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Common Pitfalls while Executing OKRs and How to Avoid them?

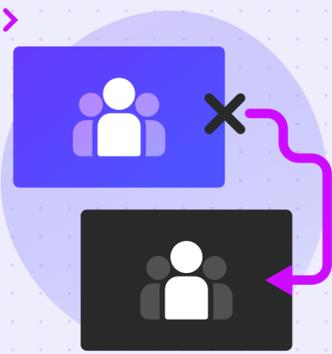


OKRs are an ideal goal setting framework that drives collaboration between different teams, increase focus on the priorities, and make significant contributions towards taking the company forward. Following are the six common mistakes that organizations should avoid while implementing OKRs.

1 Working in Silos

When organizations work in silos, it lacks the alignment and collaboration between the teams.

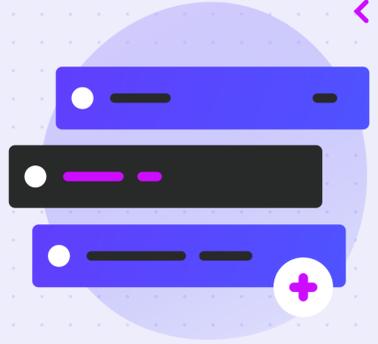
OKRs are effective when crafted at the organizational level and funneled down to the teams and individuals, encouraging people to work together and enhance performance impact.



2 Setting Too Many OKRs

By creating too many OKRs, organizations lose the right focus which may lead to poor results.

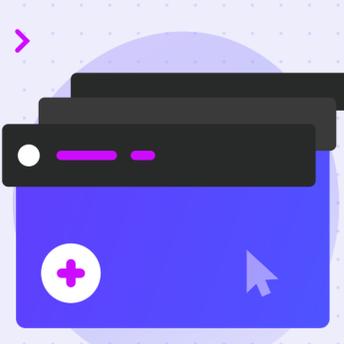
The best way is to set 3-4 quarterly OKRs, which ultimately boosts the employee morale, thus helping them stay focused and productive



3 Considering as a Usual Activity

When companies use OKRs as a usual activity in business, they end up with repeating the same objectives every year.

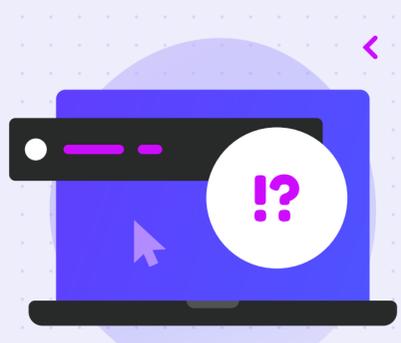
With ever-evolving business needs, it is important for companies to reassess OKRs and set ambitious goals which motivate employees and contribute towards the company's long-term success



4 Forgetting OKRs

Creating and forgetting OKRs is one of the common mistakes that organizations do.

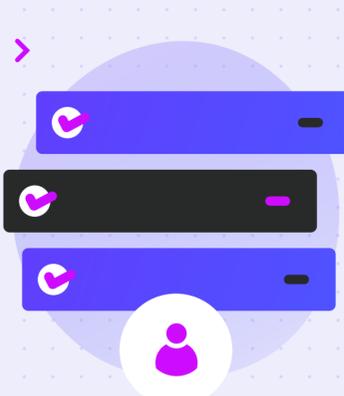
OKRs are supposed to be flexible. Managers should track their teams' OKRs and evaluate individual progress towards the end of each quarter. Employees should also self-assess their OKRs to monitor achievements and improve performance in the next quarter.



5 Confusing with a Checklist of Tasks

Many organizations treat OKRs as a checklist of tasks which need to be completed by an individual or a team.

On the contrary, OKRs are crafted with an aim to attain different key results against common organizational goals, thus bringing everyone on the same page and moving in the right direction.



6 Lack of Resources

Driving employees to achieve business goals without allocating a proper resource is yet another pitfall which results in resentment and demotivation.

Organizations must utilize an OKR Coach or deliver relevant training to their employees, which maximizes the OKR adoption and clearly articulates the intended objectives to achieve better results.

