



Certified OKR Leadership



2 - 04 September 2024  
Geneva (Switzerland)



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## Introduction

"Speed to market" and "speed of execution" are of the utmost significance in this unstable and challenging business environment that we work in. Both the speed and the quality of execution are supported by OKRs. OKR is an agile goal-setting framework that, in order to be successful and last, needs strong leadership and a growth culture. Effective OKRs must be set, but if they are not carried out well or at all, they are useless. You will learn how to guide your team toward OKR execution and fulfill the company's vision in this incredibly useful OKR leadership training.

The success of an OKR depends on the team members' engagement levels and their capacity for effective communication with a return on investment during check-ins, meetings, and coaching. Our practically oriented OKR leader course will help you coach your team members toward success.

## Course Objectives

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

- Set goals the agile way and lead your team to success.
- Learn how to establish a growth culture.
- Gain practical knowledge on all the elements of the performance ecosystem.
- Learn how to inspire team members toward optimal performance.
- Energize team members and create aligned commitment toward achieving goals and objectives.
- Be able to optimize top performances and improve poor performances.
- Lead towards excellence in execution.
- Become a master of communication.
- Ensure the sustainability of OKR frameworks.
- Align the behaviors of team members to the vision of the company.
- Coach and support team members.

## Audience must have the:

Desire to Learn practical Leadership and management strategies that improve team collaboration, engagement, and performance.

Desire to improve coaching, team support, and collaboration.

## Course Outline

### Unit 1: OKR and Agile Culture

- Understanding the impact of culture on strategy execution
- The difference between a sustainable high-performance culture and a toxic culture
- How OKRS can positively Impact a culture transformation
- Culture is the context for performance
- Agile culture-speed balanced by the quality and peripheral vision

## Unit 2: OPERATIONALIZING THE COMPANY'S PURPOSE

- Examples of company purpose statements
- Learn how purpose can be a driver of performance
- The alignment of a personal purpose to the company's purpose
- Practical case studies of an operationalized purpose statement
- Purpose-Infused OKRs

## Unit 3: THE INTEGRATION OF THE COMPANY VISION, VALUES, PURPOSE AND OKRS

- Clarifying the vision of a company
- Alignment of objectives to the vision of the company
- Values as behavioral standards for the deployment of OKRS
- Embedding the values of the company
- Ensuring that the values of the company are integrated with OKR frameworks

## Unit 4: COMMUNICATION WITH AN ROI

- Communication that is generally results orientated, inspiring and positive
- Actualize the desired outcomes for check-ins, town halls, and OKR-related coaching sessions and meetings
- Coaching both performing and underperforming employees
- Handling conflict
- Inspiring people toward action
- Build strong team dynamics
- Inclusive team-orientated communication

## Unit 5: THE QUALITY AND SUSTAINABILITY OF OKRS

- Alignment
- Integration
- Building quality assurance into your OKR frameworks