

An aerial photograph of a rowing team in a long, narrow boat on a body of water. The boat is red and white, and the rowers are wearing blue and black gear. The water is dark blue with some white foam from the oars. The background is a dark green gradient with a large green circle on the left side.

OKR
INSTITUTE

MODULE 5

Quality of OKRs

OKRINSTITUTE®

Module 5: Quality of OKRs

- Link OKRs to all elements of the 'Performance ecosystem' over time and in order of priority.
- Case study

OKR Quality (Measure what matters, John Doerr)

An OKR quality continuum		
WEAK	AVERAGE	STRONG
Objective: Win the Indy 500 Key result: Increase lap speed Key result: Reduce pit stop time	Objective : Win the Indy 500 Key result: Increase average lap speed by 2 percent Key result: Reduce average pit stop time by one second.	Objective: Win the Indy 500 Key result : Increase average lap speed by 2 percent Key result: Test at wind tunnel ten times Key result: Reduce average pit stop time by one second. Key result: Reduce pit stop errors by 50 percent Key result: Practice pit stops one hour per day

Key results paired for Quality and Quantity (John Doerr)

KR: Quality and quantity		
Quantity goal Three new features	Quality goal Fewer than five bugs per feature in quality assurance testing	Results Developers will write cleaner code
\$50 million in Q1 sales	\$10M in Q1 maintenance contracts	Sustained attention by sales professionals will increase customer success and satisfaction rates
Ten sales calls	Two new orders	Lead quality will improve to meet the new order threshold requirement.

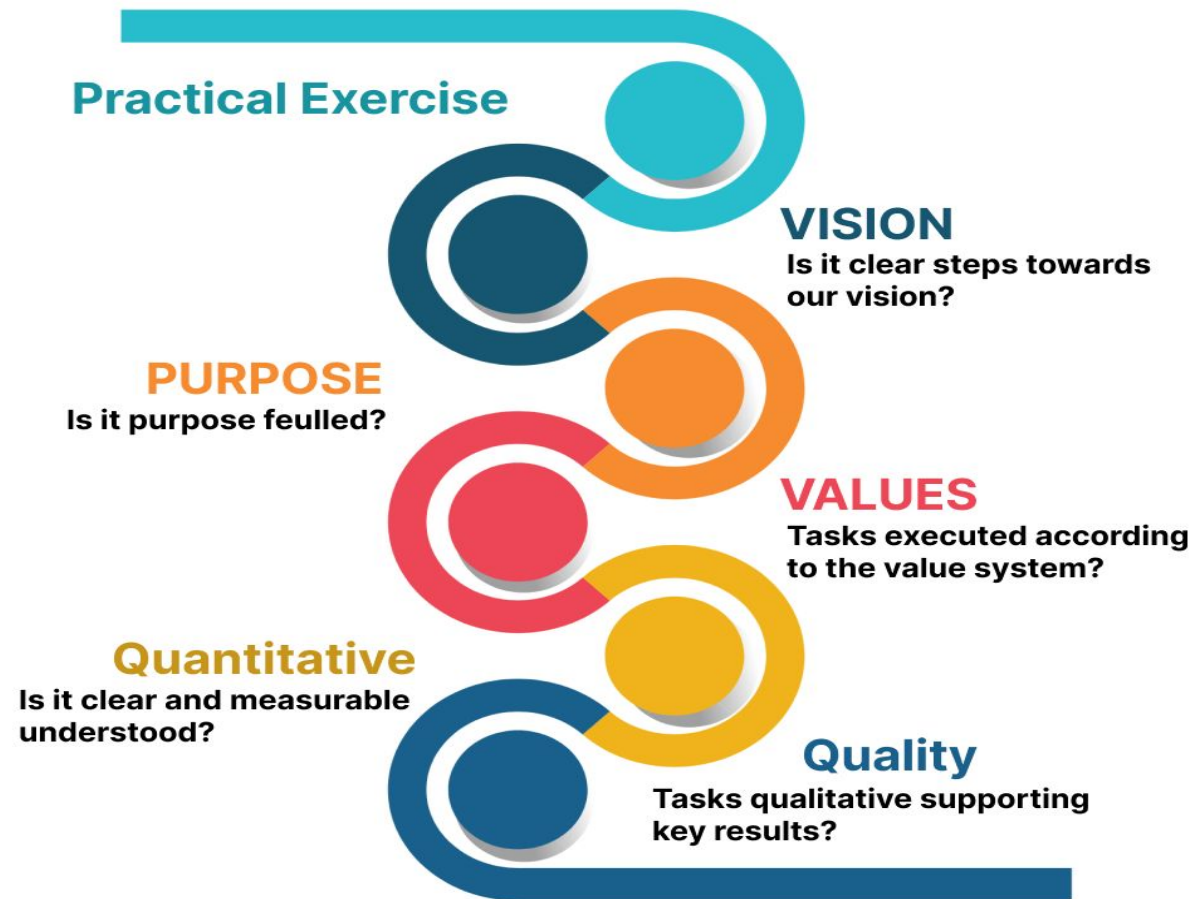
Applying improvements to tasks: PDCA cycles

Plan	Do	Check	Adjust
Improve quality and outcomes of coaching	Targeted coaching (e.g. conflict management). Pinpoint improvement points according to the communication with an ROI model	Supervisor to observe interaction with customer. Customer satisfaction rating of 90% and above within 3 months	Isolate each touch point in the coaching model and collaborate on improvements (1 month)

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Quality test of OKRs



Exercise:

Present three OKRs to your company board –

1. Strategic OKR (Top priority and of high impact on the company Vision)
2. Team OKRs in alignment with the Strategic OKR

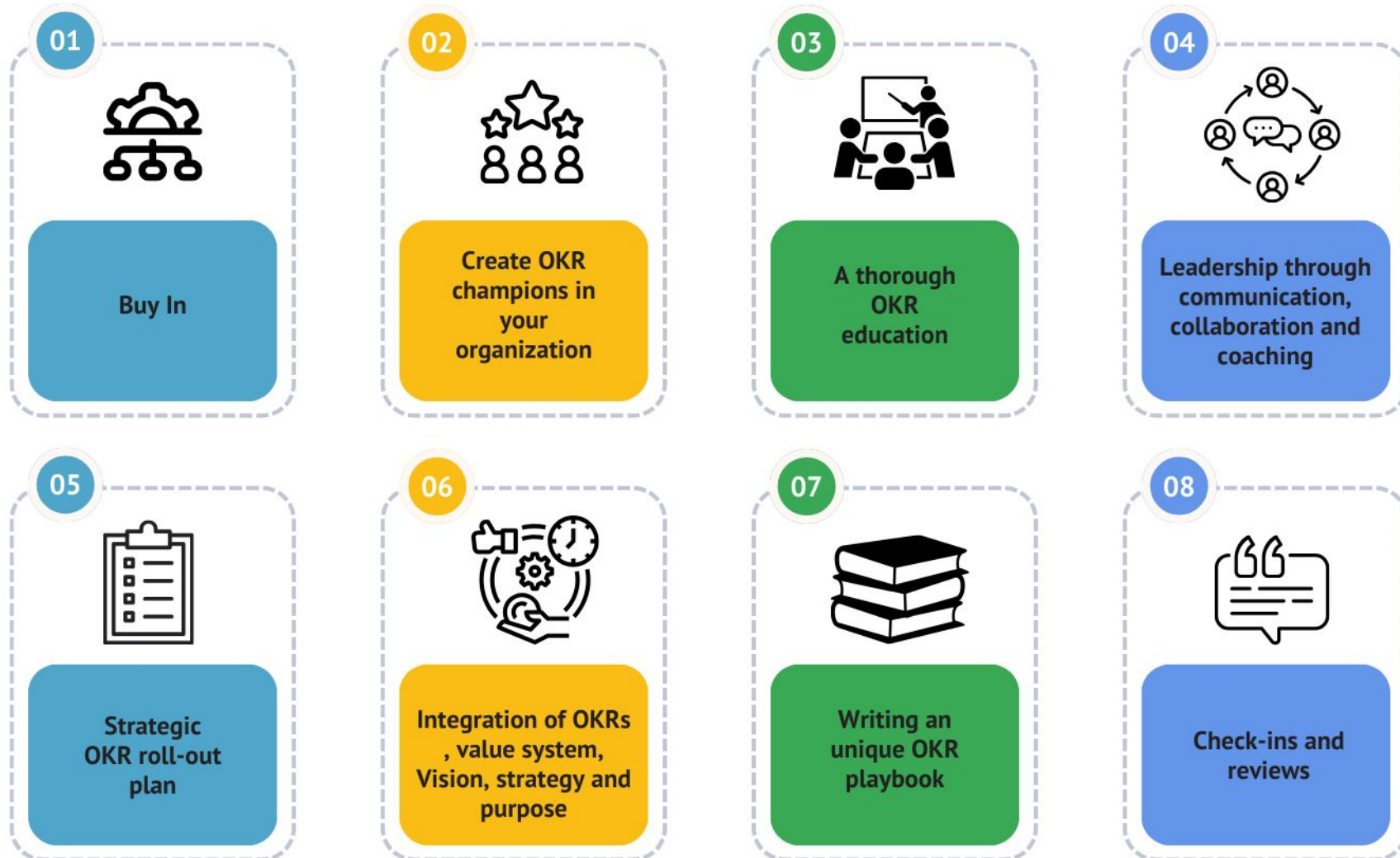
Explain the process of creating these OKRs and how they are aligned.

* The rest of the participants will be the board and will challenge these OKRs

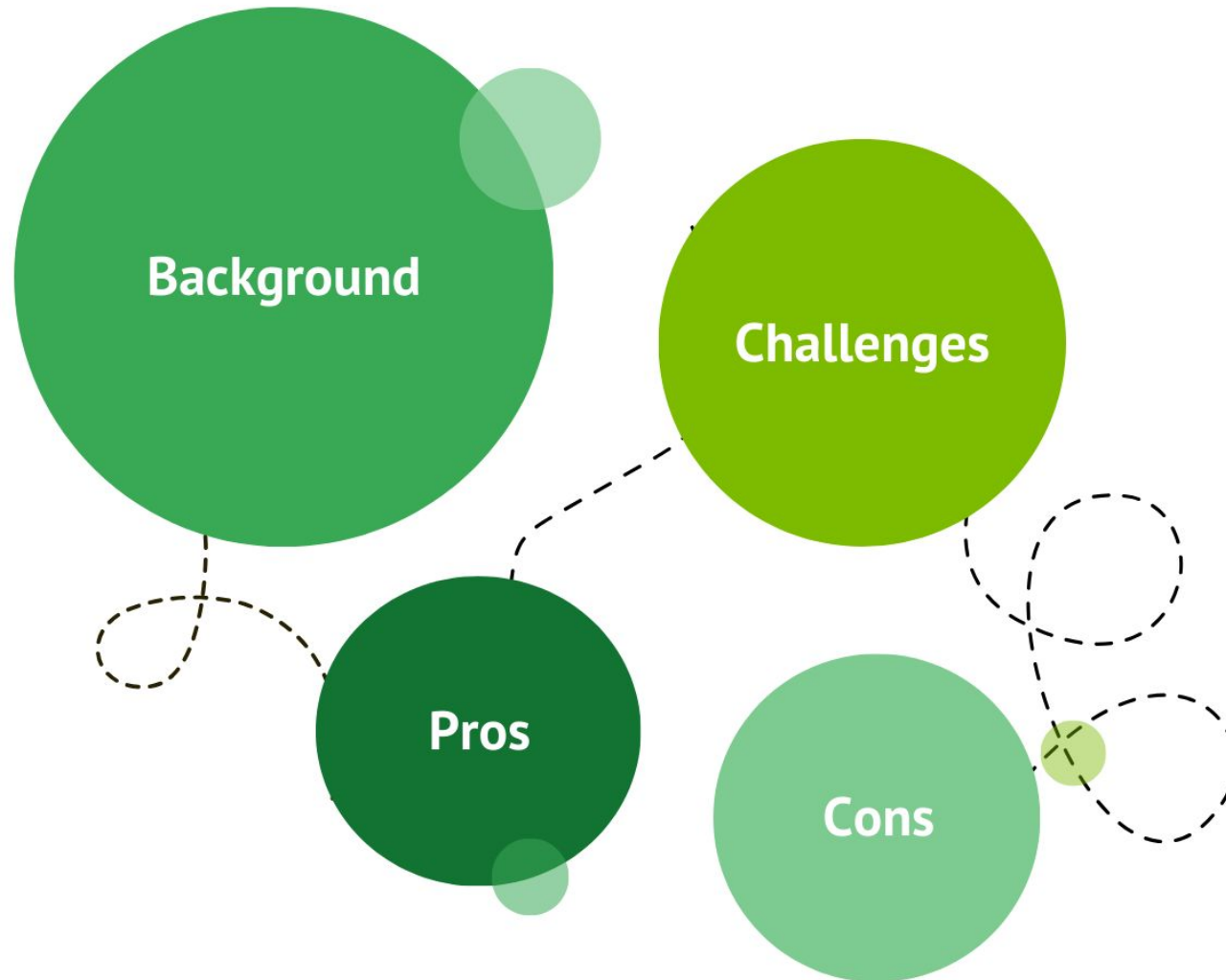
Feedback ON OKRS: Practical presentation of OKRs and refinement



Critical Success factors of an OKR implementation



OKR Implementation case study



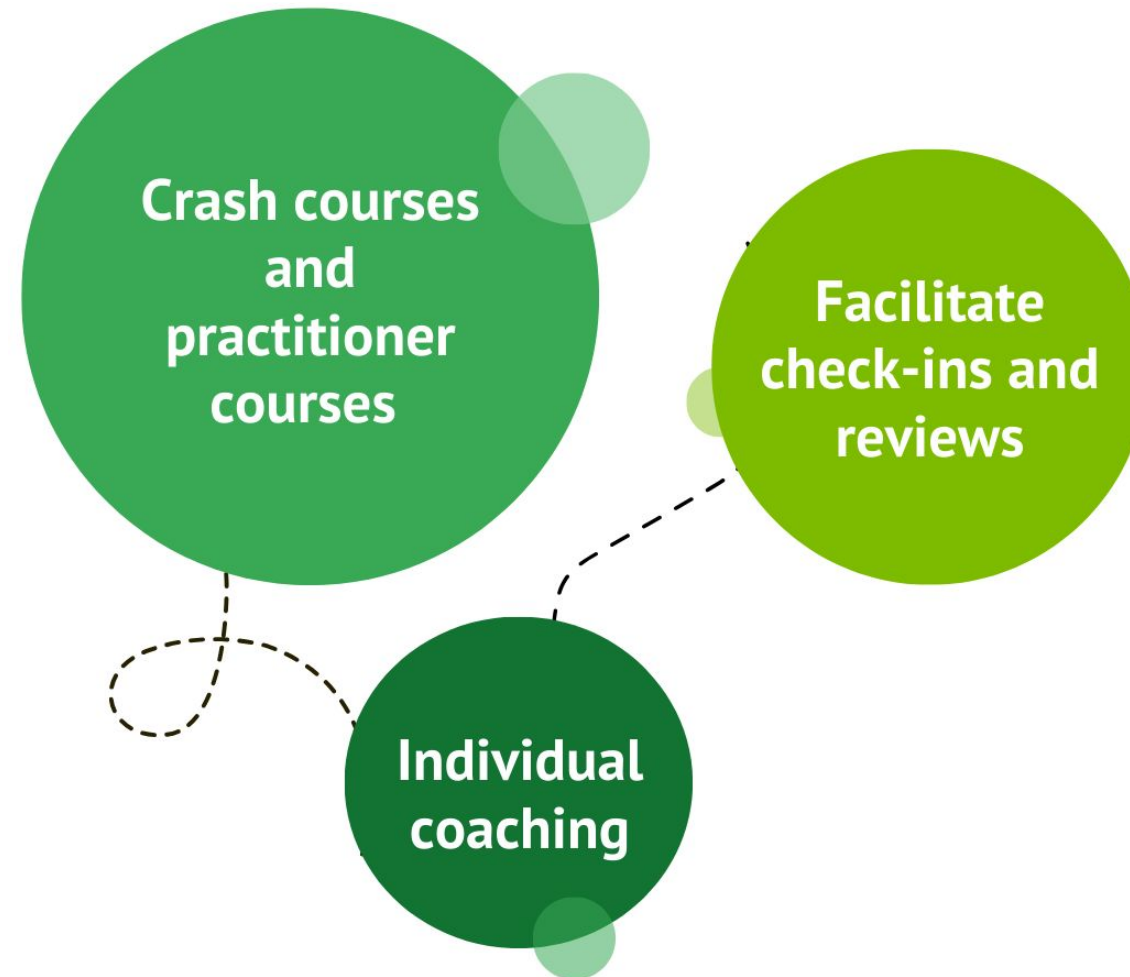
1. Buy-in



2. Create OKR Champions in Your organization



3. A thorough OKR education



4. Leadership through Collaboration, Communication and Coaching

01



Create a communication plan – consistency: How town halls, all-hands, check-ins, reviews, and individual coaching sessions will be conducted.

Frequency of reminders and coordinating

02



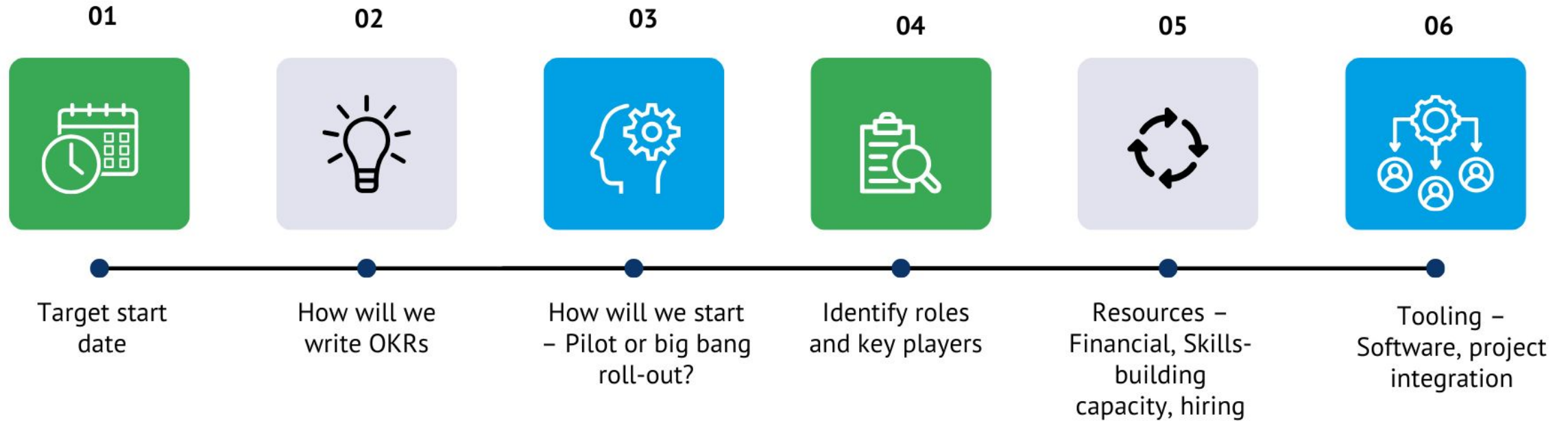
Communication must radiate through organization as opposed to be stored.

03






Leaders must be seen co-creating and where it truly matters

5. Strategic roll-out plan



6. Integration of Vision, Value System, OKRs and purpose

-  **1. Compelling Vision and purpose made clear and clearly stated above OKRs**
-  **2. Vision and Purpose as top agenda point during all meetings**
-  **3. Values system embedded as behaviours (earlier values exercise)**

7. Write an unique OKR Playbook



8. Check-ins and reviews

Together they form the heartbeat of OKRs:



WHAT WE THINK WORKS: BRAINSTORMING



WHAT ACTUALLY WORKS: BRAINWRITING

STEP 1:

Generate ideas independently



STEP 2:

Regroup to evaluate and discuss

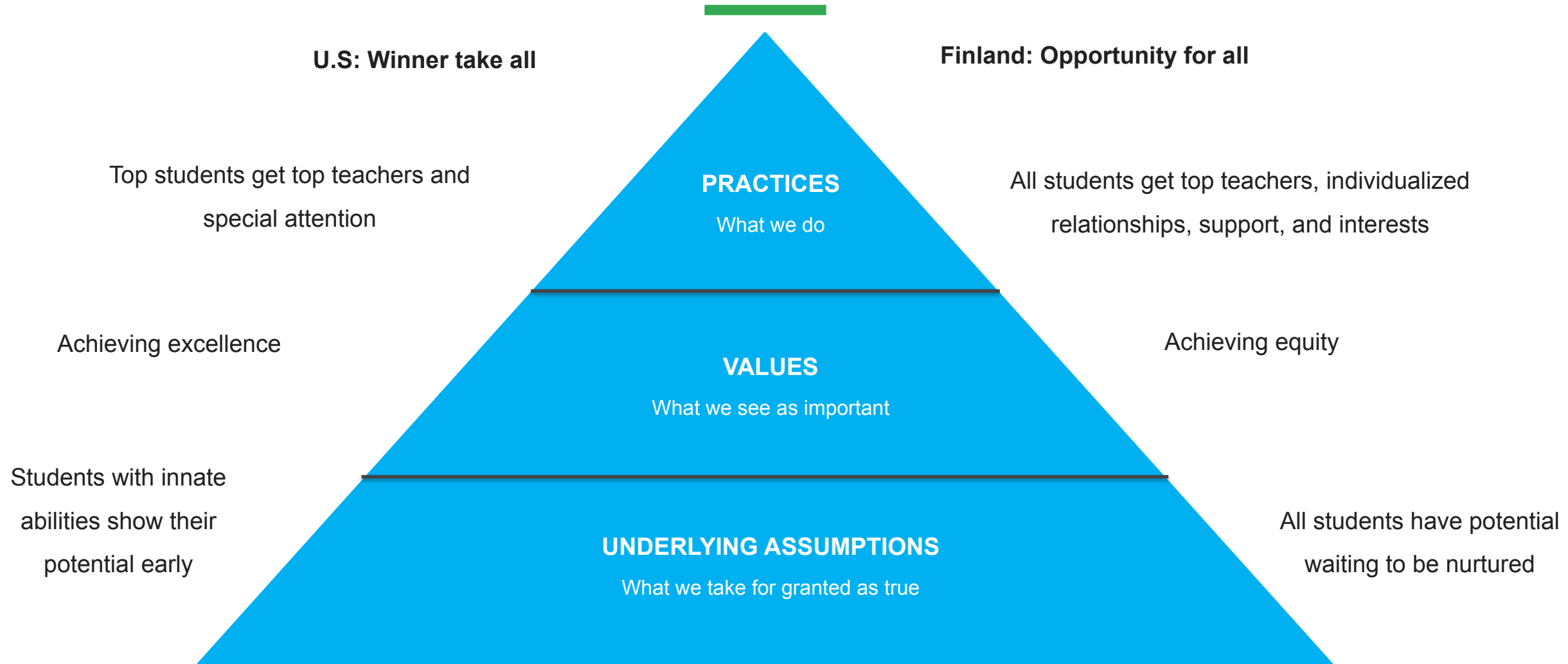




And how do you get yours to read exactly?



CONTRASTING EDUCATION CULTURES



Character Skills



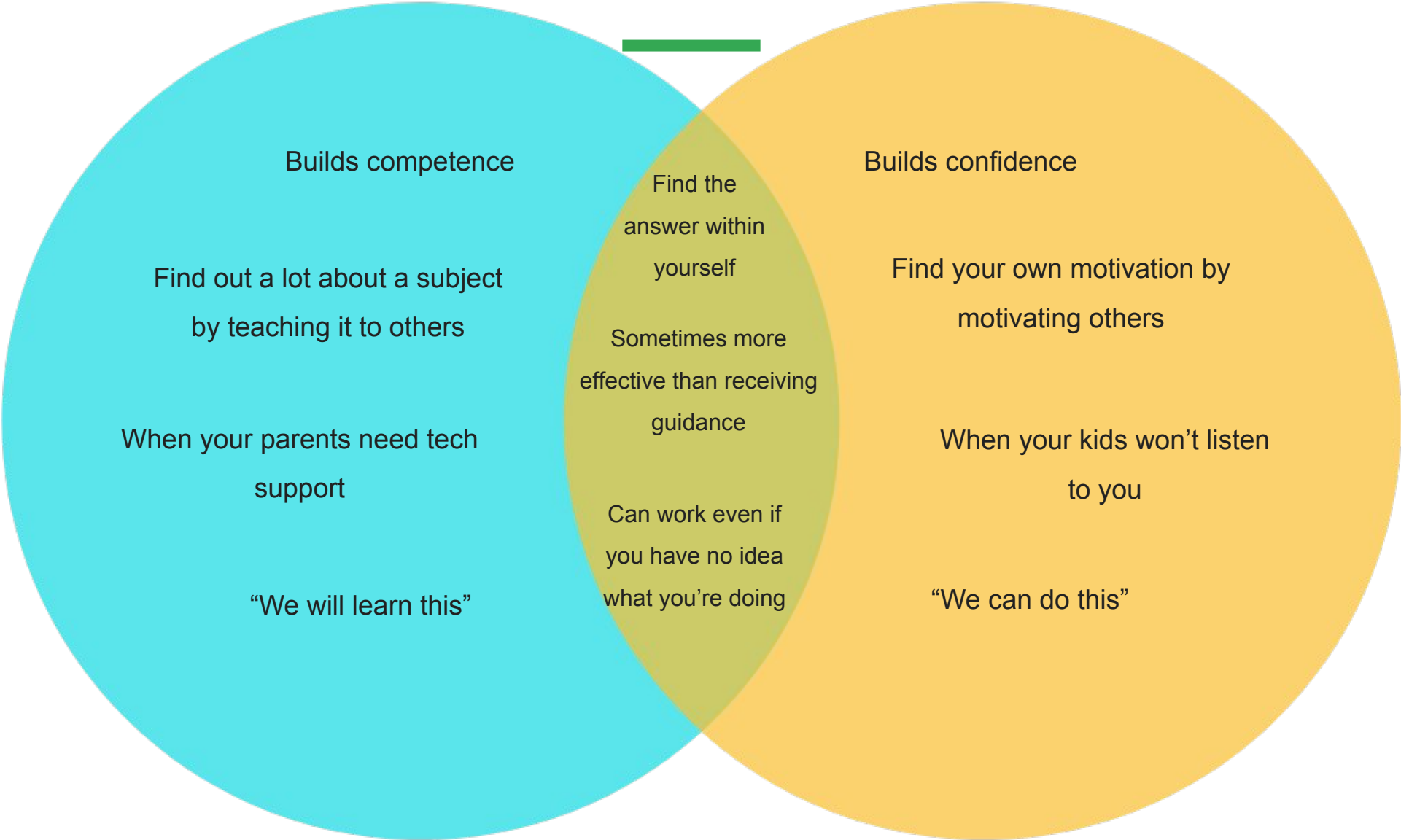
Scaffolding



Systems



TEACHING VS COACHING



PRACTICE WITHOUT PLAY

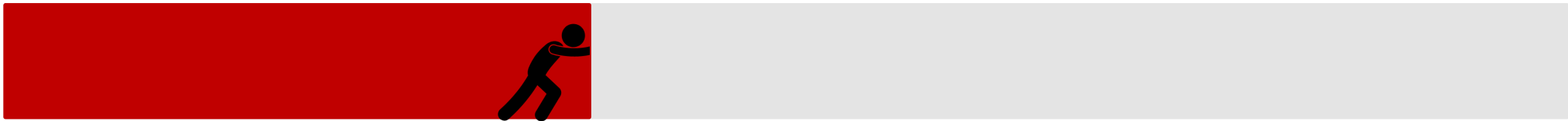


- Seething hatred for the coach
- Faking an injury so you don't have to do the next drill
- Sabotaging equipment so no one has to do the next drill
- Hiding in the bathroom
- Somehow feeling burnout and burnout at the same time

PROGRESS

“I HAVE TO”

100%

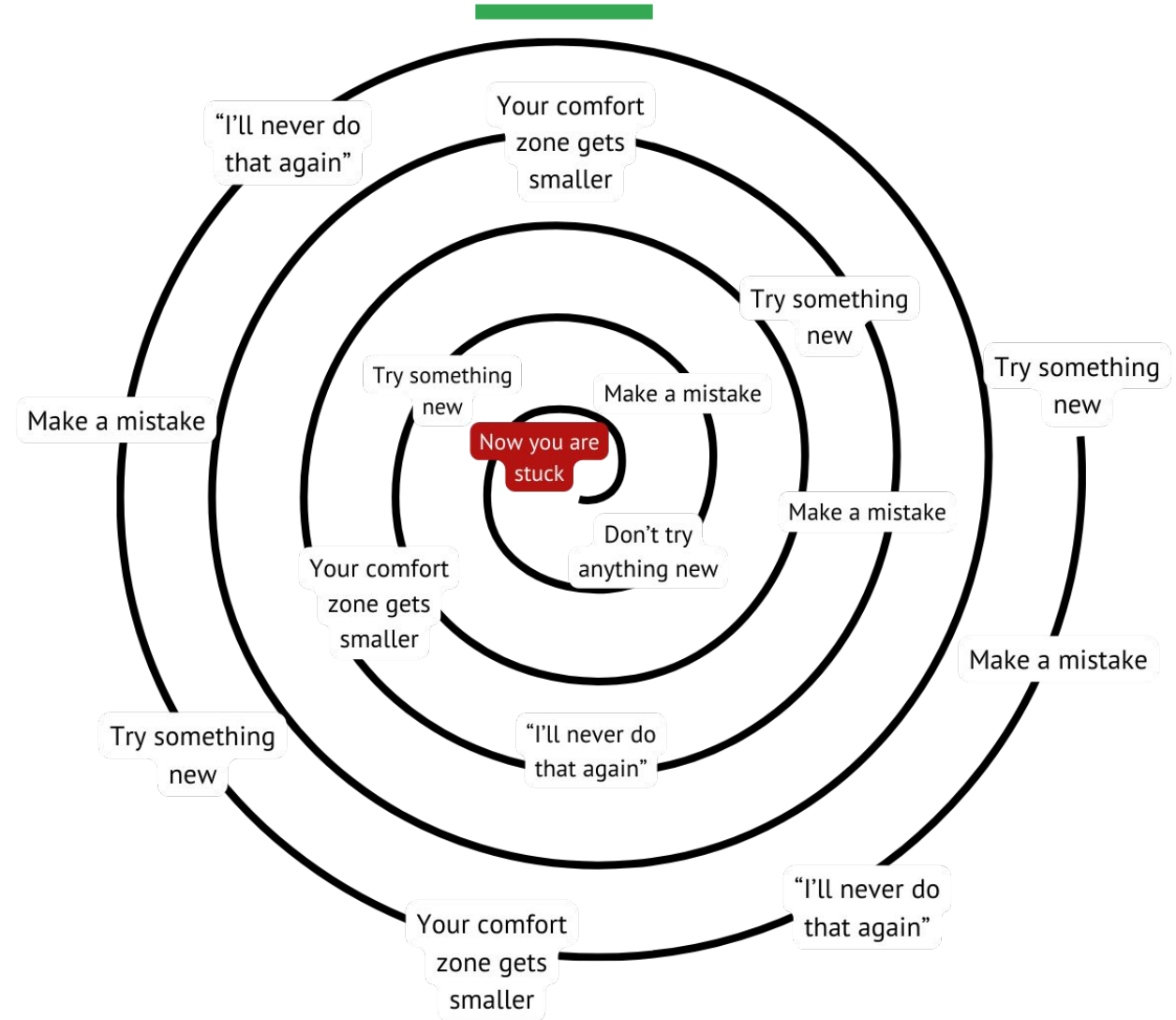


“I WANT TO”

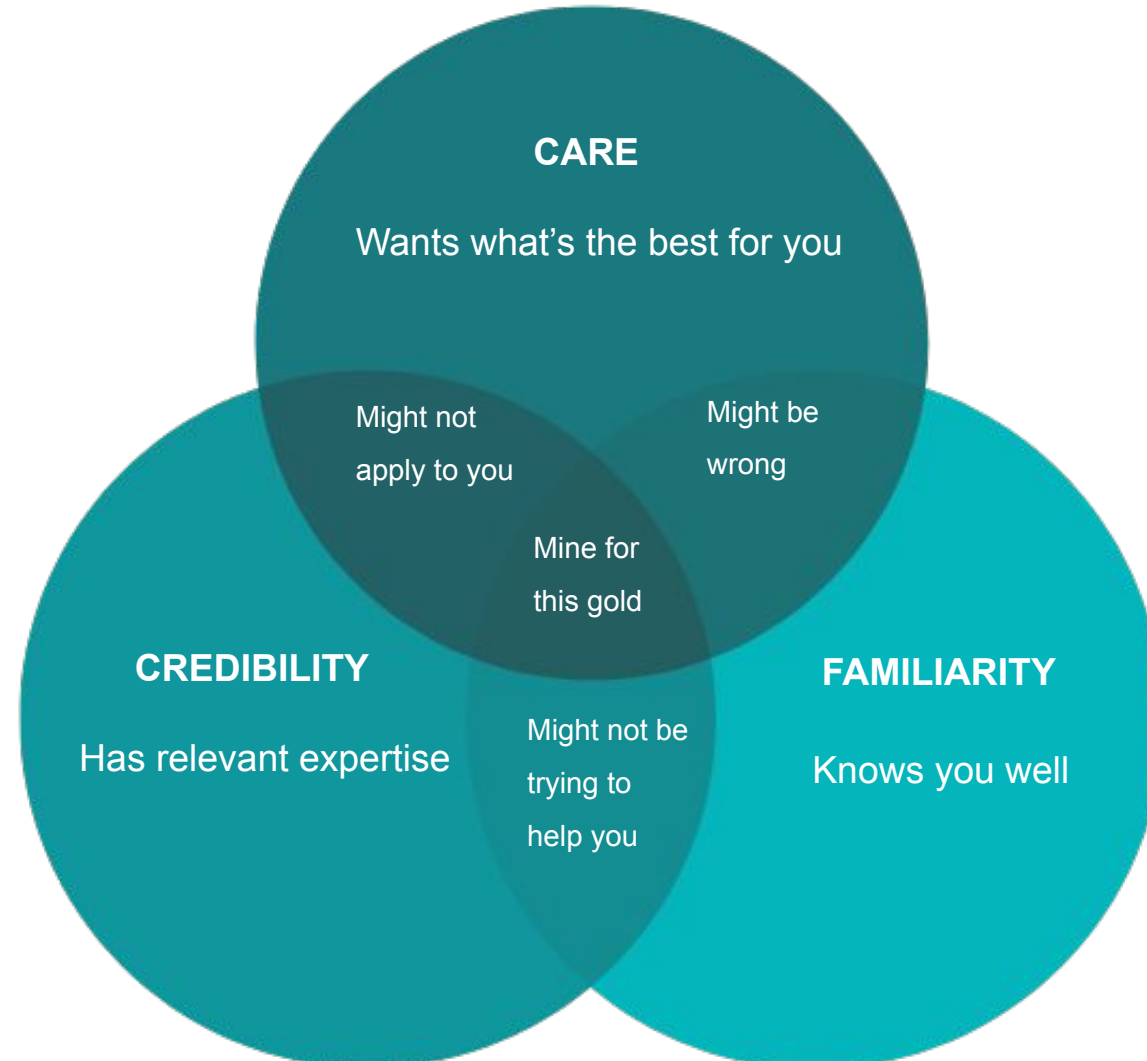
100%



THE PERFECTIONISM SPIRAL



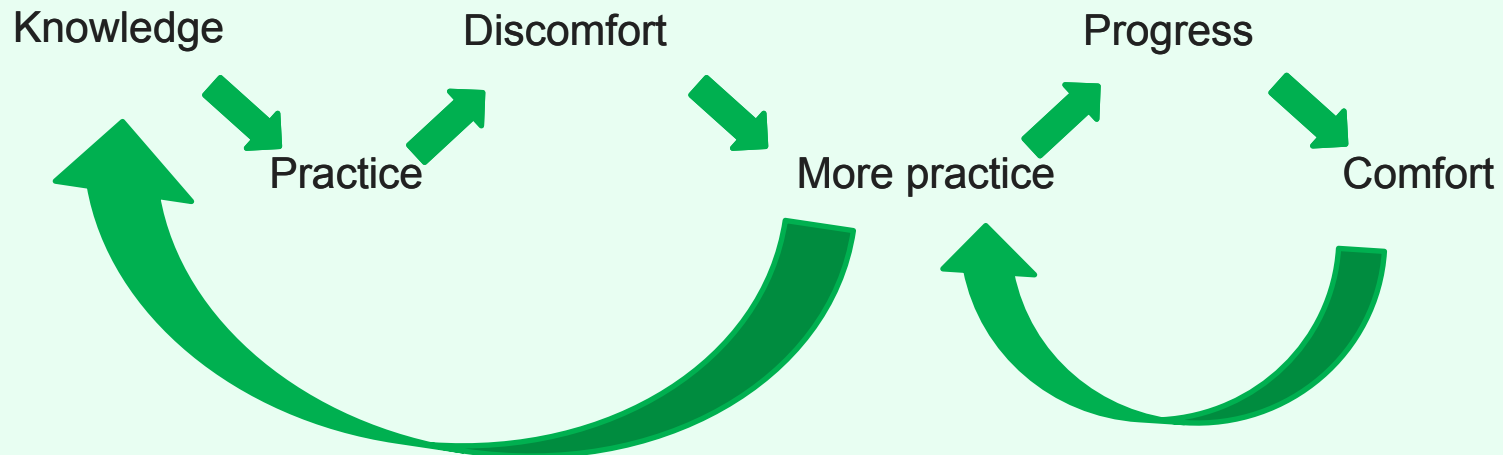
WHICH SOURCE TO TRUST



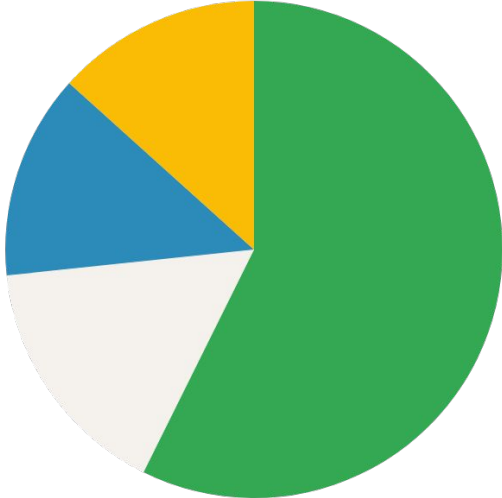
HOW WE THINK LEARNING HAPPENS



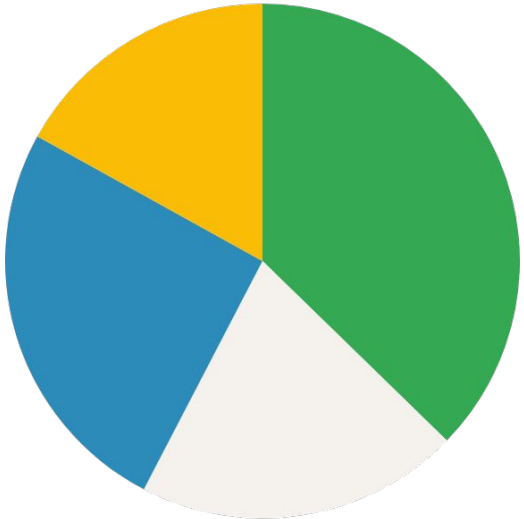
HOW LEARNING ACTUALLY HAPPENS



MAKING MORE MISTAKES

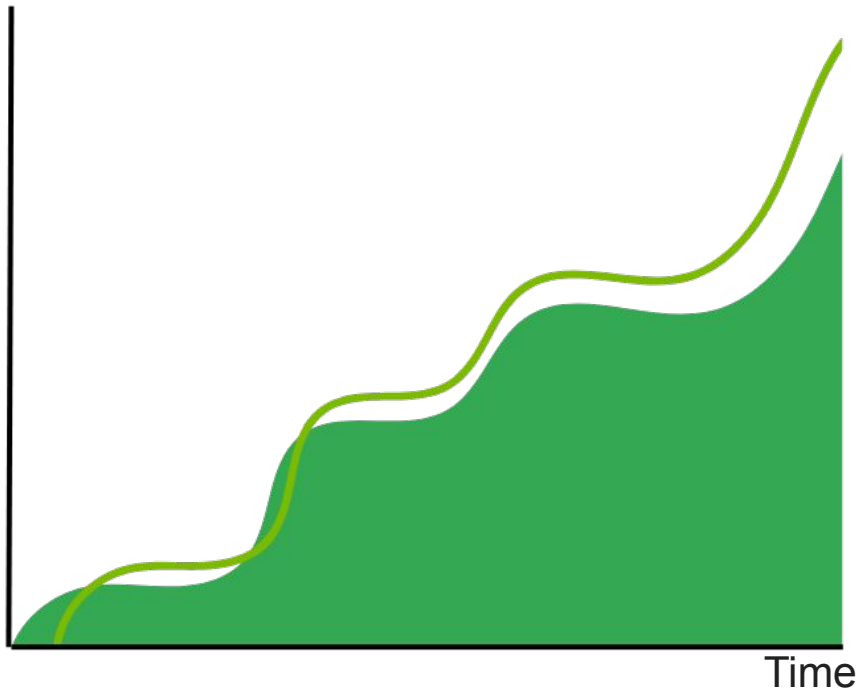


- Looking stupid
- Feeling shame
- Being laughed at
- Experiencing discomfort



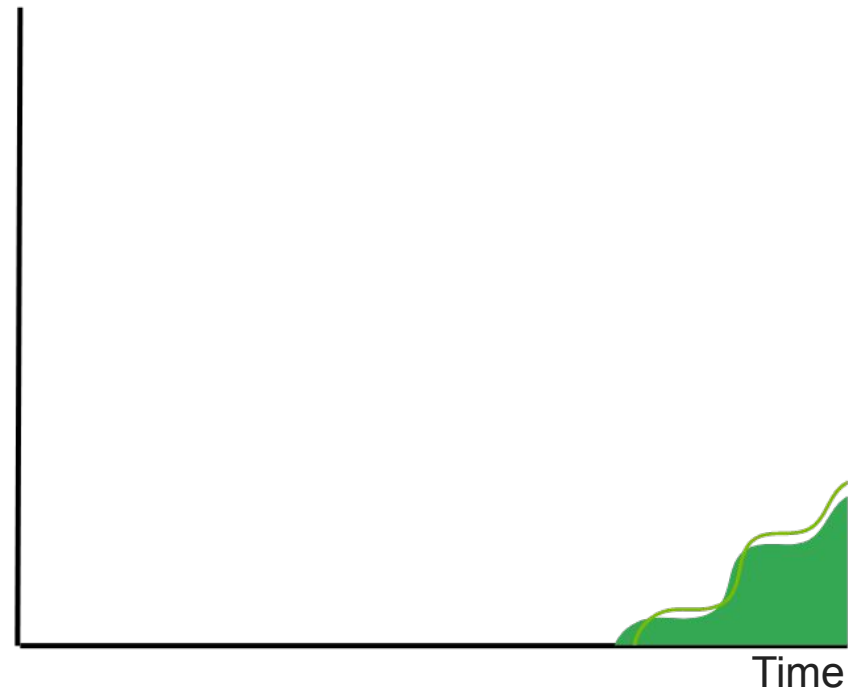
- Getting smarter
- Gaining courage
- Laughing at yourself
- Expanding your comfort zone

Progress



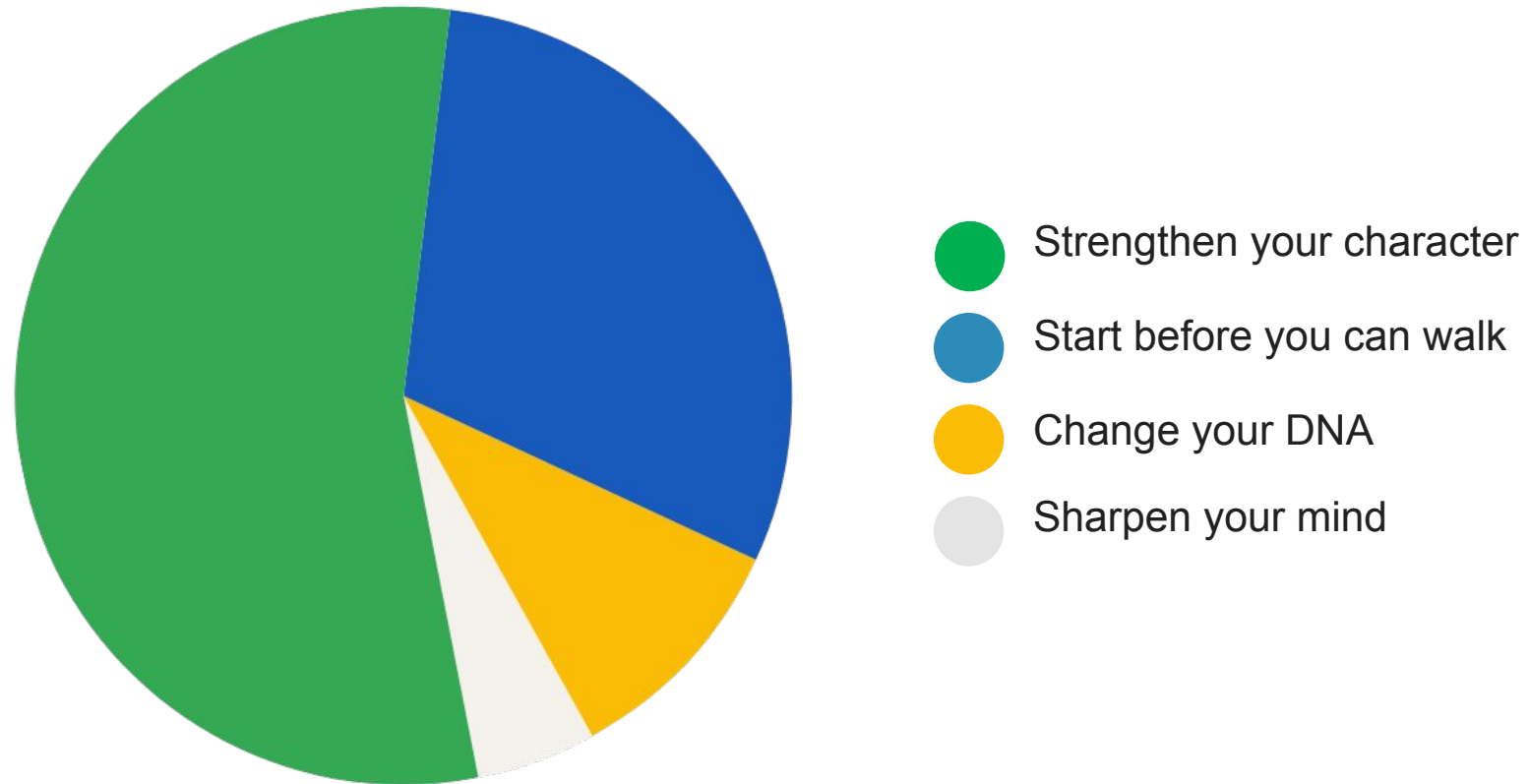
If you start today

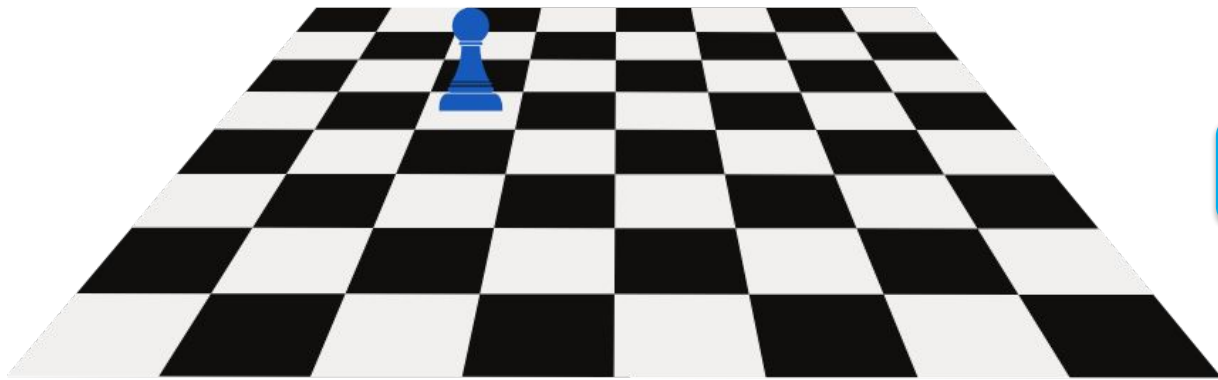
Progress



If you start when you're "ready"

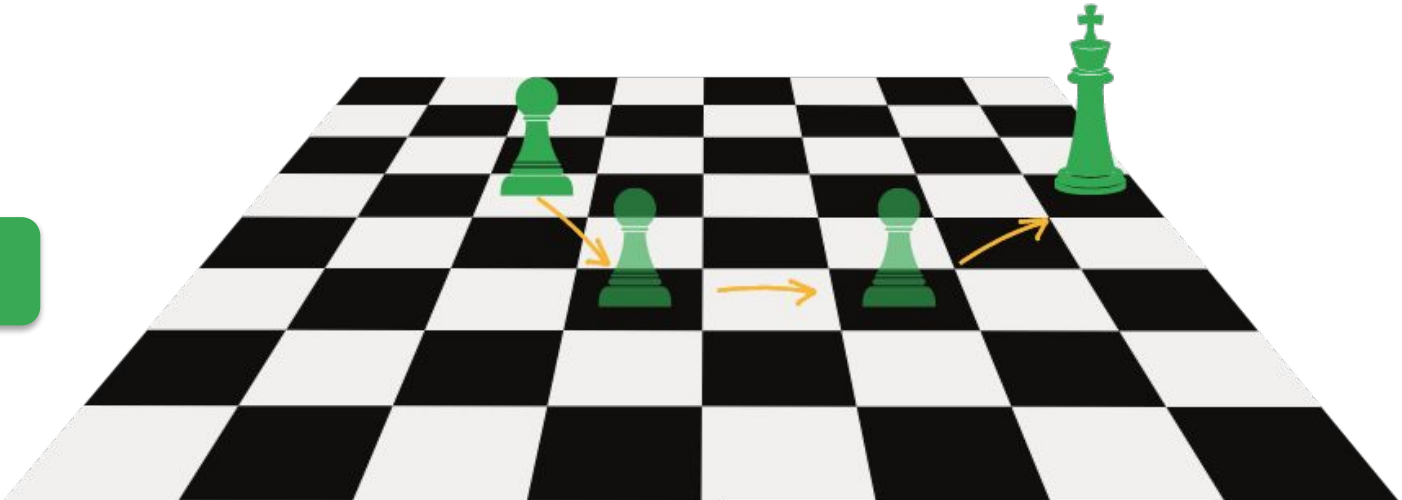
HOW TO GET BETTER AT SOMETHING





It's not where you start

But how far you go





LEADING IN OKR EDUCATION, RESEARCH & CERTIFICATION

Thank You!

We wish you a successful application of Learning!



Thank you!