

Goal Setting objectives & key results

⚠️ OKRs help teams and individuals

- manage priorities
- think big picture
- fail smart and fail fast

⚠️ objective

- ↳ a qualitative, aspirational statement meant to inspire action

⚠️ key results

- ↳ the quantitative targets used to measure the success of the objective

⚠️ How to write an OKR

- identify the problem statement
- turn the problem into objective
- write key results
 - key
 - clear
 - measurable
- set the tactics

⚠️ OKR in groups

- leadership chooses the objective
- executive sponsor communicates the objective
- team set the key results
- assign key result owners
- design a tactical plan

⚠️ How to manage OKRs

- set a cadence (monthly, ...)
- establish a single source of truth
- set predetermined milestones
- trust your leaders

⚠️ OKR implementation best practices

- start small
- progress >> perfection
- central ownership
- shared OKR model
- consistent management

→ executive sponsorship and communication

⚠ Sign of successful OKR implementation

- Annual design cadence
- long-term strategic plan
- visible and accessible single source of truth
- employee engagement surveys

⚠ culture of accountability

- inspiring objectives
- cultural integration
- training, education, and coaching
- performance management