



HR Strategy and Training

Objective & Key Result (OKR) Professional

Course Introduction

OKR stands for Objectives and Key Results, and is a popular management technique or tool that companies utilize to focus and implement the strategy. It is vital for organizations to have a certified OKR professional to ensure that organizational OKRs are focused on results, implemented, and aligned with strategy.

This training course is designed to provide participants with the relevant concepts and best practices on how to set, manage, implement and align objectives and key results with organizational strategy. This will allow participants to prepare and be equipped with knowledge as a Certified OKR Professional.

Target Audience

Who is this course for, and can benefit the most

- Managers and Team Leaders
- Project Managers
- Executives and Business Leaders
- HR Professionals
- Entrepreneurs and Start-up Founders
- Consultants and Coaches
- Anyone Interested in Goal Setting and Performance Management

Learning Objectives

At the end of the training course, participants will be able to

- Design best practice OKRs that are aspirational, committed, strategic, and/or tactical
- Create buy-in and a culture of goal setting, accountability, and performance improvement
- Improve performance of departments, teams, programs, projects, and team members
- Align OKRs with strategy while still maintaining agility

- Shift focus from activities to results
- Manage an OKR program roll out
- Enable young managers to guide employee development of strong OKRs
- Gain the necessary knowledge and skills to take the exam and become a Certified OKR Professional.

Course Outline

• 01 Day One

OKR Overview: Understanding OKRs

- What are OKRs?
- History of OKRs
- OKRs and strategic agility
- Benefits of OKRs
- Case studies and examples

Introduction to OKRs

- What is an Objective?
- What is a Key Result?
- What is an Action/Activity or Initiative?
- Building OKRs step by step:
 - Understand strategic context
 - Develop objectives
 - Develop key results
 - Align and adapt
 - Identify and implement initiatives and actions
- The OKR reporting cycle:
 - Develop or revise
 - Share, review and check in
 - Grade and reflect

Mastering OKRs

- OKR online tutorial review

- How to use the OKR template
- Common mistakes and how to avoid them
- Using OKRs in different organizational types

• 02 Day Two

Understanding Strategic Context

- Strategic agility
- Developing objectives

OKR Development Basics

- Developing Objectives
- Describing objectives and intended results
- Different types of OKRs: Strategic versus tactical or operational, aspirational versus committed
- Scoring OKRs and managing expectations
- Key result best practices
- Creating measurable results using concrete language
- Differentiating activities, initiatives, outputs and outcomes
- Activity: Developing Key Results

Aligning OKRs

- OKR Reporting and review process
- Facilitating OKR development
- Facilitation best practices
- Facilitating leaders and managers
- Coaching teams to differentiate between results and activities

• 03 Day Three

Principles in Change Management

- Managing the program roll out
- No-judgment accountability
- Engagement
- Gamification
- Activity: Developing aligned objectives

Managing Performance Over Time

- OKRs and Other Frameworks
- OKRs versus MBO
- OKRs versus KPIs
- OKRs with Agile
- OKRs with Balanced Scorecard
- Perspectives
- Strategy Maps
- OKR Automation

Activity:

- Developing an agile reporting cycle
- Developing a strategy map

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 4, 2025	May 6, 2025	3 days	3250.00 \$	KSA - Jeddah
Aug. 4, 2025	Aug. 6, 2025	3 days	3950.00 \$	England - London
Nov. 17, 2025	Nov. 19, 2025	3 days	3250.00 \$	UAE - Dubai
Sept. 28, 2025	Sept. 30, 2025	3 days	3250.00 \$	Oman - Muscat