



HOMEWORK ACTION PLAN

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

Name George Abel Class # 407

Dealership Haldeman Ford Hamilton Date 3/25/2023

Current Situation or Challenge to be Addressed:	Getting the Pre- Owned vehicles to market faster		
Current Performance Level (include specific measure):	Average days to lot is currently 10.6 days		
Goal (what do you want to achieve?)	3 days		
Goal Performance Level (include specific measure)	Time vehicle is traded to the vehicle being market ready out front		
Goal Start Date:	4/1/2023	Goal End Date:	7/31/2023
First Check-in Date:	4/30/2023	Performance Objective:	7 days
Second Check-in Date:	5/31/2023	Performance Objective:	5 days
Third Check-in Date:	6/30/2023	Performance Objective:	3 days
Fourth Check-in Date:	7/31/2023	Performance Objective:	3 days and holding
How does your goal align with the dealers' vision?	The Dealers vision is to turn hours in the shop and turn the inventory more than 12 times per year.		
What are the potential benefits of achieving your goal?	Greater gros profits in Service, Parts and the Pre-Owned Department		
What are the potential consequences if you don't achieve your goal?	Aged used cars, low gross profit internally in the Service Department, low sales moral		
Why is the goal important to you?	Gross Profit is inimportant to myself the Dealer		
Potential Obstacles	Technicians, Parts, Detail, Photogpher, Internet problems, no buy in by employees		

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Potential Solutions	.Show the staff the personal benefits of achieving a quicker time to market for the pre-owned vehicles. Sales Grosses are higher on fresh units. The Service Department will turn more hours by getting the pre-owned vehicles through the shop at full retail.
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	Our current GROI on units sold under 30 days is 344% If we can get the vehicles to market faster, we will have a better opportunity to maximize GP. \$634,000 per year increase GP

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
Detail trades day 1	Get vehicles to the detail department same day traded	Sales Staff- Used Car MGR- detail department	Detail same day	daily
Dispatch used cars to proper techs	Dispatcher has to know the skill of the techs	Service MGR	Quicker time through the shop	daily
Photos for the website	Get the vehicle detailed and to the photographer ASAP	Used car MGR and Photographer	Photos day 1 or 2	daily
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.
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.

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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.

Monitor the time to line daily with the help of Rapid Recon. Share this information daily with all employees involved front to back of the Dealership.

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

We are implimenting Rapid Recon at the Dealership next week and will discuss the results in our daily maingers meeting.

Sponsor Signature:

