OKRs Goal Setting 101: Mastering Objectives & Key Results

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Edinburgh (UK)



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Course Description

OKRs Goal Setting 101 is a comprehensive 1-week course designed to equip participants with the knowledge and skills to implement Objectives and Key Results OKRs effectively. Learn how to set ambitious goals, align teams, and drive execution using this powerful goal-setting framework. Discover best practices for creating, tracking, and grading OKRs to achieve organizational success.

Learning Objectives

- Understand the fundamentals of OKRs and their impact on organizational performance
- Learn to craft effective objectives and measurable key results
- Develop skills to align and cascade OKRs throughout the organization
- Master techniques for tracking, grading, and iterating OKRs
- Gain insights into implementing OKRs and overcoming common challenges

Course Modules

Day 1: Introduction to OKRs

- What are OKRs and why they matter
- The history and evolution of OKRs
- OKRs vs. traditional goal-setting methods
- Key components: Objectives and Key Results

Day 2: Crafting Effective OKRs

- Characteristics of good objectives
- Writing measurable and impactful key results
- Avoiding common OKR pitfalls
- OKR examples and best practices

Day 3: Aligning and Cascading OKRs

- Connecting OKRs to organizational strategy
- Top-down vs. bottom-up approach
- Cascading OKRs across teams and departments
- Ensuring cross-functional alignment



Day 4: Implementing OKRs

- Establishing an OKR cadence
- Tracking and reviewing progress
- Grading and scoring OKRs
- Tools and software for OKR management

Day 5: OKR Best Practices and Challenges

- Cultivating an OKR-driven culture
- Overcoming resistance and common obstacles
- Continuous improvement and iteration
- Case studies and real-world applications

Practical Wins for Participants

- Create a set of aligned OKRs for their team or organization
- Develop a plan for implementing OKRs in their workplace
- Gain confidence in communicating and cascading OKRs
- Acquire tools and techniques for ongoing OKR management and improvement

