MERCURY

Objectives and Key Results (OKR) Training Course

17 – 21 May 2027
Accra (Ghana)



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Ref: 15329_1063198 **Date:** 17 – 21 May 2027 **Location:** Accra (Ghana) **Fees:** 5300 Euro

Introduction:

This objective and key results OKR training enables participants to facilitate all levels of the OKR life cycle in their companies, from developing sound and strong OKRs to deploying tactical, strategic, and operational objectives and monitoring progress with good governance and discipline. Using this acquired knowledge, the participants will make the OKR culture successful for all team members and managers in their organization.

Objectives and Key Results are considered the Agile methodology for managing objectives. It provides an approach to understanding but is challenging to apply. Its goal is to create alignment and engagement around measurable objectives toward company strategies, mission, and vision. The aim is to ensure that everyone moves in the same direction, with clear priorities, at a constant pace. OKRs have been a standard agile tool for startups, as they provide proportional predictability of strategic positioning and prioritization.

Course Objectives:

Participants in this objectives and key results OKR course will able to:

- Understand the differences between OKRs, KPIs, and other goal-setting frameworks.
- Learn how to draft excellent and strong Objectives and Key Results.
- Understand the integration of corporate OKRs and Individual OKRs.
- Learn the use of the OKR Cycle in practice.
- Practice the most used OKR tools and cadences.
- Analyze case studies.
- Develop strategic planning through OKRs.
- Develop product and project planning through OKRs.
- Understand the adoption of OKRs for employees and company culture.
- Industry and Team-Specific OKRs.
- Setting OKR Scoring / Measurements.
- Learning OKR Cycle and Engagement.
- Learn to conduct effective OKR Coaching Conversations.
- Building a High-Performing Team.
- Learning to link OKRs to Performance Appraisals.
- Learning the OKR Solutions Focused Approach.
- Learn Performance Coaching Skills.
- Develop OKR Culture Leadership Skill Set.

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Targeted Groups:

- CEOs, Business Owners, and Managers.
- Professional in Finance, Management, Customer Success, Production, Logistics, IT.
- Project Managers who want to maximize the value of their deliverables.
- Professionals involved with Business Agility.
- Performance Trainers and Coaches.

Targeted Competencies:

Target competencies in this objectives and key results OKR training will able to:

- Goal Setting and Alignment.
- Strategic Planning and Execution.
- Performance Measurement and Management.
- Cross-functional Collaboration.
- Communication and Transparency.
- Continuous Improvement and Adaptability.
- Accountability and Ownership.
- Data-driven Decision Making.
- Prioritization and Focus.
- Leadership and Team Motivation.

What Is the Objectives and Key Results OKR Course?

The Objectives and Key Results OKR Course is a comprehensive training program designed to introduce participants to the objectives and methodology of key results. This OKR training course covers the objectives and key results of the OKR framework, providing a detailed guide to defining objectives and key results and understanding their definitions.

Participants will learn about the objectives and key results system and the process of setting and achieving OKRs. This OKR crash course is ideal for individuals seeking a solid understanding of its objectives, key results, and how to implement them effectively in their organizations. The OKR objectives and key results training emphasize strategic planning, performance measurement, and data-driven decision-making to ensure continuous improvement and successful execution of organizational goals.

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Course Content:

Unit 1: OKR Framework and Strategy:

- The OKR principles.
- Different types of OKRs.
- What makes a good OKR?
- OKR Scoring and Assessment.
- Drafting OKR: Objectives, Key Results, and Initiatives.
- Benefits of OKRs.
- Different Goals Setting and Agile Methodologies.

Unit 2: OKR Outcome Focused:

- Introducing advanced OKR cycles framework.
- Simple OKR software is used to monitor and track progress.
- Align KPIs to OKR for maximum impact.
- Reinforce progress and build confidence.
- Making OKR agile.

Unit 3: Develop OKR Culture for Sustainability:

- Analyze and reshape the organizational culture based on the 6-step model.
- Build the context to infuse the concept of OKR within the organization.
- Develop a communication roadmap to get buy-in stages.
- Develop an OKR charter to gain commitment from all levels.
- Reaffirm mutual expectations and roles in OKR implementation.
- Embrace the new mindset of OKR.
- Establish the common language of OKR.
- Create a platform for discussion and sharing of success notes.
- Incentivize the OKR implementation.
- Deal with internal constraints effectively.

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Unit 4: Appreciative OKR Leadership:

- Establish your credibility as an OKR ambassador.
- Work within the organizational context to promote OKR.
- Dealing with leadership issues and providing growth opportunities.
- Navigating the team through change.
- Work in partnership with stakeholders to ensure alignment.
- Resolve conflicts to achieve a mutually advantaged agreement.
- The 7 Questions of a Leader.
- Enhance your leadership repertoire with a focused approach to build for the future.

Unit 5: OKR in Building a High-Performing Team:

- Define eight key benefits of an effective unit team.
- Identify personal values and set up a team's core values.
- Handle team conflicts with confidence.
- Facilitation team coaching.
- Explore the different personality styles and create optimal working relationships.
- Identify the different ways people want to be motivated.
- Develop team synergy and alignment using OKR.