Execution OKR	Variables	Formula(s)
Engineering Delivery Predictability	T= Time in Days Assigned E = Time in Days excess of due C = Complexity of project (S=10, A=8, B=6, C=4, D=2)	[(T-E)/T](C)=Score For Instance, if T=30, E=3, and C=S=10: [(30-3)/30](10)=9 Score = 9.
Release Velocity (Biweekly)	P = planned releases U= unplanned releases	Δ Score = p-u Success Percent = [p/u](100)
Production Quality and Reliability	I = Total Incidents S = Incidents by Severity Type (there are only 4 types: 1, 2, 3, 4) T = Severity Type Weightage (for S=1, S=2, T=0.3. for S=3, S=4, T=0.2)	Score = [(ΣS)/I](T)
TPA Operational Efficiency and SLA Compliance	V = output volume P = number of people	Efficiency Score = V/P To Increase efficiency score, volume to people needed ratio must become wider.
Call Center Service Level and Customer Experience	T = Total Calls per day A = calls per agent YoY C = Call quality (3 predefined types: Standard=0.7, Gold=0.85, Platinum=0.9)	Score = [(T/A)](C) Again, C is a predefined variable, 1 of 3 possibilities. If possible, add a prerequisite metric of daily 50 + calls which basically means make an option to display the scores of when T is greater than 50 only!
Cross Functional Program Delivery	T= Time in Days Assigned E = Time in Days excess of due	Success % =[(T-E)/T](100)
Sales Pipeline Conversion and Cycle Time	P = Product B = Backfill amount	Cycle % =[(P-B)/P](100)

Marketing Campaign Execution Readiness	OFC = initial potential clients IF = enforced policy signed	Turnover Success Percent= 100[(IF/OFC)10]