

SHORT TERM SMART CAREER GOAL

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Goal: Increase the knowledge I have of aftermarket protections on vehicles to increase sales.

Answers at time of development

<p>Specific</p> <ul style="list-style-type: none"> • What is the desired result? (Who, what, when, why, how) 	<p>I work in finance at a car dealer. I want to increase the knowledge I have on products I sale to increase sales.</p>
<p>Measurable</p> <ul style="list-style-type: none"> • How can you quantify (numerically or descriptively) completion? • How can you measure progress? 	<p>For testing knowledge, I can take online tests, or have reps from the companies test my knowledge. I will keep an excel spreadsheet of the aftermarket products I sell. This will allow me to watch and measure my progress on sales.</p>
<p>Achievable</p> <ul style="list-style-type: none"> • What skills are needed? • What resources are necessary? • How does the environment impact goal achievement? • Does the goal require the right amount of effort? 	<p>It may be beneficial to attend a F & I manager training to better my skills as well. I can turn to my product reps to get materials to improve my knowledge on their products. I can also read through the product contracts and take notes.</p>
<p>Relevant</p> <ul style="list-style-type: none"> • Is the goal in alignment with the overall mission or strategy? 	<p>Yes, I am working towards improving these skills every month.</p>
<p>Time-bound</p> <ul style="list-style-type: none"> • What is the deadline? • Is the deadline realistic? 	<p>By the end of December, I would like sales to be up 10% from September. I also want to be able to confidently answer questions about protections and not have to “search” for the answers when asked.</p>

Final Goal: My final goal is to increase the knowledge I have on the aftermarket products I sell. This will allow me to increase aftermarket sales by 10% and allow me to be better suited to sell and answer questions about the products.

LONG TERM SMART CAREER GOAL

Goal: Become a General Sales Manager of a high-volume car dealership by the age of 30.

Answers at time of development

<p>Specific</p> <ul style="list-style-type: none"> • What is the desired result? (Who, what, when, why, how) 	<p>I want to become A GSM of a car dealership by the age of 30 and increase that dealerships profitability by the time I'm 31.</p>
<p>Measurable</p> <ul style="list-style-type: none"> • How can you quantify (numerically or descriptively) completion? • How can you measure progress? 	<p>To measure progress, I can continue to climb my way up the latter in the car business. Once in the GSM position, there will be many tools to allow me to gauge the stores profitability to make sure I'm increasing it.</p>
<p>Achievable</p> <ul style="list-style-type: none"> • What skills are needed? • What resources are necessary? • How does the environment impact goal achievement? • Does the goal require the right amount of effort? 	<p>I will need to improve my selling and customer service skills. I will also need to learn new skills such as, hiring and firing, working with manufacture reps, dealing with upset customers, etc.</p>
<p>Relevant</p> <ul style="list-style-type: none"> • Is the goal in alignment with the overall mission or strategy? 	<p>Yes, I am working towards improving these skills every month.</p>
<p>Time-bound</p> <ul style="list-style-type: none"> • What is the deadline? • Is the deadline realistic? 	<p>The deadline to reach this position is June 2, 2031. This is my 30th birthday. By June 2, 2032, I plan to increase the stores profit by at least</p>

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Final Goal: My final goal is to continue to train and increase my knowledge of the car business, this way I continue to work my way up the latter, and eventually land a position as a GSM by the time I'm 30. Then using all the skills I've developed, work to increase the stores profitability by the time I'm 31 by at least 10%
