

CREATING A SUSTAINABLE OKR APPROACH TEMPLATE

When done right, OKRs can help organizations set effective goals that

- Create more transparency
- Empower employees to contribute to the overall success of the organization
- Promote continuous feedback and improvement

How to Create a Sustainable OKR Approach

Have Executive Sponsors and Champions

When building your OKR approach, it is essential you have buy-in from senior leaders, preferably the CEO. Employees will be more likely to accept this new approach if they know their leaders are also on board. The sponsors of the OKR approach need to be vocal about their support, and do so from the very beginning of this new approach.

Exercise: Identity and name three OKR sponsors from your organization.

Not only should there be sponsors, but there should also be a champion of OKRs. This person needs to work on building this approach from start to finish, communicate the approach to employees, and provide help to appropriately implement OKRs across the organization. This person needs to be accessible to those who have questions about this change, have some influence, and be excited about this new approach.

Exercise: Identify your OKR champion. What is their role within the organization?

Clear Understanding of Purpose

Everyone in the organization should have an understanding of the purpose of the OKR approach, from the executive sponsors down to individual contributors. The benefits you receive from having OKRs will decrease if there is a lack of understanding around the why.

Exercise: Identify the benefits of OKRs for you, your team, and your organization.

Alignment with Strategy

In order for OKRs to be sustainable, there must be a clear organizational strategy already in place. The strategy should contain the core offering, the value the organization provides, and the target market or customer base. The strategy of the organization will assist as a compass, providing context, to help create effective OKRs.

Exercise: Outline the organizational strategy. If it is unclear, discuss your preliminary findings with OKR sponsors and champions.

By taking these steps, you can start creating a sustainable OKR approach within your organization.

Ready to take the next step to align your talent and business goals? Start a conversation to see how we can help

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