



HOMEWORK ACTION PLAN

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

Name <u>Joseph Pagano</u>	Class #	<u>413</u>
Dealership <u>Pine Belt Chevrolet</u>	Date	<u>1/1/202107/03/23</u>

Current Situation or Challenge to be Addressed:	xAlignment/Utilization of VAuto Profit Time		
Current Performance Level (include specific measure):	Less than 50%		
Goal (what do you want to achieve?):	70% minimum		
Goal Performance Level (include specific measure)	70% minimum alignment with Profit Time at all times.		
Goal Start Date:	7/1/2023	Goal End Date:	8/31/2023
First Check-in Date:	7/17/2023	Performance Objective:	70% +
Second Check-in Date:	8/1/2023	Performance Objective:	70% +
Third Check-in Date:	8/15/2023	Performance Objective:	70% +
Fourth Check-in Date:	9/1/2023	Performance Objective:	70% +
How does your goal align with the dealers' vision?	The dealwer is 100% on board after Dale Pollak		
What are the potential benefits of achieving your goal?	Better turn rate on pre-owned cars , less losses on poorly rated vehicles, and higher profits on higher rated vehicles.		
What are the potential consequences if you don't achieve your goal?	We will stay stagnant and not grow our business, profits, or knowledge base/ideologies.		
Why is the goal important to you?	I am here to help the Dealer make more money more effectively...it is why I exist here.		

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Potential Obstacles	Current managers are successful and stuck in there ways. In this case, success is a bit of our enemy.
Potential Solutions	Our solution was having Dale himself expalin the benefits and it fostered almost immediate FULL buy in.
BOTTOM LINE! Financial Impact of Achieving Your Goal (expressed in dollars)	Our starting goal is to increase overall used car operations profitability by 5% over the first quarter of so and then increase incrementally from there. We are also looking to reduce our hold times by 3 days and then decrease from there on lower rated vehicles.

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
Get buy in from the key players	Dale Pollak himself	Myself	Better understanding and buy in to Profit Time.	This happened shortly after returning from V01.
Have Dale hold a meeting for the key players	Dale Pollak and our VAuto rep Tom Wall	Myself	Reduction of fear of the ideas within the poroduct and increased confidence in its theories.	IMMEDIATELY after the live meeting.
Post Dale Pollak meeting discussion	All Directors, Dealer Principle, entire Used Car Management Team	All involved	Higher alignment in Profit Time.	IMMEDIATELY and until further notice.
Reviews of Profit Time alignment	All Directors, Dealer Principle, entire Used Car Management Team	All involved	70% Profit Time alignment at all times	IMMEDIATELY and until further notice.

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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 are reviewing our Profit Time alignment weekly. This will ensure that we stay the path, and quickly regroup if we fall under 70%.

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

We had Dale Pollak himself conduct a thorough review of our used car operation and hold a meeting for all of the key stakeholders. This meeting was invaluable as we learned that while we are doing many things right, there was plenty of opportunity for improvements. We also got a FULL understanding and explanation of the principles behind Profit Time which were invaluable in terms of buy in after running on the Velocity model for so long.

Sponsor Signature: _____