



Consulting and Training | Reach New Heights

Course Name

OKR Framework

Sector Name

HR Strategy and Training

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OKR Framework

Course Introduction

The OKR Framework Professional Training course provides professionals with the knowledge and practical tools needed to implement the Objectives and Key Results (OKR) framework effectively within modern organizations. The OKR framework is widely used by leading companies to align strategic goals, improve performance management, and drive measurable business results.

This course explores the core principles of the OKR framework, including goal setting, key result measurement, organizational alignment, and performance tracking. Participants will learn how to design clear objectives, define measurable key results, and implement OKR systems that support transparency and accountability across teams.

By mastering the OKR framework, organizations can improve strategic execution, enhance team collaboration, and ensure that business goals are aligned at every level. This course is ideal for business leaders, managers, HR professionals, strategy consultants, and performance management specialists seeking to implement modern goal-setting methodologies

OKR Framework

Target Audience

- ✓ 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

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Learning Objectives

- ✓ 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 the 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 rollout
- ✓ 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.

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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

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Course Outline

✓ 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

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Course Outline

✓ 03 Day Three

Principles in Change Management

- ✓ Managing the program rollout
- ✓ 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

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 23, 2027	May 25, 2027	3 days	3250.00 \$	KSA , Jeddah
Aug. 10, 2026	Aug. 12, 2026	3 days	3950.00 \$	England , London
Nov. 23, 2026	Nov. 25, 2026	3 days	3250.00 \$	UAE , Dubai
April 5, 2027	April 7, 2027	3 days	3250.00 \$	UAE , Dubai

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