

DE - Software Engineering

Practice and Individual OKRs

Feb 24, 2022



Agenda

- 3 Ps of OKR
- Software Engineering - H1-2022 Practice OKRs
- Individual OKRs Guidelines



3 Ps for OKR

If New to OKR, Please read On - <https://www.atlassian.com/agile/agile-at-scale/okr>

Below are the 3 Ps to be kept in mind while setting up the goals and individuals should pick at least one objective for each of the Ps. You may not be able to make good progress every month on each objective but that's fine as long as your H1 overall OKR story looks good!

Practice

- Practice requires to be supported by every member and their KRs contribute to Practice Objectives
- Plan OKRs supporting Practice objectives - to be contextualized per individual's capability and interest

Project

- Project is where you spent most of the time – It may be a client one or internal one
- Plan OKRs supporting innovations in the Project - to be contextualized per individual Project needs

Professional

- Professional (personal) growth is everyone's need!
- Plan OKRs of continuous learning for your Professional growth - to be contextualized per individual's needs

Software Engineering - H1-2022 (Jan-Jun) Practice OKRs

Objective	Key Result	Comments
O1 - Scaling the practice to support digital growth opportunities - Growth	O1KR1 - Addition of 50 people in the team	Hiring (internal)
O2 - Be the best knowledgeable team – Learning and continuous Improvement	O2KR1 - 1X Certification O2KR2 - 25HrsX Training Hours O2KR3 - 20 Knowledge Sharing Sessions (Tech-Thursdays)	Training/Learning (internal)
O3 - Achieve Customer Delight with Innovation AAA (Anyone, Anytime, Anywhere)	O3KR1 - 6 Ideas endorsements from clients	Innovation (external)
O4 - Differentiation of the practice in the industry	O4KR1 - 3 Tangible Market Ready Assets	POVs/Practice Assets/Accelerators (external)

Individual OKRs Guidelines

- ❖ Actual OKRs calibration should be done by individuals per their role and interest areas, below list is for reference purpose only
- ❖ Please see if you can make your individual OKRs as public  so that it motivates you further to review/make progress on OKRs regularly

Objective	Key Result	Which P?	Supports
To Hire Quality People in the Practice	Monthly 8 Interviews	Practice	O1KR1
To help team or client with innovation/Automation	1 Idea endorsements from client 3 Ideas submission on innovation in the project	Project	O3KR1
To highlight the practice work for potential clients	1 Project Case Study	Practice	O3KR1
To Share knowledge with the teams	2 technical Blogs 2 Tech Thursday Sessions	Practice	O2KR3
To create IP for the practice	1 IP Idea Submission	Practice	O3KR1
To bring more people to the team	6 Good referrals	Practice	O1KR1
To create Reusable Asset as Practice Accelerator	1 Reusable Asset	Practice	O4KR1
Continuous technical learning and Improvement - Technical	1 Certification 24Hrs of Training Hours	Professional /Personal	O2KR1; O2KR2
Continuous learning and Improvement – Non-Technical	3 Books (non-fiction/non-technical) Reading	Professional /Personal	NA

THANKS! 