



Using OKRs

Aligning People's Objectives with Organizational Goal

Have you ever sat through your CEO's "state of the nation" presentation and come away from it thinking, "How does that apply to me? What is my role in helping us to achieve that vision?" Or, perhaps you've struggled to set goals for your team members because your own objectives are frustratingly vague.

Every organization, team and team member should have meaningful goals and objectives. After all, how can you set direction, make informed decisions, evaluate future strategy, or discuss progress in an effective way without them?

You might be familiar with renowned management expert Peter Drucker's technique of Management by Objectives (MBO) which seeks to align employees' objectives with their organizations' goals. In this session, we explore a refinement of MBO – a powerful goal-setting tool called Objectives and Key Results (OKRs). We look at how OKRs can bring greater transparency to an organization's objectives, and how they can connect individuals' roles to those objectives in a clear and practical way.