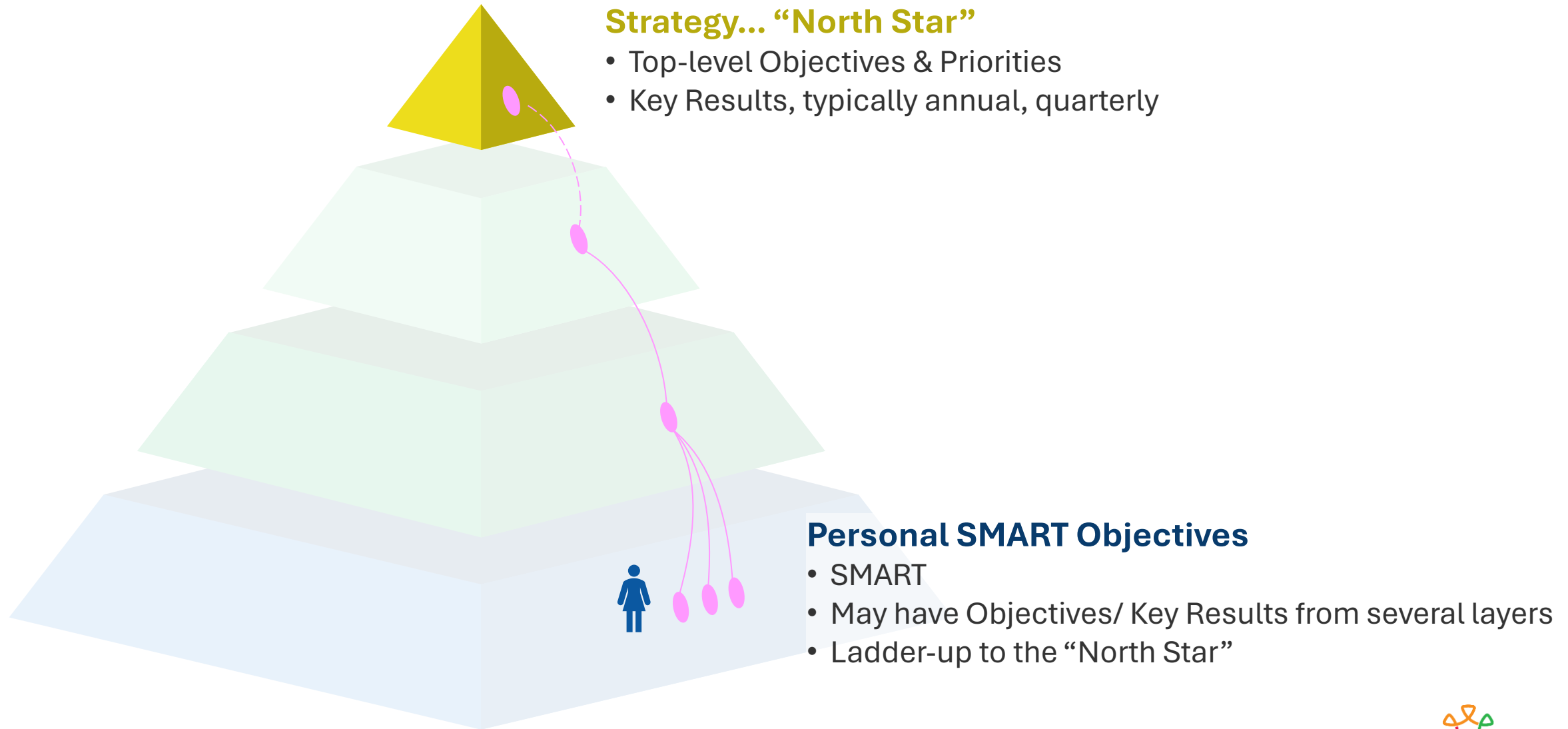


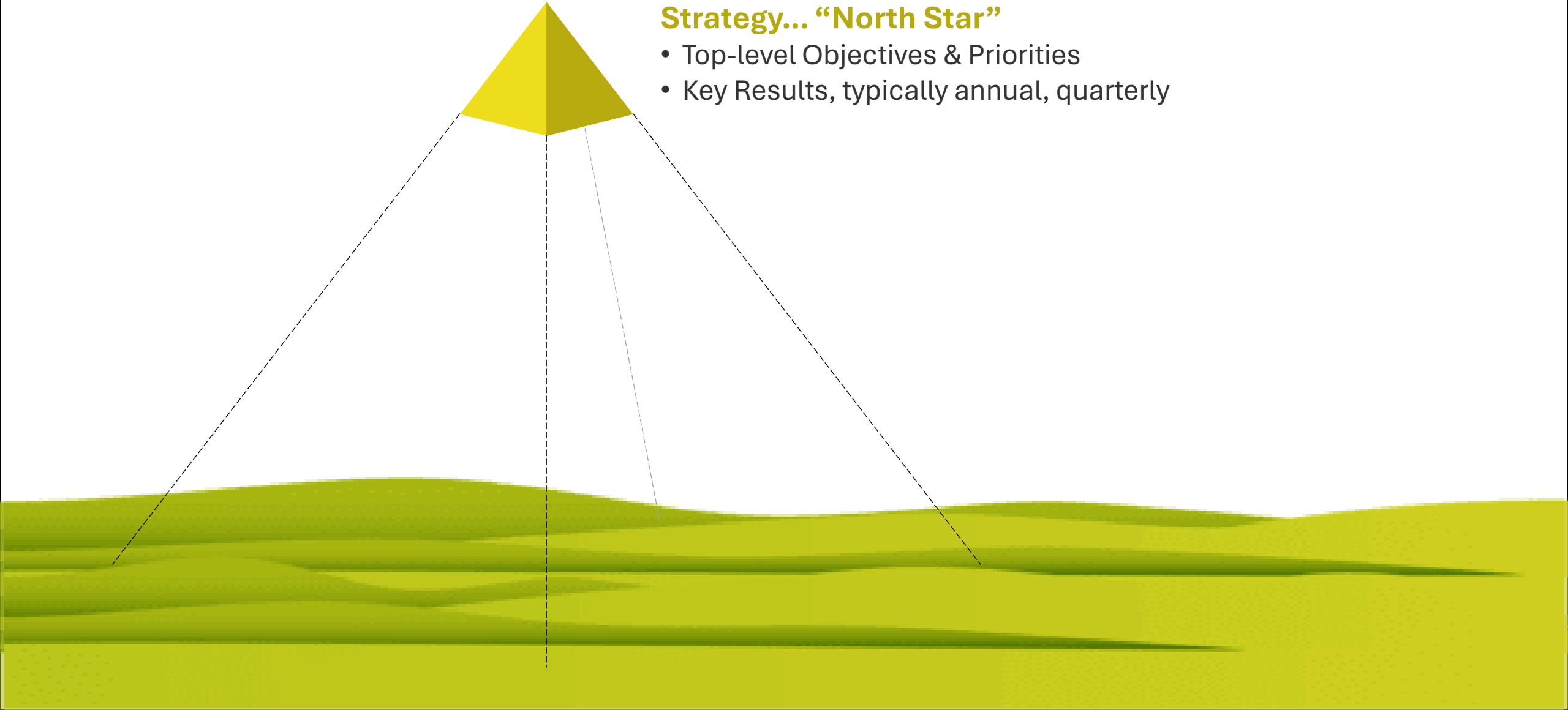
Top-down OKRs and Bottom-up SMART Goals



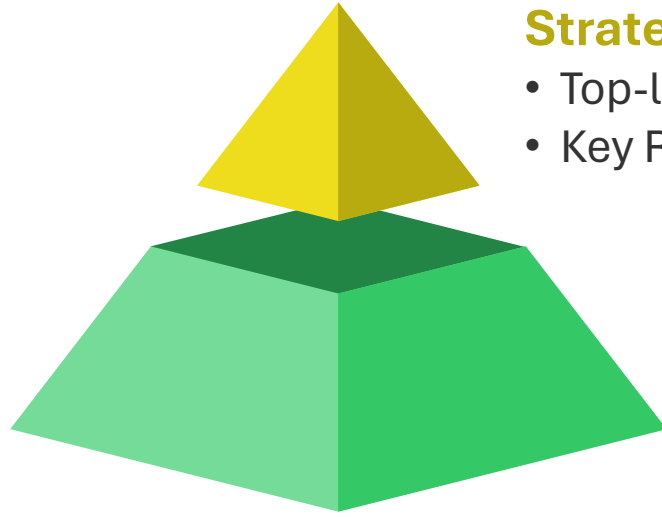
OKRs build from the top down

Strategy... “North Star”

- Top-level Objectives & Priorities
- Key Results, typically annual, quarterly



OKRs build from the top down



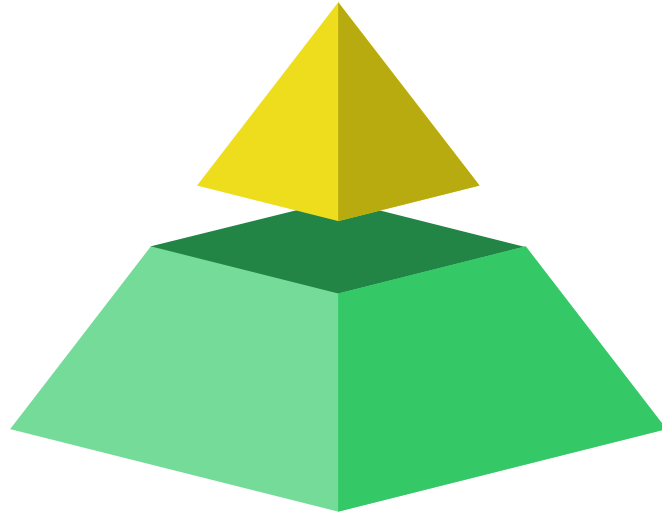
Strategy... “North Star”

- Top-level Objectives & Priorities
- Key Results, typically annual, quarterly

Department “cascade”

- Next-level Objectives & Priorities
- Key Results, typically quarterly, monthly metrics

OKRs build from the top down

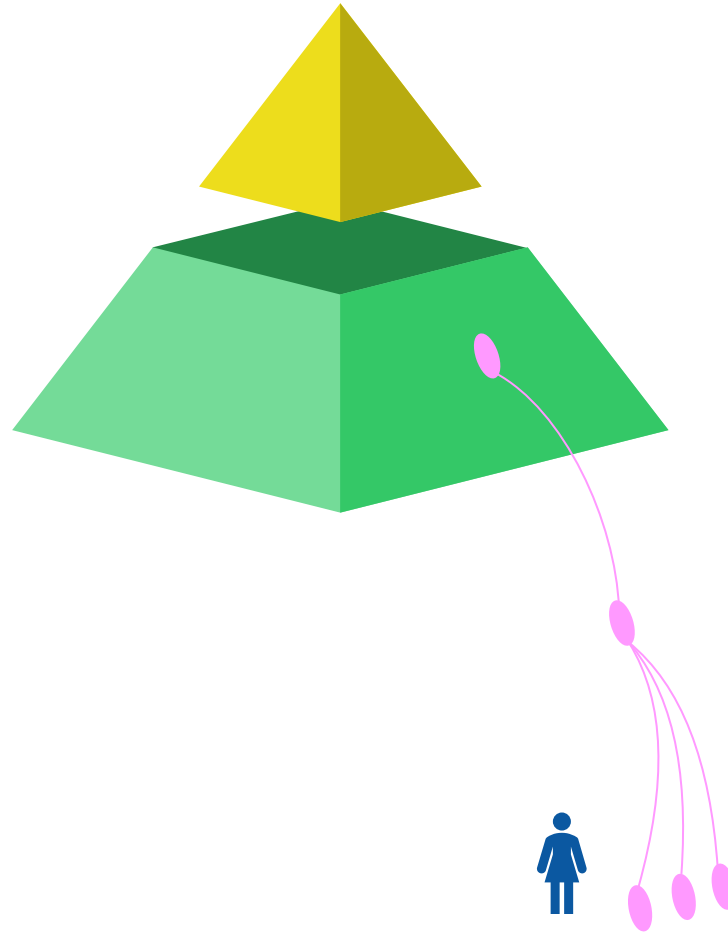


OKRs (OGSM, EOS, 4DX etc.)

Capture strategy and report performance at organizational levels,



Personal SMART measures are bottom-up

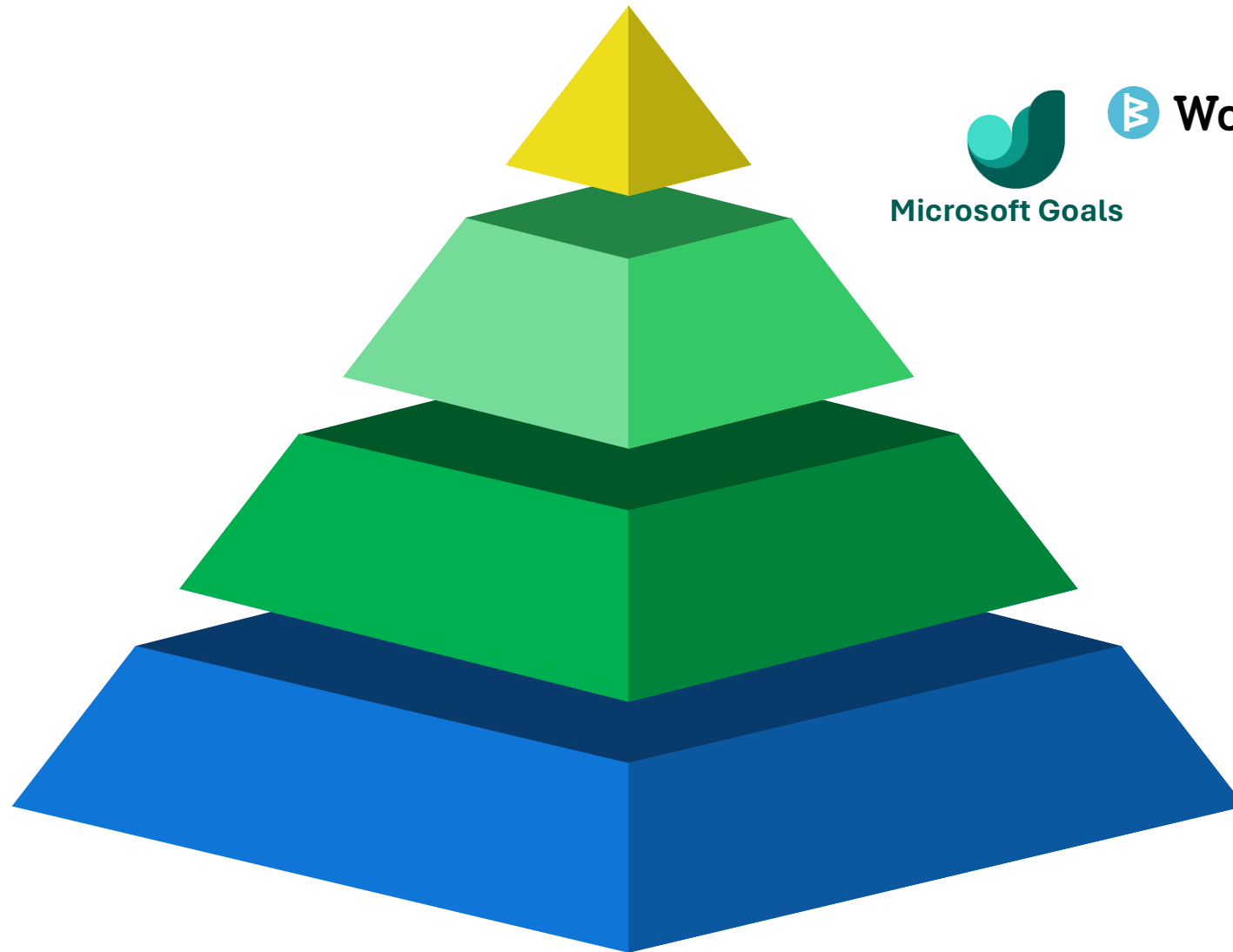


Personal Objectives

- SMART
- May have Objectives/ Key Results from several layers
- Ladder-up to the “North Star”



Time-span roughly maps into the hierarchy




Microsoft Goals

 WorkBoard  cascade

Quantive




workday

 monday.com

SAP SuccessFactors  bambooHR

Time-span roughly maps into the hierarchy

