OKRs
2015

Strategic Objectives & Key Results Workshop

- Methodologies for deploying various goals & results systems including the Balanced Scorecard and Objectives and Key Results
- Mechanisms for ensuring alignment across your organization
- What are Objectives and Key Results and why you should care
- What are the types of Key Results and when to use each type
- Characteristics of Effective OKRs
- The OKRs Lifecycle: Define Results, Execute, Reflect & Reset
- Basic OKRs Coaching: Techniques for asking questions to refine OKRs
- Sustaining your OKRs project: Overview of the tools and processes for tracking OKRs

www.PeopleAnalytics2015.com

August 17 & 18, 2015 | San Francisco

OKRs 2015

As the popularity of OKRs took off in 2013, managers from organizations of all sizes started asking for practical resources detailing how to deploy OKRs. As we could find very little in-depth material, we're offering a 2-day training workshop to share best practices, templates, and steps for implementing OKRs. Drawing from experience coaching hundreds of managers across dozens of organizations, this 2-day workshop focuses on how to deploy and sustain your OKRs project. Although there is no one "right" way to implement OKRs that works best for all organizations, clients report the OKRs process is one of the most creative and rewarding projects in their career.

How You Will Benefit

- Refined set of measurable goals ready for executive review
- OKRs coaching slide deck customized for your organization and ready to use at work
- Apply goal-setting research to create best-practice OKRs and measurable goal statements
- Opportunity to be certified as an OKRs expert

OKRs 2015

What You Will Cover

- Methodologies for deploying various goals & results systems including the Balanced Scorecard and Objectives and Key Results
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- What are the types of Key Results and when to use each type
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Monday, August 17th

Time	Session
8:30am	Keynote: Performance Management then and now?
9:00am	Creating a strategic context for OKRs • The four questions every strategy must answer • The process of creating an effective plan: Situational assessments, Strategic themes, Strategic choices
10:30am	Exercise: Attendees will create strategic themes and choices for their organization, establishing the context necessary for effective OKR design. *OKRs: Theory and Practice*: Ben will provide a guide for getting started with OKRs and making OKRs a sustainable process in an organization.
11:30am	OKRs Basics • What are OKRs? Why you should care? • Characteristics of Effective Key Results
12:15pm	Lunch
1:15pm	Workshop Exercise: Attendees will draft their OKRs and get coaching feedback
2:00pm	Exercise: Leverage the actual OKRs coaching deck from Sears to create a slide deck that you can use for OKRs coaching
3:00pm	Sears Guest Speaker

Tuesday, August 18th

Time	Session
9:00am	Keynote: OKRs and the Future of Work
9:45am	The types of Key Results and when to use each type The OKRs Lifecycle: Define Results, Execute, Reflect & Reset
10:45	Basic OKRs Coaching • Techniques for asking questions to refine OKRs • Exercise: Attendees will share their OKRs with each other and ask questions to help refine OKRs • Designing OKRs that drive engagement
12:15pm	Lunch
1:15pm	Guest Speaker
2:00pm	Panel Discussion
3:00pm	Preview of OKRs Tools

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Detailed Description:

Creating a metrics and results-driven culture is a top priority for the majority of senior executives today. Inspired by Big Data, executives are purchasing and deploying business intelligence solutions in droves hoping to get numerical insights that can drive better management decision making. However, software alone, cannot create a metrics-driven culture.

In today's dynamic world of changing business models, mergers and acquisition, and availability of massive amounts of data, it can be challenging to get consensus on key performance indicators (KPIs). Traditional approaches to identifying KPIs are characterized by brainstorming sessions, reviewing industry standard KPIs, and developing templates to score and prioritize KPIs in order to produce a select set of mutually exclusive, collectively exhaustive KPIs for each management level in the organization.

In addition to balancing leading and lagging indicators, pundits recommend using mostly industry-standard KPIs to ensure definitions are clear and external benchmarking is meaningful. But pundits also claim that performance metrics should be owned by team leaders and that the majority of goals and metrics should originate with the individual from the bottoms-up, rather than by tops-down corporate mandate. In parallel with the push to a metrics-driven culture, employee engagement is at an all-time low. Employee Engagement experts report that engagement is correlated to the employee's sense of control and extent to which they own their goals at work.

This hands-on 2-day workshop explores how to deploy and sustain Objectives and Key Results (OKRs), a best-practice method for identifying key performance indicators and moving metrics in the right direction.

OKRs 2015

Meet the Instructors & Speakers

Paul Niven - A leading expert on Strategy and Performance Management. He is the author of several books on Strategy and Execution that have been translated in over 15 languages.

Ben Lamorte - is a leading expert in OKRs. He is Enterprise Goal Management Practice Leader with Eckerson Group and founder of OKRs.com.

Holly Engler - OKR implementation with Sears Holding Company, Manager of Organizational Effectiveness, Talent Management and Chief of Staff, HR

Mark Mitchell - Founder and CEO of CodeSourcery, General Manager at Mentor Graphics, and Angel Investor at Sand Hill Angels

Felipe Castro - OKR expert and Partner at Lean Performance

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REGISTRATION FEES

O **Early Registration** *$1499*
Includes Monday & Tuesday event plus networking reception

O **Additional Attendee** *$1299*
Includes Monday & Tuesday event plus networking reception

O **Standard Registration** *$1999*
Includes Monday & Tuesday event plus networking reception

O **Three Attendee Rate** *$3999*
Includes Monday & Tuesday event plus networking reception

Attendee Information

Attendee Name

Title   Organization

Email   Phone Number

Additional Attendee   Name

Title   Email

Additional Attendee   Name

Title   Email

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Cancellation/Rescheduling Policy:
All cancellations made four weeks or longer from the summit's start date will be provided a full refund or credit toward current or future Gateway Management programs. Any cancellations made within four weeks of the programs start date will be provided with credit toward current or future Altamont Group programs.

Venue – Westin San Francisco International Airport

The Westin San Francisco Airport
1 Old Bayshore Highway
Millbrae, CA 94030

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