



OKR PROFESSIONAL COURSE

OKRINSTITUTE®

Introduction to the OKR Professional Course

The OKR Institute Professional certification is our premier course. With the OKR Practitioner and OKR Leadership courses as a strong foundation, our signature professional course allows the participant to gain valuable professional and practical experience.

The valuable practical experience gained during the OKR Professional engagement empowers attendees to implement OKRs sustainably and successfully in an organization.

The OKR Professional course is a culmination of our experience working with over nine hundred organizations across more than seventy countries. We deliver the most effective practices to you, the OKR professional, enabling you to add tremendous value to the organizations that you serve.

The OKR Institute Professional course is a powerful instrument for you to use as an international OKR coach.

Course Structure:

- **Orientation session: Provides an overview of the course and sets the context for learning.**
- **Three live coaching sessions: Participants will coach real-world OKR scenarios and receive expert feedback after adequate preparation time.**
- **Practical hours: Participants will apply OKR principles within their own organization, coaching various OKR-related scenarios.**
- **Written assignments: These assignments ensure participants reinforce their learning and deepen their understanding of the OKR framework.**
- **OKR Practitioner and Leadership modules: This course includes both the OKR Practitioner and Leadership modules, providing a comprehensive understanding of OKRs from implementation to leadership.**

Key Challenges Addressed by the OKR Professional Course

- Lack of experience and confidence: You gain both practical experience and build confidence to coach others
- Inability to handle unexpected challenges: You learn to navigate through typical scenarios that an OKR coach faces during an OKR implementation
- Failure to secure buy-in: You learn how to obtain buy-in into an OKR roll-out and how to break down resistance to change effectively
- Lack of leadership: You learn how to lead an implementation effectively
- Ineffective coaching: You enhance your coaching style and make it more effective

OKRs Transform Rigid Hierarchies Into Agile Networks of Self-Organized Teams

The OKR PROFESSIONAL COURSE demonstrates how OKRs can drive digital transformation and organizational development. As a participant, you will master the OKR Framework and learn how to empower teams, foster collaboration, and enhance leadership effectiveness in agile environments.





CASE STUDIES AND PRACTICAL EXAMPLES

In the OKR Professional Course, you'll explore real-world case studies and practical examples to see how OKRs can be successfully implemented across various organizations. You'll analyze both challenges and successes, gaining hands-on experience to refine your own OKRs and strategies. This practical approach will equip you to confidently lead OKR adoption and drive measurable results in your organization.

A unique feature of the OKR Professional Course is its focus on real-world application. Through practical exercises, case studies, and collaborative learning, participants will learn how to apply OKRs in various business contexts.

- **Case Studies:** The course covers case studies from diverse organizations, including startups, mid-sized firms, and large enterprises. Participants learn from real-life examples of successful OKR implementation and challenges and lessons learned from failed attempts.
 - **Small Business Applications:** Learn how smaller teams can use OKRs to achieve clarity and agility in goal-setting.
 - **Enterprise-Level Strategies:** Understand how large companies coordinate complex OKR systems across multiple departments and teams.
- **Practical Exercises:** Each session includes interactive exercises, where participants apply OKR theory to solve hypothetical scenarios and case studies.
 - **Team Alignment Simulations:** Exercises to simulate vertical and horizontal alignment challenges within organizations.
 - **OKR Coaching Practice:** Role-playing exercises allow participants to practice coaching others in OKR methodology, offering feedback and adjustments for real-world coaching situations.
 - **Peer Feedback and Discussion:** Collaborative learning fosters deeper insight, as participants share experiences and provide constructive feedback on each other's work.

PRACTICAL EXERCISE

A large focus of the OKR training is on practical exercises by formulating and optimizing goals with the help of specific criteria and methods.

In addition, the participants are given the most important resources that always play a decisive role in setting goals and in the rollout. Participants learn a blueprint that allows them to successfully implement OKRs independently in their own organization.



Manuals, Templates and Tools

As a participant, you will get an overview of various tools and systems for mapping, coordinating and ongoing discussion of OKRs. In addition to the introduction to the goal and performance management platform of the OKR Institute, all participants receive various manuals for their teams as well as templates for preparing workshops and planning further coordination processes.



OKR PROFESSIONAL CERTIFICATION

The **OKR Professional Course** includes the OKR Practitioner and Leadership modules, offering a comprehensive learning experience. After completing the course, participants will have the opportunity to take an official online certification exam. Upon successful completion, participants will receive the OKR Professional Certificate.

Become a certified OKR Professional and gain the skills to lead teams, align strategies, and implement OKRs effectively, driving your organization closer to its vision and long-term success.



OKR Professional Course

This course is perfect for those aiming to become OKR Professionals, including the OKR Practitioner and Leadership modules (5 sessions of 1.5 hours each). It provides the skills and knowledge to lead successful OKR implementation and drive organizational success.

The registration fee for this OKR Professional Certification includes the following:

- 14 Live Sessions (1.5h each session) plus 3h supervision sessions
- OKR Professional Course (C-OKRPRO®) includes the OKR Practitioner (C-OKRP®) and Leadership Course (C-OKRL®)
- OKR Professional Certification (C-OKRPRO®) + (C-OKRL®) + (C-OKRP®)
- Preparation for the “Leader as Coach” Certification provided by the “Association for Coaching in UK”
- Certification Exams in English
- Soft Copy of Course Materials and Education Resources
- Life Time Access to OKR Institute E-learning Platform

LEARNING LESSON

By the end of the workshop, you will master the following:

- Understand the differences between OKRs, KPIs, and other goal-setting frameworks
- Learn how to draft strong OKRs
- Understand the integration of corporate & individual OKRs
- Master the entire OKR Cycle in practice
- Know the most used OKR tools
- Learn from pitfalls and challenges that you can't learn anywhere else
- Analyze case studies for small to large companies
- Develop strategic planning via OKRs
- Develop product and project planning via OKRs
- Understand the adoption of OKRs for company culture
- Industry/Team specific OKRs
- Learn how to set OKR Scoring/Measurement
- Learn OKR Cycle
- Learn to conduct effective OKR Coaching Conversations

- How to create a High Performing Team
- Learn how to link OKRs to Performance Appraisals
- Learn the OKR Solutions Focused Approach
- Learn Performance Coaching Skills
- Develop OKR Culture Leadership Skill Set

CERTIFICATION

The Certified OKR Professional recognition empowers you to showcase your expertise as an OKR leader within your organization. You will gain advanced methods, tools, and strategies to differentiate yourself, demonstrating your ability to drive successful OKR implementation. This certification equips you with the necessary knowledge and skills to lead teams effectively, align strategies, and achieve measurable results, positioning you as a key driver of organizational success.



OKR CERTIFICATION PROGRAMS

OKR Institute provides **4 OKR Certification Programs**:



OKR FOUNDATION

Learn what is OKR and how to implement OKR in your team and company
(Audience: Individuals who want to know more about OKRs)



OKR PRACTITIONER

Become a certified OKR Champion in your organization
(Audience: CEOs, Business Owners, HR & Strategy managers, HODs, employees)



OKR LEADERSHIP

Learn how to create self-driven teams & improve engagement & collaboration levels. Lead the Agile OKR way.
(Audience: CEOs, Business Owners, HR & Strategy managers, HODs, employees)



OKR PROFESSIONAL

Teach organizations and teams as a Professional "Leader as Coach" on the Objective and Key Result framework. Get certified by OKR Institute and start your professional career
(Audience: Coaches & Consultants)



OKR DEVELOPMENT MODULES

MODULE 1	MODULE 2	MODULE 3	MODULE 4
MAKING OKR OUTCOME FOCUSED	DEVELOP OKR CULTURE FOR SUSTAINABILITY	APPRECIATIVE OKR LEADERSHIP	FINAL PREPARATION FOR OKR ACCREDITATION
Introduce advanced OKR Cycles framework	Analyze & reshape the organizational culture based on the 6 steps model	Establish your credibility as an OKR ambassador	Go through the required documents for submission
Use of simple OKR tool to monitor and track progress	Build the context to infuse the concept of OKR within the org.	Work within the organizational context to promote OKR	Fulfill 75 coaching hours
Align KPIs to OKR for maximum impact	Develop a communication roadmap to get buy-in in stages	Aware of leadership issues and provide growth opportunities	Record 2 live OKR coaching sessions
Make your weekly check-in fun & engaging	Develop OKR charter to gain commitment from all levels	Navigate your team through change	500 - 1000 words (Reflection on live recording)
Reward & recognize good behaviors	Reaffirm mutual expectations & roles in OKR implementation	Work in partnership with key stakeholders to ensure alignment	20-min live coaching
Reinforce progress and continue to build confidence	Embrace the new mindset of OKR	The 7 questions that every leader must ask	2 supervision sessions
Make your OKR agile	Establish the common language of OKR	Enhance your leadership repertoire with Solution Focused approach to build for the future	
Provide feedback	Create a platform for discussion & sharing of success stories		
	Incentivize the OKR implementation		
	Deal with internal constraints effectively		

1ST ONLINE CLASS | 1.5 HOURS

2ND ONLINE CLASS | 1.5 HOURS

3RD ONLINE CLASS | 1.5 HOURS

4TH ONLINE CLASS | 3 HOURS



OKR COURSE VALUE

OKR[®]
INSTITUTE



DRAFT STRONG OBJECTIVES	✓	✓	✓	✓
DRAFT STRONG KEY RESULTS	✓	✓	✓	✓
SET UP INITIATIVES	✓	✓	✓	✓
COMPANY ALIGNMENT	✓	✓	✓	✓
BEST PRACTICES OKR _s	✓	✓	✓	✓
OKR BENEFITS	✓	✓	✓	✓
INDUSTRY / TEAM SPECIFIC OKR _s		✓	✓	✓
OKR SCORING / MEASUREMENT		✓	✓	✓
OKR CYCLE / ENGAGEMENT		✓	✓	✓
OKR COACHING CONVERSATIONS		✓	✓	✓
BUILDING A HIGH PERFORMING TEAM		✓	✓	✓
OKR PERFORMANCE MANAGEMENT		✓	✓	✓
MANUALS & TEMPLATES		✓	✓	✓
OKR SUSTAINABILITY		✓	✓	✓
RECOGNIZED-LEADER ACUK COURSE		✓	✓	✓
ACCESS TO OKRI NETWORK		✓	✓	✓
PERFORMANCE COACHING SKILLS			✓	✓
DEVELOP OKR CULTURE			✓	✓
APPRECIATIVE OKR LEADERSHIP			✓	✓
OKR SOLUTION FOCUSED APPROACH				✓
CERTIFICATION "LEADER AS COACH"				✓

OKR COURSE VALUE

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E-LEARNING	4 Modules (2 hours)	5 Modules	5 Modules (plus OKR Practitioner E-learning)	4 Modules (Plus OKR Practitioner and Leadership E-Learning)
ONLINE CLASS	X	5 Sessions (7.5 hours)	5 Sessions (7.5 hours) (plus OKR Practitioner Sessions)	4 Sessions (6 hours) (plus OKR Practitioner Sessions and OKR Leadership Sessions)
OKR PRACTICAL COACHING	X	X	X	75 hours
LIVE AUDIO RECORDING	X	X	X	20-min Live Coaching
WRITTEN ASSIGNMENT	X	X	X	500 – 1000 words (Reflection on Live Recording)
SUPERVISION	X	X	X	2 Sessions
ASSESSMENT	Quiz (incl. exercises)	Quiz (incl. exercises)	Quiz (incl. exercises)	Coach Development Plan
CERTIFICATION	OKR Foundation Certification	OKR Practitioner Certification C-OKRP®	OKR Leadership Certification C-OKRL® + OKR Practitioner Certification	OKR Professional Certification C-OKRPro® + OKR Practitioner and OKR Leadership Certification



Organizations that are using OKRs:

amazon

SAMSUNG

Uber

Google

Spotify®



Adobe

NETFLIX

Grab



TESLA

Lazada

Deloitte.

LinkedIn

ING 



gojek

slack

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