

ROBERT LISOWSKI

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PROFESSIONAL SUMMARY

Automotive Retail Leader with comprehensive variable-operations knowledge and a passion for training and developing people — 14+ years across F&I, used-vehicle velocity, and dealer P&L. Owned new- and used-car P&L as a General Sales Manager, ran a #1-CPO-in-Region used operation and a #3-in-district new-car store, and cut reconditioning from 10+ days to under 5 days while scaling store operations from 100 cars and 10 salespeople to 300 cars, 27 salespeople, and 5 finance managers. Founded Vyaxis (PacelQ, DrivePulse, ServiceBridge) from a passion for solving the problems lived inside dealership walls using AI, and developed F&I managers to top-5% performance. Loves teaching, learning, and growing — seeking a company that aligns, to carry that passion and dealer-side operating credibility into the next chapter.

CORE COMPETENCIES

- Used-Vehicle Velocity & Inventory Turn (vAuto Velocity Method, 30-day turn / 65-day cap)
 - Reconditioning Throughput & Process Design
 - F&I Operations & Finance Process (PRU >\$3,000, top-5% PRU)
 - Dealer Performance Management & P&L Ownership
 - OEM Program & Field-Relationship Fluency (Stellantis, Toyota)
 - Dealer CRM / DMS Systems (VINCUE, DriveCentric, CDK, MyKaarma)
 - Data & Market Analytics (S&P Mobility/Polk, NCM benchmarking)
 - Multi-Rooftop & Dealer-Group Scale (100- to 300-car stores)
 - Vendor Management & Accountability
 - People Development & Sales Training
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PROFESSIONAL EXPERIENCE

Automotive Retail Leader / Used Car Manager — WeAuto · Gallatin Ford, Gallatin, TN — April 2026–Present

- Cut reconditioning cycle time from 10+ days to under 5 days by authoring and rolling out a per-step-ownership SOP with shortfall measurement.
- Direct used-vehicle acquisition, reconditioning, throughput, and vendor management (no P&L ownership at this role) for a store moving ~180 units/month, ~90 used.
- Hold inventory to a 30-day average turn target and a 65-day maximum-age cap through vAuto Velocity Method discipline.

General Sales Manager — WeAuto · Gallatin CDJR, Gallatin, TN — January 2025–March 2026

- Owned P&L for both the new-car and used-car departments and led a variable-operations turnaround from net loss to profitability.
- Ranked #3 in district for new-car volume (Stellantis-ranked).
- Cut reconditioning time from 10+ days to under 4 days.
- Raised the store's Google rating from 4.2 to 4.4, lifted internet closing percentage from 5% to over 10%, and delivered 145% sales effectiveness (CY 2025).
- Maintained consistent above-average NPS and CSI, meeting OEM standards.
- Recruited and trained no-experience salespeople who now lead the board — including a four-time Salesperson of the Month advanced into F&I training.
- Quoted as an industry expert source in Car Dealership Guy (Jan & Feb 2026) on EV/PHEV trade-in risk and car-buying demand.

Used Car Manager — WeAuto · Toyota of Ann Arbor, Ann Arbor, MI — September 2023–January 2025

- Spearheaded a used-vehicle operation transformation that delivered a 40% year-over-year volume increase.
- Built a cohesive inventory-management department integrating acquisition, wholesale, and stocking.
- Set a store record of 186 used cars sold in a single month while ranking #1 CPO retailer in the Region that month.

Automotive Finance Leadership (earlier roles, reverse chronological)

Finance Manager — Lithia Automotive Group · Suburban Toyota & Honda of Farmington Hills, MI (Oct 2022–Sept 2023)

Platform Finance Director — WeAuto · Toyota & Subaru of Ann Arbor, MI (Mar–Aug 2022): led a 7-person F&I team across 2 rooftops to the #1 F&I department in the region; mentored F&I managers to top-5% PRU performance (PRU >\$3,000, top 10% NCM benchmark); expanded the lender portfolio to recapture lost subprime business.

Specialist / F&I Trainer — Ethos Group, Ann Arbor, MI (Sept 2021–Mar 2022): implemented best-in-class F&I processes across client accounts; recruited and trained 2 managers-in-training.

Platform Finance Director / Finance Manager — Toyota & Hyundai of Southern Maryland (Jul 2017–Sept 2021): led a 4-person F&I department across 2 rooftops (PRU >\$2,000).

Finance Manager — Yark Automotive Group, Toledo, OH (Dec 2015–Jul 2017): PRU >\$1,700.

Associate Client Executive / Financial Analyst — Kapnick Insurance Group, Ann Arbor, MI (Jan–Dec 2015).

Finance Intern — Yark Automotive Group (2012–2013) and Modern Woodmen of America (2014).

INDEPENDENT VENTURES & TECHNICAL LEADERSHIP

Vyaxis LLC — Founder & CEO — March 2026–Present

Founded Vyaxis from a passion for solving the problems lived inside dealership walls using AI — three working prototypes, beta-tested only (never sold to a dealership):

PacelQ — management-facing pacing and deal-logging platform (DETAIL and CIT workflows); working prototype in beta at a WeAuto dealership.

- **DrivePulse** — salesperson-facing leaderboard, spiff tracking, and per-store commission/KPI tools; working prototype.
 - **ServiceBridge** — service-to-sales bridge integrating MyKaarma with DriveCentric/VINCUE and S&P Mobility/Polk data to surface buy/trade-in opportunities; working prototype.
 - Built a compliant email campaign pipeline on Cloudfare and Supabase.
 - Publish The Daily OAR, a leadership newsletter (Ownership / Accountability / Responsibility framework).
 - Direct the product build through AI coding agents across dealer systems (DriveCentric, VINCUE, CDK, MyKaarma) and market data (S&P Mobility/Polk, NCM benchmarking).
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REFERENCES

- Matt Campbell — Head Coach, Penn State (Toledo HC 2012–15); recruited Robert at Toledo — (contact on request)
 - Michael Speigl — Dealer Principal, WeAuto (Toyota of Ann Arbor) — (contact on request)
 - Joe Barba — Partner/GM, Gallatin Ford; taught Robert used cars, promoted him to GSM — (contact on request)
 - Tom Manning — Colts TE Coach (Toledo O-line coach 2012-15; FootballScoop NOL Coach of the Year 2015) — (contact on request)
 - Mike Resau — Ethos Group sales/finance consultant (Grand Rapids area; Ithaca College) — (contact on request)
 - Dr. Clint Longenecker — Distinguished University Professor, UT; Director, Center for Leadership & Organizational Excellence — (contact on request)
 - Cody Adams — Platform General Manager, Lithia Automotive Group (Suburban Toyota of Farmington Hills; 4.8-rated, 228 reviews) — (contact on request)
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EDUCATION

University of Toledo — Toledo, OH

- Master of Business Administration, Leadership & Organizational Development — May 2015, 3.7 GPA
- Bachelor of Business Administration, Finance — December 2013
- Beta Gamma Sigma National Honors Society
- Full-scholarship student-athlete (football, offensive line; two-year starter at right guard)

Community: Volunteer support for Habitat for Humanity, Meals on Wheels, and Gallatin Cares (2023–present).