



TO MEASURE SUCCESS AND TRACK OUTCOMES WITH OKRs

Most organizations adopt, track, and implement Objectives and Key Results (OKRs) for successful goal management and performance enhancement. OKRs promise to set the right objectives, focus on priorities, and track individual/team progress with company-wide transparency.

You must follow these tips on using OKRs in business to accelerate workforce performance and achieve success.



1 COMMUNICATE A CLEAR VISION



To bring everyone on the same page, it is better to create effective OKRs and funnel them down to teams and individuals. OKRs must be aligned to the company's long-term vision so that employees contribute towards improving business growth and know where the company is leading.



2 SET A SHARED STRATEGY



OKRs in business encourage people to dig into numbers and measure outcomes against a shared set of goals. This is possible only when OKRs are assigned top to bottom across the whole organization and each individual understands the shared strategy that will drive performance impact and business excellence.



3 LEARN THROUGH INNOVATION



The communication of vision and strategy with utmost transparency make OKRs serve as the pot of gold at the end of rainbow. OKRs also narrow the gaps between strategy and execution, enabling employees to learn, innovate, and collaborate with each other to bring out the results that matter the most.

Once you create objectives and key results, align your strategy with an aim to accomplish them while progressing towards the end of quarter. Also, do not forget to self-assess your performance at the end of quarter and get your OKRs reviewed by the manager to know your contribution in taking the company forward.