/8/2023	Performance Objective:	50%
How does your goal align with the dealers' vision?	Goal is align with vision, When we nove to 50% we roughly get 10 to 12 more trades.		
What are the potential benefits of achieving your goal?	Increase trades make more money		
What are the potential consequences if you don't achieve your goal?	Will not be able to grow. Have to buy in lane, which is not good at this time due to market.		
Why is the goal important to you?	The stores absorption rate will increase.		

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Potential Obstacles	Over estimating recon
Potential Solutions	Find out avg recon cost, put it in place pn ever bid. Also put unit on the lift and scan evertime.
<b>BOTTOM LINE!</b> Financial Impact of Achieving Your Goal (expressed in dollars)	We will bring in 10 to 12 more trades a month which will Increase gross in service, parts and used. By around \$45,500.00 in gross per month.

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
1st Appraisal	Vauto	Bobby	Talk about the ACV on trades	1/30/23 - 5/31/2023
2nd Appraisal	Vauto	Jerrel	Talk about the ACV on trades	1/30/23 - 5/31/23
Final Appraisal if need be.	Vauto	Justin	Talk about the ACV on trades	1/30/23 - 5/31/23
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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.

This is the policies going forward ne questions asked. Bobby And Jerrel understand we will not deviate from this policie.

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

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Sponsor Signature: \_\_\_\_\_