



CHIEF OKR OFFICER CERTIFICATION

OKRINSTITUTE®

OVERVIEW

Build an OKR program that actually sticks.

The **OKR Implementation Course (C-OKRO®)** is designed for the **internal OKR Program Owner** responsible for designing, launching, and continuously improving an organization-wide OKR operating system.

You won't just learn "how OKRs work." You'll learn **how to run the OKR Implementation Program**: governance, cadence, enablement at scale, quality standards, adoption, and continuous improvement, so OKRs become a reliable execution engine.

**Certification outcome: C-OKRO®
(Certified Chief OKR Officer)**

What You Will Learn

- How to design an OKR Implementation Program end-to-end (governance, cadence, roles, standards)
- How to create OKR alignment architecture across levels (corporate > division > teams)
- How to enforce OKR quality (quality gates, measurement hygiene, calibration, scoring)
- How to scale enablement (train-the-trainer, toolkits, office hours, leadership loops)
- How to drive adoption (change management, stakeholder mapping, communications that change behavior)
- How to track success with program KPIs (adoption metrics, quality metrics, outcome metrics)
- How to run improvement cycles (retro patterns, iteration roadmap, maturity building)



Course Description

The **OKR Implementation Course** prepares you to be the person who **owns the OKR system** inside your organization: the rules, rhythm, enablement, and improvements that make OKRs sustainable.

This course blends:

- **Practical program design**
(what to build, what to avoid, what to standardize)
- **Real-world operating patterns**
(cadence, templates, quality review, governance decisions)
- **Implementation leadership**
(influence without authority, change resistance, executive alignment)

By the end, you will be able to **design, launch, and run** a complete OKR Implementation Program, whether you are starting a pilot or upgrading an existing system that isn't delivering outcomes. (OKRs are simple to understand, but challenging to implement sustainably, this course focuses on implementation excellence, not theory.)



LEARNING OBJECTIVES

BY THE END OF THE COURSE, YOU WILL BE ABLE TO:

- Design a complete OKR program blueprint (roles, governance, cadence, standards)
- Establish decision rules to prevent common OKR failure modes (over-cascading, too many OKRs, output-only KRs)
- Run planning, check-ins, reviews, and retrospectives with discipline and clarity
- Implement OKR quality control (rubrics, quality gates, calibration, scoring)
- Build scalable enablement (training system, playbooks, champion network, office hours)
- Drive adoption with structured change management and stakeholder communication
- Measure OKR program health and improve it cycle after cycle

AUDIENCE PROFILE

This program is for professionals who are responsible for the OKR system, especially in medium to large organizations:

- OKR Program Owners / OKR Leads / OKR Office members
- Strategy & Performance leaders (Strategy, PMO, Transformation, Ops Excellence)
- HR / People & Culture leaders owning performance rhythms
- Agile Coaches / Enterprise Coaches supporting adoption (internal)
- Business unit coordinators running multi-team alignment



PRE-REQUISITES

Recommended:

You have foundational OKR knowledge (or prior experience supporting an OKR cycle). If you are new to OKRs, we recommend completing an OKR foundation-level learning path first, so you can focus this course time on **program building and implementation leadership.**

BENEFITS

- **C-OKRO® certification** (exam-based)
- **Lifetime access** to the OKR Implementation Course resources (templates, playbooks, checklists)
- Program-owner toolkits:
 - Governance and role definitions
 - Cadence scripts (planning, weekly check-ins, reviews, retrospectives)
 - OKR quality rubric + quality gate process
 - Adoption and communication assets
 - Program KPI dashboard starter set
- Practical implementation patterns from real organizations
- Optional paths for in-house rollout support (team training / advisory)



CURRICULUM (7 MODULES)

MODULE 1	MODULE 2	MODULE 3	MODULE 4	MODULE 5	MODULE 6	MODULE 7
THE CHIEF OKR OFFICER ROLE	PROGRAM DESIGN	ALIGNMENT ARCHITECTURE	OKR QUALITY & STANDARDS	ENABLEMENT THAT SCALES	CHANGE MANAGEMENT & ADOPTION	MEASUREMENT & CONTINUOUS IMPROVEMENT
Responsibilities, boundaries, and what success looks like	Governance model (OKR Office / Champions / Steering)	Corporate > division > team alignment patterns	What "good" looks like (objective strength, KR types, metrics hygiene)	Train-the-trainer system	Stakeholder map + resistance handling	Adoption metrics, quality metrics, outcome metrics
OKRs vs strategy, KPIs, agile, performance cycles	Cadence and rituals (planning, check-ins, reviews, retros)	Focus areas, themes, guardrails, and decision rules	Review system: quality gates, scoring, and calibration	Toolkits, playbooks, office hours	Communications that drive behavior (not just awareness)	OKR program retrospectives & iteration roadmap
The "operating system owner" mindset	Operating rules, templates, and escalation paths	Avoiding over-cascading while ensuring coherence	Preventing output-only OKRs	Leadership coaching loops for consistency	Building champions and executive sponsorship	Maturity-building across cycles
1 ST ONLINE CLASS	2 ND ONLINE CLASS	3 RD ONLINE CLASS	4 TH ONLINE CLASS	5 TH ONLINE CLASS	6 TH ONLINE CLASS	7 TH ONLINE CLASS

THIS COURSE INCLUDES:

(Adjustable for public cohorts or in-house delivery.)

- Live sessions (interactive) + implementation assignments
- Templates, rubrics, and program toolkits
- Certification exam (English)
- Community / peer exchange access (optional, if enabled)

CERTIFICATION: C-OKRO®

To earn the C-OKRO® credential, participants complete the course requirements and pass the certification assessment focused on:

- Program design decisions
- Governance & cadence
- OKR quality control
- Adoption strategy
- Measurement & improvement loops

COURSE STRUCTURE

OKRINSTITUTE®  OKR FOUNDATION  OKR PRACTITIONER C-OKRP®  OKR LEADERSHIP C-OKRL®  OKR CHIEF OFFICER C-OKRO®  OKR PROFESSIONAL C-OKPRO®					
E-LEARNING	4 Modules (2 hours)	5 Modules	5 Modules (plus OKR Practitioner E-learning)	7 Modules	4 Modules (plus OKR Practitioner E-learning)
ONLINE CLASS	X	5 Sessions (7.5 hours)	5 Sessions (7.5 hours) (plus OKR Practitioner Sessions)	14 Sessions (25 hours)	4 Sessions (6 hours) (plus OKR Practitioner + Leadership Sessions)
OKR PRACTICAL COACHING	X	X	X	X	75 hours
LIVE AUDIO RECORDING	X	X	X	X	20-min Live Coaching
WRITTEN ASSIGNMENT	X	X	X	X	500 – 1000 words (Reflection on Live Recording)
SUPERVISION	X	X	X	X	2 Sessions
ASSESSMENT	Quiz (incl. exercises)	Quiz (incl. exercises)	Quiz (incl. exercises)	Certification Assessment	Coach Development Plan
CERTIFICATION	OKR Foundation Certification	OKR Practitioner Certification C-OKRP®	OKR Leadership Certification C-OKRL® + OKR Practitioner Certification	OKR Implementation Certification C-OKRO® + OKR Leadership and OKR Practitioner Certification	OKR Professional Certification C-OKPRO® + OKR Practitioner and OKR Leadership Certification





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 PROGRAM DESIGN & GOVERNANCE				✓	
OKR ALIGNMENT ARCHITECTURE				✓	
OKR QUALITY STANDARDS & CONTROL				✓	
ENABLEMENT AT SCALE				✓	
CHANGE MANAGEMENT & ADOPTION				✓	
OKR PROGRAM KPIs & IMPROVEMENT				✓	
OKR MATURITY ASSESSMENT					✓
OKR ROLLOUT DESIGN					✓
DEVELOPMENT OF OWN OKR CONCEPTS					✓
COACHING GUIDANCE					✓

Organizations that are using OKRs:

amazon

SAMSUNG

Uber

Google

Spotify®



Adobe

NETFLIX

Grab



TESLA

Lazada

Deloitte.

LinkedIn

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gojek

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