

OKRs *If You're Not Google*

Presented by
OnStrategy



Google's OKR Approach

Everyone has Objectives & Key Results

- ✓ Individuals have autonomy to create OKRs.
- ✗ OKRs aren't aligned to your long-term direction.

Driven by Dedicated Project Managers

- ✓ One expert drives the process for every team.
- ✗ Too resource intensive for most organizations.

Everyone Creates OKRs Quarterly

- ✓ Individuals have autonomy to create OKRs.
- ✗ OKRs aren't aligned to your long-term direction.

OKRs with Scoring Creates Accountability

- ✓ Scoring OKRs can create accountability.
- ✗ Scoring can sometimes create competition.

VS



OnStrategy's Adaptation

Individuals Create KR's to Support Shared Os

- ✓ Management and alignment is easier to achieve.
- ✓ OKRs are aligned to your long-term direction.

Use an App to Manage OKRs & Reporting

- ✓ Automates reporting and management.
- ✓ Reporting without managing spreadsheets.

Annual Shared Os & Refresh KR's Quarterly

- ✓ All Objectives and Key Results are aligned.
- ✓ Makes the process lighter and easier to manage.

Consistent Review Process Creates Accountability

- ✓ Consistency creates accountability.
- ✓ A review process creates a collaborative environment.