

TOOL DESCRIPTION

OKR Framework



The OKR framework (Objectives and Key Results) is an innovative leadership and management method with which companies communicate their strategy, sharpen their focus, increase transparency and optimize their alignment.

Employees organize their work on the basis of common goals. The introduction of OKRs in a company usually leads to content changes in a management model.

The framework is extremely focused on achieving results, enabling a significant reduction in discussions about the planned input in the form of tasks. OKRs direct the discussion entirely toward the output and resulting outcomes.

OKRs offer the ideal system for clearly communicating goals, progress and results, as well as for providing the necessary support and knowledge.

Duration

a regular process without time limitations






Participants

unspecified

Facilitation

a defined system of documentation, a dedicated owner of the process

OKR Framework | Process

| Set clear objectives  | Define key results  | Cascade objectives  | Regular check-ins and progress tracking  | Foster transparency and accountability via reflect, learn and iterate  |
|--|---|--|--|---|
| <p>Begin with the end in mind:</p> <ul style="list-style-type: none">• Start with the outcomes you want to achieve• Create objectives that will make your OKR engaging and memorable• Objectives should be qualitative, inspirational and aligned with the organization's overall mission and strategy | <p>Break down each objective into specific, measurable and time-bound key results that indicate progress and success. Key results should be quantifiable, actionable and directly linked to the achievement of the objective.</p> | <p>Align around outcomes, not structures. "Focus on goals that you can control" is terrible advice. It creates silos, as every problem that requires cross-team coordination is stranded. Create alignment around the outcomes you want to achieve using shared OKRs. Cascade objectives and key results throughout the organization to ensure alignment and focus on all levels. Ensure that each team and individual has clear objectives and key results that contribute to higher-level goals.</p> | <p>Create a follow-through cadence. Don't treat your OKRs like New Year's resolutions. The check-in is a weekly ceremony that enables you to measure OKRs and adjust them to fit the corresponding activities. Adopting this practice is crucial to success, and it can be merged with existing ceremonies. Use data and metrics to track key results and evaluate the performance against the objectives.</p> | <p>Foster a culture of transparency and accountability by sharing OKRs openly and encouraging collaboration and feedback. Hold teams and individuals accountable for their commitments and results. Reflect on the outcomes of the OKR cycle, celebrate successes and learn from failures or setbacks. Use insights gained to iterate and improve the OKR process for future cycles, continuously striving to achieve better alignment, execution and outcomes.</p> |

OKR Framework | Difference Between Objectives and Key Results

OBJECTIVES



What we want to achieve

- Overarching goals and intentions (qualitative).
- Aggressive but realistic.
- Sporty, motivating and challenging.
- Express a clear added value for the company.

KEY RESULTS



How we keep score

- Clearly measurable concrete success drivers (quantitative).
- Interim results and milestones that advance the objective(s).
- Impact and results of activities.