OKR PRACTITIONER & CERTIFICATION

OKR PRACTITIONER CURRICULUM

In our 5 x 1.5 hours workshop you will learn and discover power of the OKR goal setting as an agile leadership performance method and deepen the knowledge of these effective goal setting framework through practical exercises. The workshop is lead by an OKR expert and performance coach, who will teach you more about this framework that optimized agile corporate management to rollout in your own organization. At the end of the workshop, a test for certification as a certified OKR Practitioner is included.

Audience: Business Owners, CEOs, HR managers, managers, employees

- Learn all about the OKR goal setting and how leading companies worldwide outperform their peer group

- Practical exercises

- Best practices from leading organizations

- Helpful templates

- Certification

Challenges and problems can be solved with OKRs

- My team members don't know what our corporate strategy is and what is being expected of them in order to achieve our goals.

- We need company- and team wide alignment towards our common strategic goals, vision and mission.

- I cannot see how my work contributes to the success of my teams or the company.

- My work is neither appreciated nor valued.

- I have to know on what my employees work and coordinate accordingly so that we can focus on the topics that will take the company to the next level.

- Our performance management does not help me to do my job better or to develop myself.

- I would like to know, what "these colleagues in Department X" are working on.

- We need a forward thinking performance reporting and not only receive performance in retrospect.

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

The OKR PRACTITIONER MASTERCLASS shows how OKRs can play a crucial role in digital transformation and organizational development. As a participant you will learn how the OKR Framework empowers leaders to act as inspiring Agile Leaders.

CASE STUDIES AND PRACTICAL EXAMPLES

Find out which companies are already working with OKRs and how they achieved a successful implementation. In the masterclass, examples from various industries and companies of all sizes are presented and discussed.
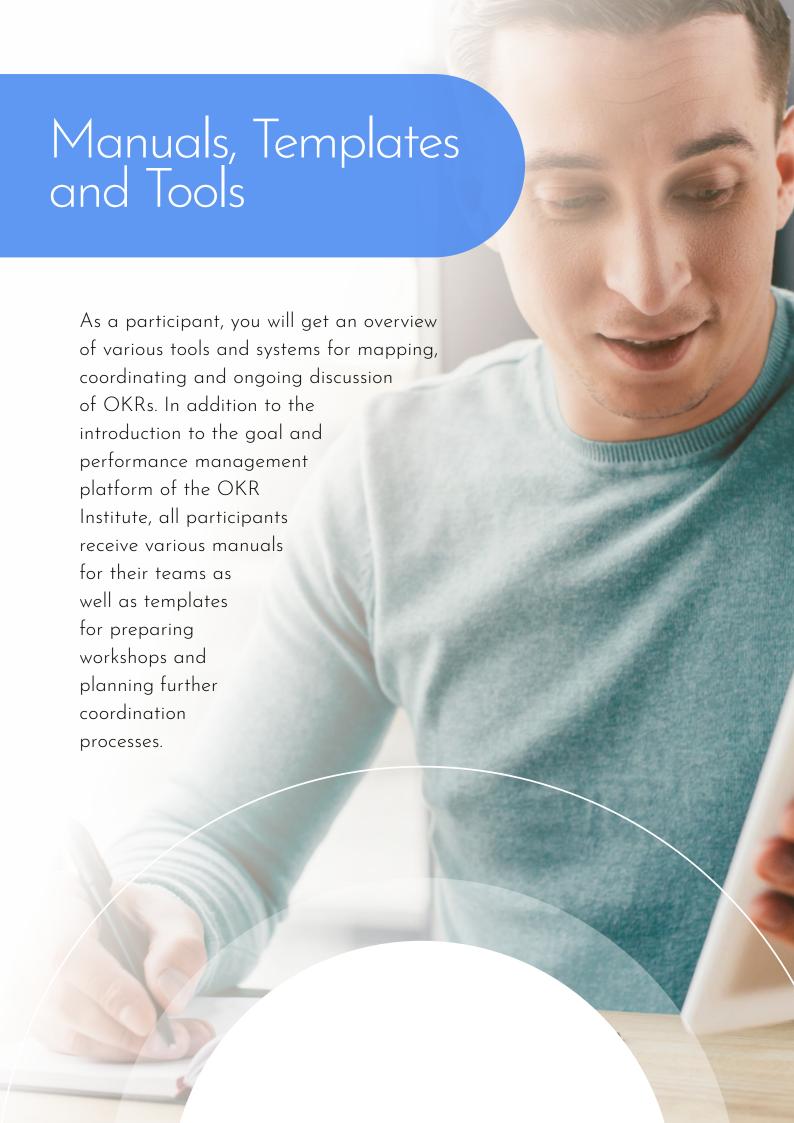
Participants learn, for example, that OKRs make sense even in traditional organizations without a digital business model.

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 PRACTITIONER CERTIFICATION

After the 5 x 1.5 hours workshop, all participants have the opportunity to take an official online certification test and, if the training is successful completed, the participants receive with an OKR certificate.

Become a certified OKR PRACTITIONER and help your team to work with OKRs towards executing your strategies effectively and getting closer to your company vision.

OKR Practitioner Course

This 5 x 1.5 hours course is perfect for anyone getting started with OKRs.

LEARNING LESSONS

1. Understanding OKRs
2. Setting OKRs
3. Using OKRs in different industries and departments
4. Aligning OKRs
5. Measuring & Tracking OKRs
6. OKRs check-ins and feedbacks
7. Learning from OKRs

AFTER COMPLETING THIS COURSE

- Successfully launch and implement OKRs in your organization utilizing our process
- Get your business laser focused on what matters most
- Craft and write Objectives that align to the Company's Big Vision & Mission
- Craft and write Key Results that measure business outcome, not only output
- Align your entire organization around a common strategic direction
- Facilitate teams in meaningful dialogue as they create and align their own OKRs
- Conduct mid-quarter and quarterly reviews for cross-functional learning
- Create healthy habits to build and grow your OKR muscle

CERTIFICATION

The Certified OKR Champion recognition empowers you to share your expertise in your organization and being recognized as a certified OKR leader. You will acquire the methods, tools, skills and the necessary knowledge to differentiate yourself from other professionals through a structured approach, that enables you to implement the OKR framework successfully in your organization.

AUDIENCE PROFILE

- C- Suite Executives, HR Practitioners, Team Leaders, Coaches, Strategy Experts, Employees

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 C-OKRP®

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

OKR LEADERSHIP C-OKRL®

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 C-OKRPRO®

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	MODULE 5
OKR FRAMEWORK	**OKR EXAMPLES**	**DRAFTING POWERFUL OKRS**	**OKR CYCLE**	**OKR IMPLEMENTATION**
Foundation of OKRs	OKR examples	How to draft powerful lagging Key Results	OKR roadmap	Breaking down silo effects
The OKR principles	4 Steps to set OKRs	How to draft powerful leading Key Results	The why of OKRs	Horizontal, vertical and hybrid alignment
Best cases of OKRs	Levels of OKRs	Objective criteria	Annual, strategic, tactical OKRs	Organizing effective OKR workshops
Goal setting & agile methodologies	Internal & external OKRs	Asking the right questions while drafting objectives	MECE model	Organizing effective retrospective / learning workshops
Pain points organizations face when implementing OKRs	Weak / strong OKR examples	Key Result criteria	Asking the right questions if tasks or leading Key Result	OKR pilot groups
Strategy execution gap	Good team OKRs	Asking the right questions while drafting Key Results	Linking workboard / kanban to Key Results	Checklist for OKR Implementation
Prioritization	3 types of OKRs	Key Results as experiments		Organizing effective weekly check-ins
3Ms in OKRs	Qualitative and quantitative Key Results			
Shifting from a traditional to an agile organization	KPIs vs OKRs and why we need 2 systems			
1ST ONLINE CLASS	**2ND ONLINE CLASS**	**3RD ONLINE CLASS**	**4TH ONLINE CLASS**	**5TH ONLINE CLASS**

OKR COURSE VALUE

OKR® INSTITUTE	OKR FOUNDATION	OKR PRACTITIONER C-OKRP®	OKR LEADERSHIP C-OKRL®	OKR PROFESSIONAL C-OKPRO®
DRAFT OBJECTIVES	✅	✅	✅	✅
DRAFT KEY RESULTS	✅	✅	✅	✅
SET UP INITIATIVES	✅	✅	✅	✅
COMPANY ALIGNMENT	✅	✅	✅	✅
BEST PRACTICE	✅	✅	✅	✅
OKR BENEFITS	✅	✅	✅	✅
INDUSTRY / TEAM SPECIFIC OKRs		✅	✅	✅
OKR SCORING / MEASUREMENT		✅	✅	✅
OKR CYCLE		✅	✅	✅
ENGAGEMENT		✅	✅	✅
OKR COACHING CONVERSATIONS		✅	✅	✅
BUILDING A HIGH PERFORMING TEAM		✅	✅	✅
OKR PERFORMANCE MANAGEMENT		✅	✅	✅
MANUALS & TEMPLATES		✅	✅	✅
OKR SUSTAINABILITY		✅	✅	✅
ACCESS TO OKRI NETWORK		✅	✅	✅
PERFORMANCE COACHING SKILLS			✅	✅
DEVELOP OKR CULTURE			✅	✅
APPRECIATIVE OKR LEADERSHIP			✅	✅
OKR SOLUTION FOCUSED APPROACH				✅
CERTIFICATION "LEADER AS COACH"				✅

OKR COURSE VALUE

OKRINSTITUTE®	OKR FOUNDATION	OKR PRACTITIONER	OKR LEADERSHIP	OKR PROFESSIONAL
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   BMW

Adobe   NETFLIX   Grab

TESLA   Lazada   Deloitte.

    Linked in   ING

GE   gojek   slack

BECOME AN OKR EXPERT

REGISTER NOW

LEARN.OKRINSTITUTE.ORG/EVENTS

OKRINSTITUTE®