



Consulting and Training | Reach New Heights

Course Name

Objective & Key Result (OKR) Professional Certification

Sector Name

HR Strategy and Training

Document Type

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Course Introduction

In fast-changing and performance-driven environments, organizations struggle not with setting goals, but with aligning objectives, executing priorities, and tracking meaningful results. Traditional performance systems often fail to create focus, agility, and ownership across teams.

Developed by Boost, this certification program provides a structured and practical mastery of the OKR framework as a goal setting and execution system. The course focuses on how OKRs translate strategy into action, align teams, drive accountability, and create continuous performance improvement—beyond annual plans and static KPIs.

Boost's OKR Professional Certification - Intermediate equips professionals with the mindset, tools, and governance needed to design, deploy, and manage OKRs effectively at organizational, team, and individual levels.

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Target Audience

- ✓ Strategy and performance management professionals
- ✓ Department heads and team leaders
- ✓ HR and organizational development professionals
- ✓ Project and transformation managers
- ✓ Professionals responsible for goal setting and execution

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Learning Objectives

- ✓ Understand the principles and philosophy behind OKRs
- ✓ Design clear and effective Objectives and Key Results
- ✓ Aligning OKRs with organizational strategy and priorities
- ✓ Cascade OKRs across teams while preserving focus
- ✓ Monitor OKRs and use progress data for decision-making
- ✓ Integrate OKRs with existing performance systems

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Course Outline

✓ DAY 01

Foundations of OKRs

Module 1: Understanding OKRs

- ✓ What OKRs really are (and are not)
- ✓ Difference between OKRs and traditional goals
- ✓ Why OKRs succeed where KPIs fail

Module 2: OKRs and Strategic Focus

- ✓ Strategy-to-execution gap
- ✓ Role of OKRs in prioritization
- ✓ Creating clarity and alignment

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Course Outline

✓ Day 02

Designing Effective OKRs

Module 3: Writing Strong Objectives

- ✓ Characteristics of effective Objectives
- ✓ Outcome-focused vs. activity-based objectives
- ✓ Common Objective-writing mistakes

Module 4: Defining Meaningful Key Results

- ✓ Quantitative and qualitative Key Results
- ✓ Leading vs. lagging indicators
- ✓ Stretch vs. committed OKRs

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Course Outline

✓ Day 03

Cascading and Aligning OKRs

Module 5: Organizational and Team OKRs

- ✓ Company-level OKRs
- ✓ Team contribution and alignment
- ✓ Avoiding over-cascading

Module 6: Individual OKRs and Ownership

- ✓ Translating team OKRs into individual focus
- ✓ Empowerment and accountability
- ✓ Managing dependencies

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Course Outline

✓ Day 04

OKR Execution and Tracking

Module 7: Monitoring and Reviewing OKRs

- ✓ Check-ins and review cycles
- ✓ Scoring OKRs effectively
- ✓ Learning from progress, not punishment

Module 8: Using OKRs for Decision-Making

- ✓ Adjusting priorities based on OKR data
- ✓ Managing trade-offs
- ✓ Linking execution to outcomes

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Course Outline

✓ Day 05

OKR Governance and Integration

Module 9: OKR Governance and Best Practices

- ✓ Roles and responsibilities
- ✓ Cadence, discipline, and transparency
- ✓ Common OKR implementation pitfalls

Module 10: Integrating OKRs with Existing Systems

- ✓ OKRs vs. KPIs
- ✓ OKRs and performance appraisal
- ✓ Building a sustainable OKR culture

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
March 15, 2027	March 19, 2027	5 days	4950.00 \$	Spain , Barcelona
June 8, 2026	June 12, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
Sept. 7, 2026	Sept. 11, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
Nov. 16, 2026	Nov. 20, 2026	5 days	4250.00 \$	UAE , Dubai

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