



Objectives and Key Results (OKR) Training

16 - 20 Dec 2024
Barcelona (Spain)



Objectives and Key Results (OKR) Training

Ref.: 15329_304403 **Date:** 16 - 20 Dec 2024 **Location:** Barcelona (Spain) **Fees:** 4900 Euro

Introduction:

This training enables participants to facilitate all levels of the OKR life cycle in their companies, from the development of good and strong OKRs to the deployment of 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 and it gives an approach to understand but challenge to apply, to create alignment and engagement around measurable objectives toward company strategies, mission, and vision. The objective 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 it provides proportional predictability of strategic positioning and prioritization.

Objectives:

- Understand the differences between OKRs, KPIs and other goal setting frameworks
- Learn how to draft good and strong Objectives and Key Results
- Understand the integration of corporate OKRs and Individual OKRs
- Learn the use of OKR Cycle in practice
- Practice the most used OKR tools, cadences
- Analyze case studies
- Develop strategic planning through OKRs
- Develop product and project planning through OKRs
- Understand 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

Targeted Groups:

- CEOs, Business Owners and Managers
- Professional from 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

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

- Introduce advanced OKR cycles framework
- Use of simple OKR software to monitor and track progress
- Align KPIs to OKR for maximum impact
- Reinforce progress and building confidence
- Making OKR agile

Unit 3: Develop OKR Culture for Sustainability

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

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 Solution Focused approach to build for the future

Unit 5: OKR in Building a High Performing Team

- Define 8 key benefits of an effective unit team
- Identify personal values and set up a team core values



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- Handle team conflicts with confidence
- Facilitation team coaching
- Exploring the different personality styles and create optimal working relationships
- Identify the different ways of how people want to be motivated
- Develop team synergy and alignment using OKR



**Registration form on the :
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