

€ TRAINING

Objectives and Key Results OKR





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Introduction:

This training program is designed to provide participants with a comprehensive understanding of the Objectives and Key Results OKR framework. It provides insights and techniques to drive success in the organization.

Program Objectives:

At the end of this program, the participants will be able to:

- Understand the basic principles of OKRs.
- Set effective OKRs for yourself and your teams.
- Track and measure the progress of your OKRs.
- Use OKRs to improve your performance.

Targeted Audience:

- Managers and team leaders.
- Project managers.
- HR professionals.
- Entrepreneurs and business owners.
- Employees interested in goal setting and performance management.

Program Outlines:

Unit 1:

The New Shape and Design of Training Functions:

- What are OKRs?
- How do OKRs work?
- The benefits of using OKRs.
- The challenges of using OKRs.

- A case study of a successful OKR implementation.

Unit 2:

Setting Effective OKRs:

- Objectives are the long-term goals that you want to achieve.
- Key results are the measurable outcomes that will indicate that you have achieved your objectives.
- Key results should be specific, measurable, achievable, relevant, and time-bound.
- Objectives should be ambitious but achievable.
- Objectives and key results should be aligned with the overall goals of the organization.

Unit 3:

Developing Key Results:

- Understanding the role of key results in OKRs.
- Making key results measurable and quantifiable.
- Ensuring alignment between key results and objectives.
- Balancing lead and lag measures in key results.

Unit 4:

Cascading OKRs:

- Cascading objectives from top-level to individual teams.
- Establishing alignment and coherence across different levels.
- Breaking down objectives into actionable tasks and projects.
- Communicating and sharing OKRs across the organization.
- Case studies on cascading OKRs in large organizations.

Unit 5:

Implementing and Managing OKRs:

- Planning and executing OKR cycles.

- Tracking progress and monitoring key results.
- Addressing challenges and overcoming obstacles in OKR implementation.
- Conducting OKR reviews and check-ins.
- Continuous improvement and adapting OKRs over time.