



Internationally Certified Training Programs

KPI Institute-Certified OKR Professional (Live Online)

Course Introduction

The five-day course trains participants in how to set and work with OKRs and offers them the opportunity to get certified on the ability to deploy and use OKRs in accordance with The KPI Institute's standards, developed through extensive research and practical knowledge in the field of Performance Management and Objective Setting.

Target Audience

Professionals interested in measuring performance:

Professionals from different fields, such as finance, human resources, production, logistics, information technology and others, interested in objectives and key results, will acquire the competencies needed to measure the performance of their team, department or organization.

Top/middle/lower management professionals:

Executives or operational managers, regardless of their field of expertise, will gain the ability and knowledge to measure performance and maximize the value of using OKRs. The tools and resources offered as part of the Certified OKR Professional Training Course enable managers to apply the concepts learned within their organizations, immediately after the course.

Performance measurement experts:

For professionals like Data Analyst, Strategy Manager, Performance Management Officer or Performance Architect, it is important to develop competencies in measuring performance, especially in terms of OKR selection and data gathering.

Usually, this particular audience already has a performance measurement system set in place and the Course offers them the opportunity to learn the best practices used in this field and identify how their current processes and approaches regarding OKRs can be improved.

Learning Objectives

By the end of this training course, participants will be able to:

- Differentiate between objectives, Key Results and Initiatives;
- Recognize different types of OKRs;
- Acknowledge the benefits of stretched goals;
- Identify OKR setting in different contexts;
- Apply best practice techniques to align OKRs across the organization;
- Comprehend the review and decision making process.

Course Outline

- **01 Day One**

Understanding OKRs:

- What are OKRs?
- Stretched goals
- Measurable Key Results
- Action oriented initiatives

OKRs and other PMS:

- OKRs vs KPIs
- OKRs and KPIs integration
- OKRS vs MBO

• 02 Day Two

Performance management system based on OKRs:

- Challenges in working with OKRs
- OKRs lifecycle
- The value added by OKRs
- Governance

OKRs Typology:

- Strategic vs tactical OKRs
- Aspirational vs Committed OKRs

• 03 Day Three

OKRs in different environments:

- OKRs in general organizations
- OKRs in innovative/project-based companies
- OKRs in governmental entities

Setting OKRs:

- OKR setting process
- Common mistakes in setting OKRs
- OKR setting in practice

• 04 Day Four

Aligning OKRs:

- OKR alignment approaches

- OKR alignment in different types of organizations
- OKRs alignment in practice

OKRs Review:

- OKRs review process
- Types of OKRs review
- OKRs review in practice

• 05 Day Five

Learning from OKRs:

- Decision making process based on OKRs
- Initiatives management
- OKRs refinement

Change Management Culture:

- Change management
- Employee engagement
- Gamification

Review and Q&A:

- Course review
- Q&A

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 12, 2025	May 16, 2025	5 days	1500.00 \$	Virtual - Online
July 21, 2025	July 25, 2025	5 days	1500.00 \$	Virtual - Online
Aug. 25, 2025	Aug. 29, 2025	5 days	1500.00 \$	Virtual - Online
Sept. 1, 2025	Sept. 5, 2025	5 days	1500.00 \$	Virtual - Online
Oct. 20, 2025	Oct. 24, 2025	5 days	1500.00 \$	Virtual - Online
Nov. 10, 2025	Nov. 14, 2025	5 days	1500.00 \$	Virtual - Online