Objectives & Key Results

FOR TEAMS

SET THE OBJECTIVE

As a team, are there any areas that present issues or challenges?

How might we improve these areas?
Where can we bring the most value to the people we serve?

Group related areas of Improvement into common themes:

Summarize ideas into 1-3 Objectives

1.

2.

3.

Objectives & Key Results

FOR TEAMS

How can we achieve the objectives?	Team Member who is owning the Key Result

Assign team members to each key result to create a sense of ownership.

Review OKR's periodically.
Individuals should be able to answer "Yes or No" to completing a key result.

Repeat process completely or
set new key results if objective has not changed

Set Objectives & Key Results
FOR INDIVIDUALS

1 Are there any issues with my work or challenges I am facing?

2 How can I address the issues or challenges I am facing?
Where can I bring value to my team's objectives?

3 Group related areas of Improvement into common themes:

4 Summarize ideas into 1-3 Objectives

1.

2.

3.

Set Objectives & Key Results
FOR INDIVIDUALS

SET THE KEY RESULTS

5

How can I achieve the objectives?	Deadline

6 Assign Deadlines to each key result.

7 Review OKR's periodically.
answer "Yes or No" to completing a Key result.

8 Repeat process or set new key results