



# OKR LEADERSHIP CERTIFICATION

OKRINSTITUTE®

# OKR LEADERSHIP MASTERCLASS CURRICULUM

Sustainable OKR success depends on the quality of Leadership, the company culture, and deploying the most effective OKR frameworks for your organization or for those whom you coach.

Google attributes its exponential growth and success not only to OKRs but also to a values-based culture and strong leadership.

Being an OKR leader means you understand how to inspire your teams toward greater heights and unlock their potential. It also means that you have the skill to communicate clearly and in a way that supports company and individual growth.

An OKR Leader understands that OKRs are an Agile goal-setting methodology and that OKRs complement Scrum and Agile project management.

At the core of Leadership lies the ability to dramatically uplift the engagement levels of team members and to empower others to also become leaders. Leaders are the custodians of the company culture and through this course, you will gain practical insights on how to build and maintain a positive and engaging high-performance culture.

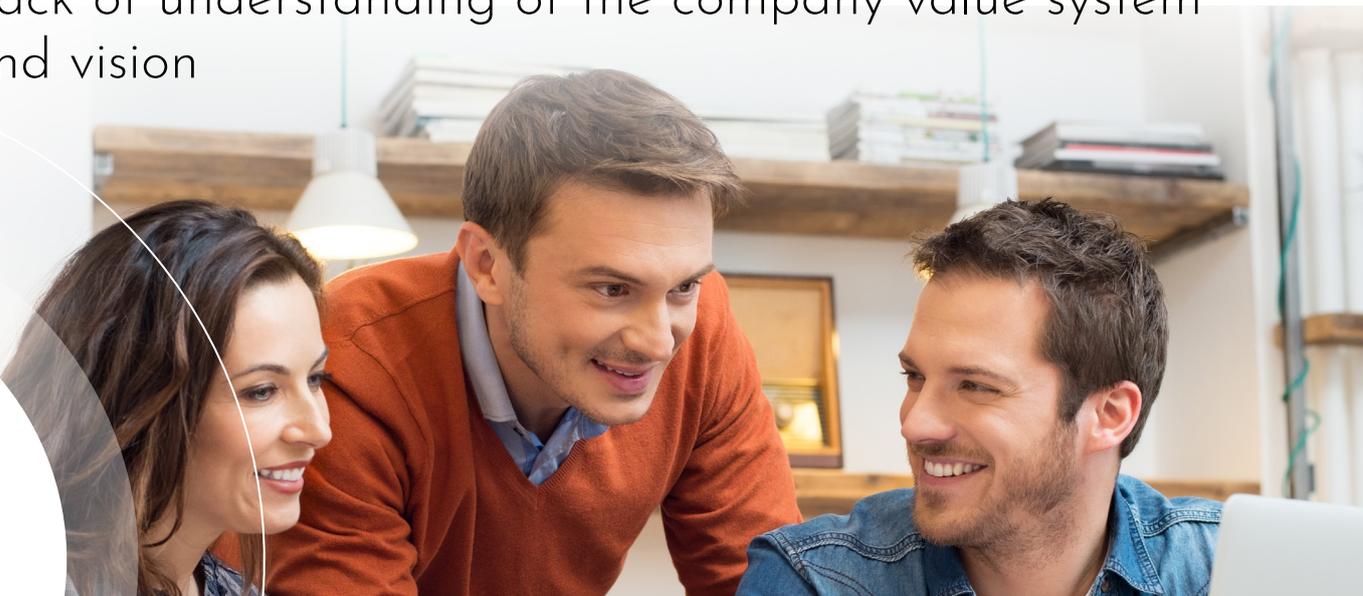
Where there are a lack of leadership and clear communication a toxic culture is often the outcome. Within a toxic culture, it is extremely hard, if not impossible to perform in a sustainable way.

An OKR leader also ensures that their OKR frameworks are both quality and quantity orientated, aligned to the vision of the company and that key results and objectives are met through collaborations and teamwork excellence.

**Audience:** Business Owners, Coaches, and consultants, CEOs, HR directors and managers, Performance coaches and trainers.

# Challenges and problems that can be solved by Leaders during the implementation of OKRs

- Low engagement levels of employees
- Lack of Alignment to and integration with Agile methodologies
- High employee turnover
- Poor and inconsistent performance
- Vague communication that does not bring results
- Long meetings without action
- Coaching sessions with no improvements
- A toxic culture
- Resistance to the implementation of initiatives
- Lack of inspiration
- Lack of understanding of the company value system and vision



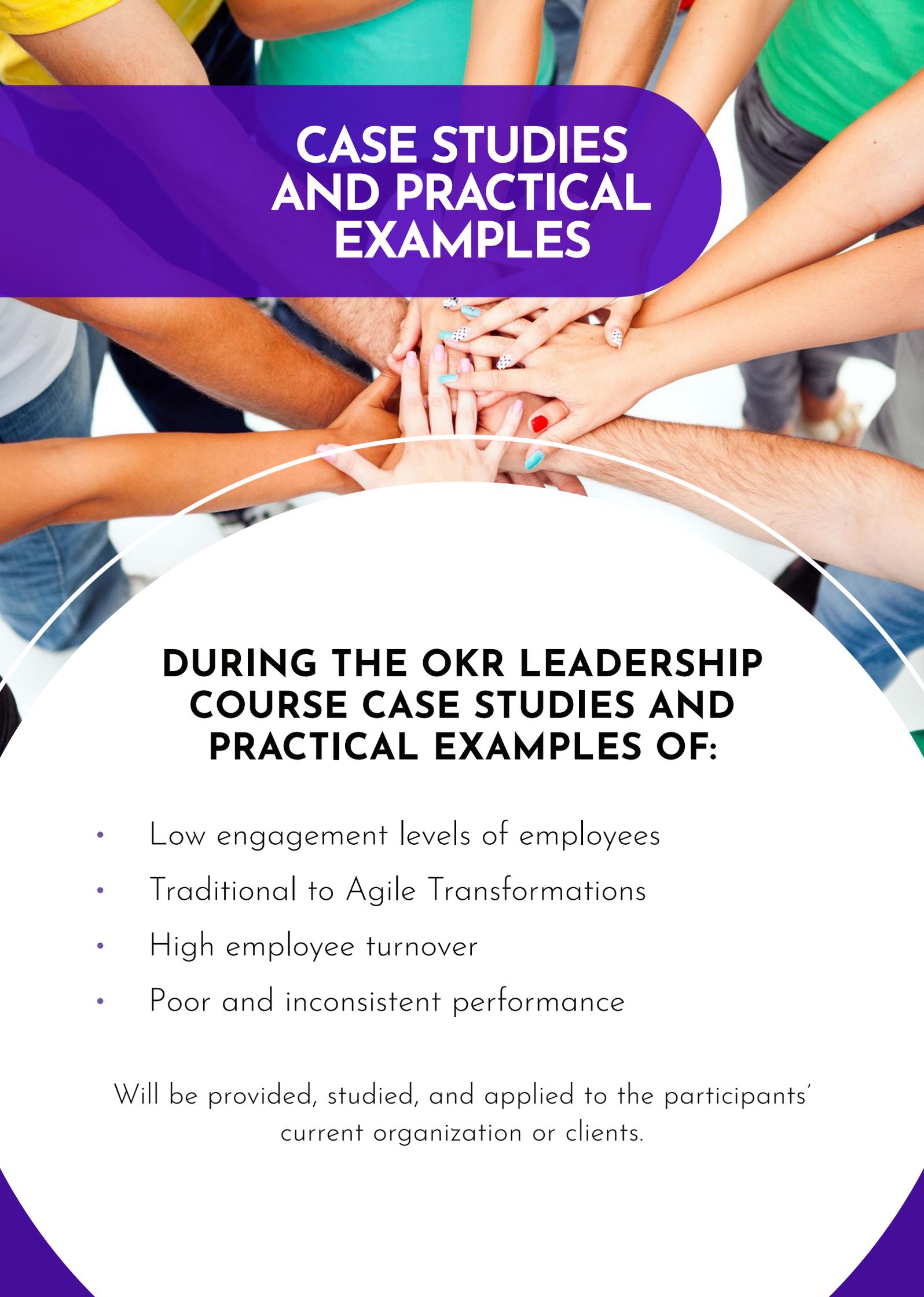
# OKR Leaders transform hierarchies and silos into a culture of positive collaboration and high standards

Hierarchies and the silo effect can cause misinformation and poor performance.

OKR Leadership is about working shoulder to shoulder with employees as a team, clear and positive communication, and a sense of safety and belonging.

All of these elements boost and foster collaboration, creativity, and ultimately performance.





# CASE STUDIES AND PRACTICAL EXAMPLES

## DURING THE OKR LEADERSHIP COURSE CASE STUDIES AND PRACTICAL EXAMPLES OF:

- Low engagement levels of employees
- Traditional to Agile Transformations
- High employee turnover
- Poor and inconsistent performance

Will be provided, studied, and applied to the participants' current organization or clients.

# PRACTICAL EXERCISE

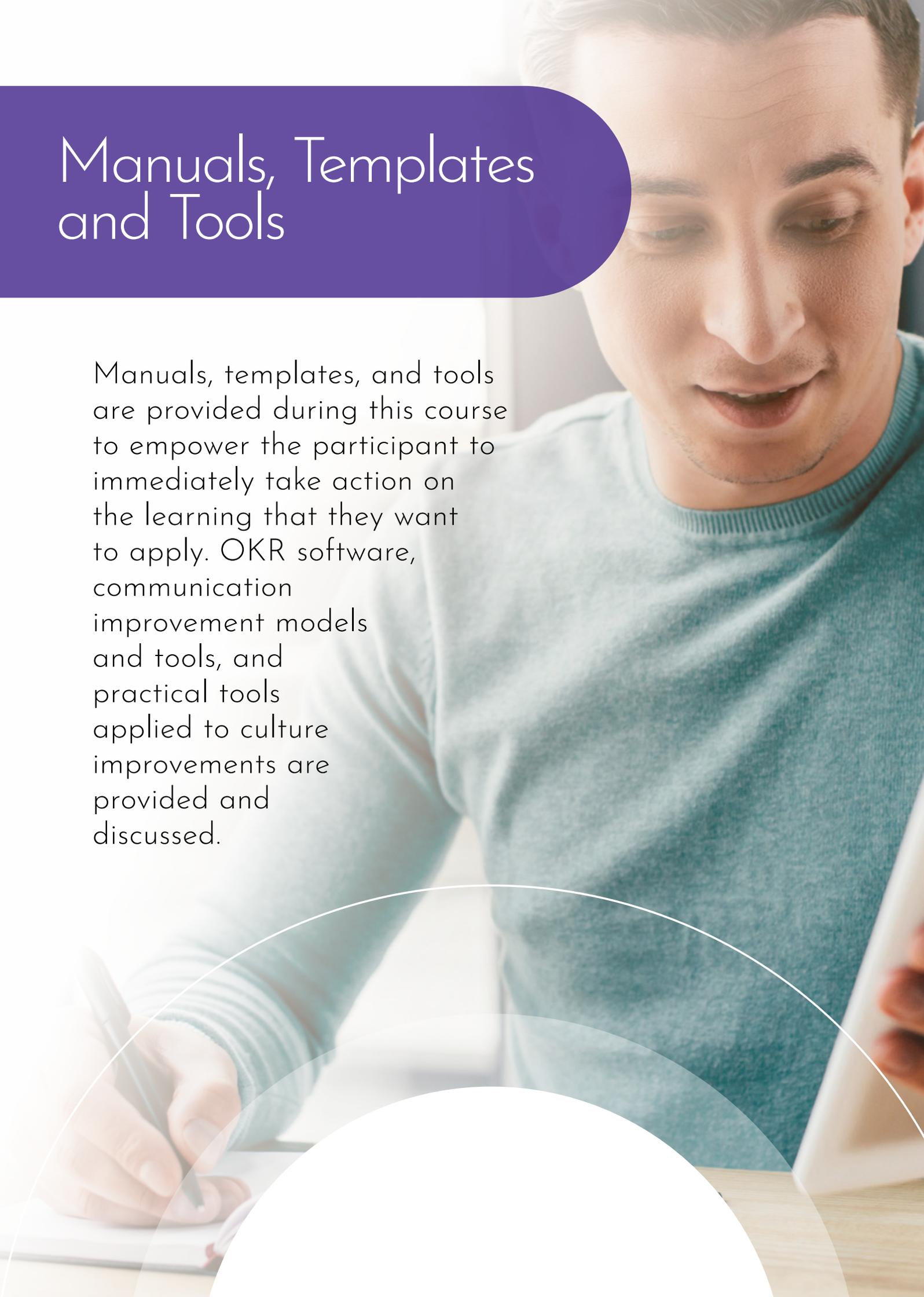
Several practical exercises are included in the course:

- To support participants in embedding their value system in the organizational culture
- How to turn strategies into Goal frameworks the Agile way
- To find meaning and purpose in work that uplifts performance
- To increase the quality of initiatives and tasks that support key results
- To help make the vision and objectives of the company a reality
- Optimizing all engagements - Town halls, meetings, and check-ins



# Manuals, Templates and Tools

Manuals, templates, and tools are provided during this course to empower the participant to immediately take action on the learning that they want to apply. OKR software, communication improvement models and tools, and practical tools applied to culture improvements are provided and discussed.



# OKR LEADERSHIP CERTIFICATION

Upon completion of the OKR Leadership Course, all participants have the opportunity to complete the online OKR Leadership test. After successful completion of the test, you will receive your OKR Leadership certification.

Become a certified OKR leader and be empowered to lead your organization toward the actualization of the company vision.



# OKR Leadership Course

This 5 x 1.5 hours course is perfect for anyone getting started with OKRs. The OKR Leadership Course includes the OKR Practitioner Course (5 x 1.5 hours).

## LEARNING OBJECTIVES

- Understand the practical aspects of Leadership within the context of OKRs
- Learn how to improve the quality of your OKR frameworks
- Understand Agile and OKR Leadership
- Be proficient at different leadership styles when the situation demands it
- Be empowered to inspire your team
- Create more leaders
- Communicate clearly and effectively to enhance results
- Uplift the engagement levels of team members
- Enhance job satisfaction
- Learn how to coach team members during OKR cycles
- Create a high performance culture and a positive climate
- Learn to integrate OKRs with the value system of the company and make it practical
- Create more Purpose and meaning to work
- Add purpose to OKR frameworks where impactful
- Create teamwork excellence
- Vastly improve the outcomes of meetings, check-ins and Town halls
- Learn to take consistent and positive steps toward attaining the vision of the company

## PREREQUISITES

To have successfully completed both the OKR Foundation and the OKR Practitioner Course.

# OKR CERTIFICATION PROGRAMS

OKR Institute provides **4 OKR Certification Programs:**



## OKR FOUNDATION

Learn what is OKR and how to implement OKR in your team and company  
(Audience: Individuals who want to know more about OKRs)



## OKR PRACTITIONER C-OKRP®

Become a certified OKR Champion in your organization  
(Audience: CEOs, Business Owners, HR & Strategy managers, HODs, employees)



## OKR LEADERSHIP C-OKRL®

Learn how to create self-driven teams & improve engagement & collaboration levels. Lead the Agile OKR way.  
(Audience: CEOs, Business Owners, HR & Strategy managers, HODs, employees)



## OKR PROFESSIONAL C-OKRPRO®

Teach organizations and teams as a Professional "Leader as Coach" on the Objective and Key Result framework. Get certified by OKR Institute and start your professional career  
(Audience: Coaches & Consultants)



# OKR COURSE VALUE

**OKR**<sup>®</sup>  
INSTITUTE



DRAFT OBJECTIVES	✓	✓	✓	✓
DRAFT KEY RESULTS	✓	✓	✓	✓
SET UP INITIATIVES	✓	✓	✓	✓
COMPANY ALIGNMENT	✓	✓	✓	✓
BEST PRACTICE	✓	✓	✓	✓
OKR BENEFITS	✓	✓	✓	✓
INDUSTRY / TEAM SPECIFIC OKR <sub>s</sub>		✓	✓	✓
OKR SCORING / MEASUREMENT		✓	✓	✓
OKR CYCLE		✓	✓	✓
ENGAGEMENT		✓	✓	✓
OKR COACHING CONVERSATIONS		✓	✓	✓
BUILDING A HIGH PERFORMING TEAM		✓	✓	✓
OKR PERFORMANCE MANAGEMENT		✓	✓	✓
MANUALS & TEMPLATES		✓	✓	✓
OKR SUSTAINABILITY		✓	✓	✓
ACCESS TO OKRI NETWORK		✓	✓	✓
PERFORMANCE COACHING SKILLS			✓	✓
DEVELOP OKR CULTURE			✓	✓
APPRECIATIVE OKR LEADERSHIP			✓	✓
OKR SOLUTION FOCUSED APPROACH				✓
CERTIFICATION "LEADER AS COACH"				✓

# OKR DEVELOPMENT MODULES

MODULE 1	MODULE 2	MODULE 3	MODULE 4	MODULE 5
<b>OKR AND AGILE CULTURE</b>	<b>OPERATIONALIZING THE COMPANY'S PURPOSE</b>	<b>THE INTEGRATION OF THE COMPANY VISION, VALUES, PURPOSE AND OKRS</b>	<b>COMMUNICATION WITH AN ROI</b>	<b>THE QUALITY AND SUSTAINABILITY OF OKRS</b>
Understanding the impact of culture on strategy execution	Examples of company purpose statements	Clarifying the vision of a company	Communication that is generally results orientated, inspiring and positive	Alignment
The difference between a sustainable high-performance culture and a toxic culture	Learn how purpose can be a driver of performance	Alignment of objectives to the vision of the company	Actualize the desired outcomes for check-ins, town halls, and OKR-related coaching sessions and meetings	Integration
How OKRs can positively impact a culture transformation	The alignment of a personal purpose to the company's purpose	Values as behavioral standards for the deployment of OKRs	Coaching both performing and underperforming employees	Building quality assurance into your OKR frameworks
Culture is the context for performance	Practical case studies of an operationalized purpose statement	Embedding the values of the company	Handling conflict	Practical exercises on the quality of OKRs
Agile culture – speed balanced by the quality and peripheral vision	'Purpose-infused OKRs'	Ensuring that the values of the company are integrated with OKR frameworks	Inspiring people toward action	
			Build strong team dynamics	
			Inclusive team-orientated communication	
1 <sup>ST</sup> ONLINE CLASS	2 <sup>ND</sup> ONLINE CLASS	3 <sup>RD</sup> ONLINE CLASS	4 <sup>TH</sup> ONLINE CLASS	5 <sup>TH</sup> ONLINE CLASS



# OKR COURSE VALUE

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E-LEARNING	4 Modules (2 hours)	5 Modules	5 Modules (plus OKR Practitioner E-learning)	4 Modules (Plus OKR Practitioner and Leadership E-Learning)
ONLINE CLASS	X	5 Sessions (7.5 hours)	5 Sessions (7.5 hours) (plus OKR Practitioner Sessions)	4 Sessions (6 hours) (plus OKR Practitioner Sessions and OKR Leadership Sessions)
OKR PRACTICAL COACHING	X	X	X	75 hours
LIVE AUDIO RECORDING	X	X	X	20-min Live Coaching
WRITTEN ASSIGNMENT	X	X	X	500 – 1000 words (Reflection on Live Recording)
SUPERVISION	X	X	X	2 Sessions
ASSESSMENT	Quiz (incl. exercises)	Quiz (incl. exercises)	Quiz (incl. exercises)	Coach Development Plan
CERTIFICATION	OKR Foundation Certification	OKR Practitioner Certification C-OKRP®	OKR Leadership Certification C-OKRL® + OKR Practitioner Certification	OKR Professional Certification C-OKRPro® + OKR Practitioner and OKR Leadership Certification



## Organizations that are using OKRs:

amazon

SAMSUNG

Uber

Google

Spotify®



Adobe

NETFLIX

Grab



TESLA

Lazada

Deloitte.

LinkedIn

ING 



gojek

slack

## BECOME AN OKR EXPERT

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