Set Your Team Up for Success: Application Challenge

Activity Instructions – PART ONE

OKRs help drive our business forward.  These goals are navigational beakers that ensure our ship is moving in the right direction.

For this challenge, you will meet with your leader and review the OKRs your team is currently involved in.  Then, you will draft 2-3 ideas in which your team could impact the OKRs to a greater degree (Innovation is rewarded)

You will then present those ideas to your team leader in your Leadership Coaching 1:1. After the 1:1 discussion, you and your leader can decide whether not to implement any of the recommendations.

BONUS CHALLENGE – If your ideas are implemented, TAKE THE CONN AND OWNERSHIP of executing those ideas. Use the Delegation Planner in your 6 Critical Practice workbook to help this endeavor.

Current Team OKRs

1. OKR 1: Increase the number of "well-documented critical flows" from 0 to 3 by end of Q4 2021
   1. Why this OKR? What value will it add to the organization?
      1. We will better understand our critical business workflows, to automate validation, and then ensure a well-working eco-system, continuously
   2. How does the team play a role in this OKR?
      1. The team will actively document and drive the OKR progress
   3. *Insert additional questions or notes you would like to explore.*
2. OKR 2: Increase the number of fully automated critical flows from 0 to 2 by end of Q4 2021
   1. Why this OKR? What value will it add to the organization?
      1. We will ensure automated validation for our important business flows (purchase and refinance related) – and report on the state/test results – to ensure that our core business processes/systems are working as expected
   2. How does the team play a role in this OKR?
      1. The team will actively create automations, and run the test suites regularly, and drive the OKR progress
   3. *Insert additional questions or notes you would like to explore*.

Inches to Elevate OKR Execution

1. OKR 1:
   1. Idea One: Leverage tooling, like Signavio to drive documentation
   2. Idea Two: Leverage automatic collection/updates of the documentation/tooling
2. OKR 2:
   1. Idea One: Implement a robust automation framework to facilitate ease of creating/maintaining flow tests
   2. Idea Two: Ensure that documentation is up-to-date and correct – in order to facilitate the understanding/automating testing process

Activity Instructions – PART TWO

Now that you have complete Part One, take some time to reflect on this experience.

1. What was the most valuable part of this assignment?

A: Ensuring correct measurements/goals that the team can “get behind” and then implement, to help drive value for our clients.

Especially useful is using the format:

Describe your team’s goals in terms of desired results, using the following formula: “[Verb] [what you want to make progress on] From X to Y by When.”

1. What was the most difficult part of this assignment?

A: Figuring out the correct measurement(s) to track value/progress

1. What are some questions you would like to explore to better understand OKRs, the Team Leader’s role in OKR work and/or the Team’s role in executing OKRs?

* What is the client’s most important priority?
* What is the team’s/client’s most important priority?
* What is the “Why (value)” behind the OKRs chosen?
* How does our team contribute to your Area/Channel/Release Train/Department’s priorities?