Unlock:OKR

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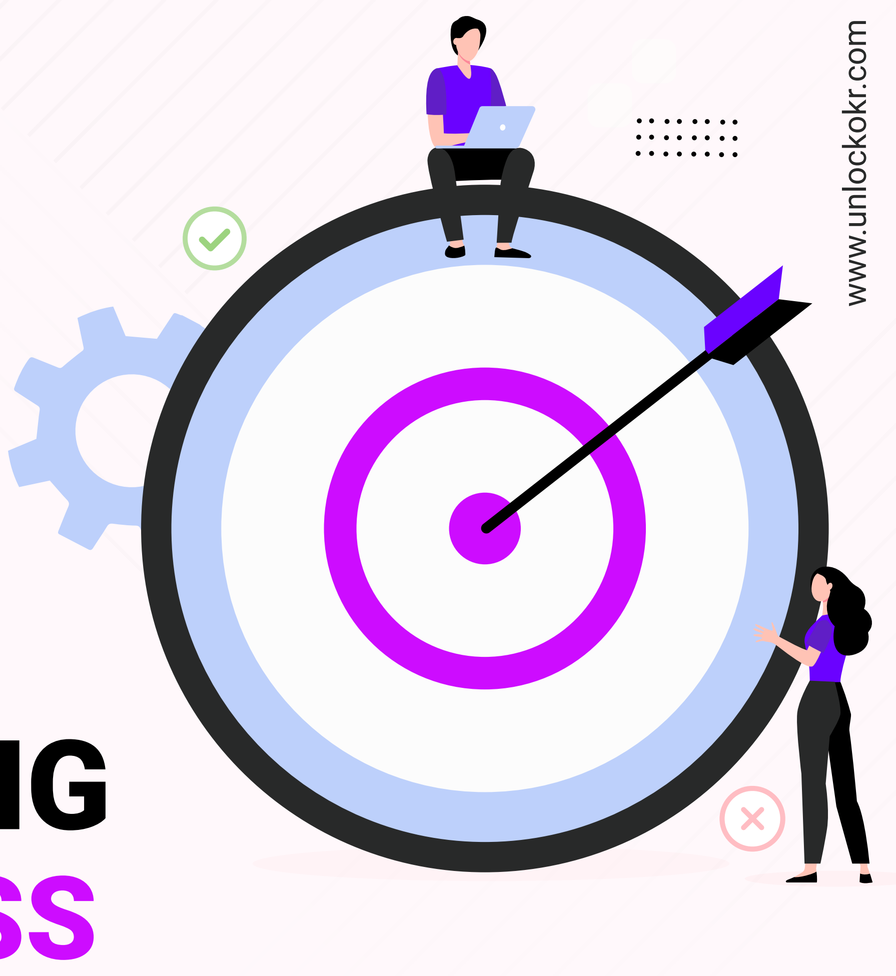

DOS & DON'TS WHILE ADOPTING OKRs IN BUSINESS

OKRs serve as an agile goal-setting framework that ensures everyone moves towards common business goals and make contributions in driving the company forward. While adopting OKRs in business is simple once the right rhythm is established, few organizations still fail to implement them when introducing for the first time.

Some of the dos and don'ts when adopting Objectives and Key Results:

DOS

Set Attainable Goals
Objectives should be achievable and ambitious to keep employees aligned and productive.

Define Measurable Key Results
Key Results should be quantifiable metrics to measure the achievement of a goal.

Bring Transparency
Communicate goals at all levels to provide clarity on company's vision and purpose.

Promote Flexibility
Conduct periodic check-ins to realign/update OKRs per the changing business priorities.

DON'TS

Treat OKRs as Tasks
OKRs focus on goals to be achieved and outcomes to be measured rather than output.

Too Many Os and KRs
OKRs link each objective to 3-5 key results. Too many Os and KRs may dilute the focus towards the priorities.

No Time for Reviews
Take out time for weekly or monthly team reviews to provide feedback on overall goal accomplishments.

Misalign with Business Vision
Personal OKRs should be aligned to the company's overall vision by moving in a unified direction to measure success