



HR Strategy and Training

OKRs in Action: Aligning Goals and Accelerating Results

Course Introduction

This intensive **3-day** training program is designed to equip leaders, managers, and performance professionals with the practical tools and mindset needed to drive organizational success through the OKR framework.

Participants will explore how to align goals across teams, foster a results-oriented culture, and improve strategic execution using OKRs. Through real-world examples, hands-on exercises, and case studies, learners will develop the skills to implement, manage, and track OKRs for sustainable performance improvement.

Target Audience

- Department Heads and Managers
- HR and Performance Management Professionals
- Strategy and Planning Officers
- Team Leaders and Supervisors

Learning Objectives

- Understand the principles, structure, and strategic value of OKRs.
- Develop impactful Objectives and measurable Key Results aligned with organizational goals.
- Cascade OKRs effectively across teams and departments.
- Monitor performance using OKRs and integrate them into performance conversations.
- Build a performance-driven culture through continuous OKR reviews and feedback loops.

Course Outline

- DAY 01

Foundations of OKRs and Strategic Alignment

- The evolution of goal setting: from KPIs to OKRs
- The OKR mindset: focus, alignment, commitment, tracking, and stretching
- Structure of an OKR: crafting clear Objectives and measurable Key Results
- Differentiating between OKRs and KPIs
- Aligning OKRs with organizational strategy and vision
- Case Study: Global OKR success stories

- Day 02

Implementing and Cascading OKRs Across Teams

- Setting team-level OKRs and connecting them with top-level objectives
- Cross-functional alignment and collaboration with shared OKRs
- OKRs in agile vs. traditional environments
- Tools and platforms for OKR tracking
- Managing challenges in implementation: resistance, ambiguity, overloading
- **Workshop:** Drafting OKRs for your team or department

- Day 03

Performance Tracking, Reviews, and OKR Culture

- Embedding OKRs into the performance cycle
- Review cycles: Weekly check-ins, quarterly reviews, and annual reflections
- Using OKRs in one-on-one performance conversations
- Feedback culture and the role of transparency in OKR success
- Evolving OKRs: when and how to revise
- **Action Planning:** Next steps to launch OKRs in your organization

Confirmed Sessions

FROM	TO	DURATION	FEE\$	LOCATION
May 20, 2025	May 22, 2025	3 days	3250.00 \$	UAE - Dubai
Sept. 1, 2025	Sept. 3, 2025	3 days	3250.00 \$	UAE - Abu Dhabi
Nov. 16, 2025	Nov. 18, 2025	3 days	3250.00 \$	KSA - Riyadh