

# Store Manager 100 Day Start Plan

First 30  
Days

## DISCOVERY

Understand role expectations, key measures and objectives.

Meet with each member of the team to introduce myself, begin relationship build, assesses challenges & strengths

Work through Onboarding plan – visit & learn from “best practise” Stores and Head Office

Set up work rhythm, calendar, meeting cycles and framework for Leadership team accountabilities with Farmers “way of working”

Build relationships, collaborate & network with peers, regional team and head office

First 60  
Days

## IMPLEMENTATION

Review progress of store business plans and key focus areas, validate and where necessary, provide support and/or replan/adjust approach

Assess opportunities in terms of; Culture, Business Performance, Succession, Training and Customer Service. Validate consistency & effectiveness in approach and methodology

Lead and leverage tools through team to pull appropriate financial drivers – Big Ticket/Houses/Retail basics and Service.

Assess gaps/ needs and implement mentoring leadership team to lift overall leadership capability.

First 100  
Days

## GROWTH

Validate progress of execution of key initiatives -reprioritise focus as needed

Develop FY22 team plan, including succession planning

Work closely with Leadership team, on support for “focus areas”

Review and assess 100 day plan. Identify wins and opportunities for development, replan

Pull together PIR for peak trade and utilise to help plan for FY22