

OKRs FOR PERFORMANCE MANAGEMENT: HOW TO GO ABOUT IT?



Performance management is a critical aspect for managing people as well as improving business outcomes. Have you ever thought how Objectives and Key Results (OKRs) can serve as a perfect performance management tool for your business?

In the current scenario, organizations are supporting a powerful OKR performance management model that changes the way employees engage and innovate, validating them with how they perform and leave an impact on the overall business.

Do you want to know how OKRs are successful in managing organizational performance?

Here are the few reasons:

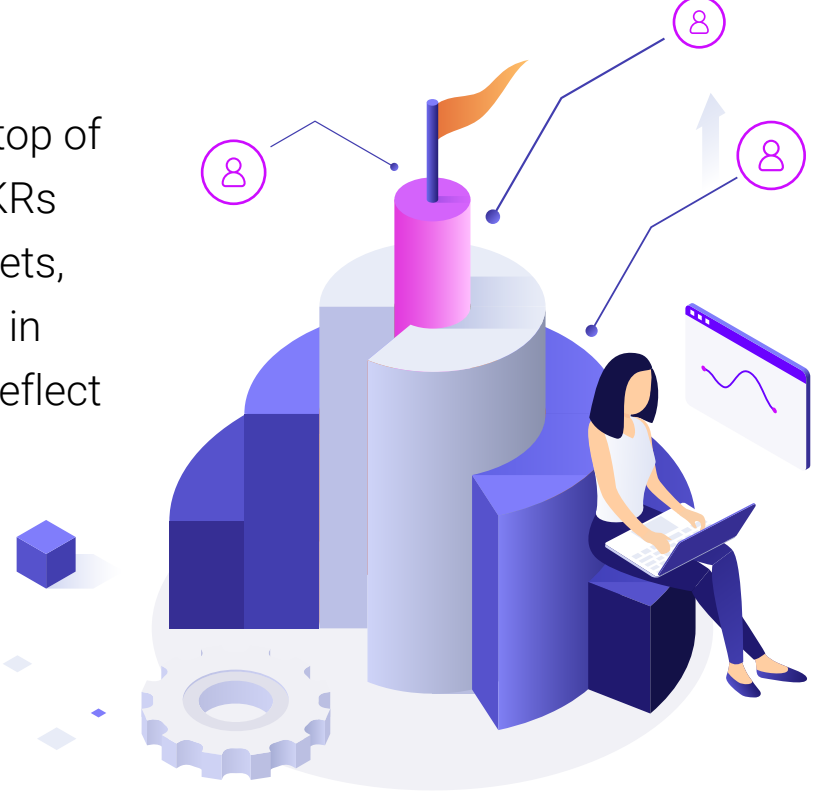
1 OKRs Create Engagement



Reviewing OKRs during periodic check-ins help gauge employees' performance during a month, quarter, or year. Managers and their teams can engage during review meetings to address common challenges, share feedback, and celebrate goal achievements.

2 OKRs Integrate Seamlessly

Keeping up the most important goals on top of your mind can be easier by Integrating OKRs with Spreadsheets, MS Excel, Google Sheets, and other tools. You can update progress in these tools and OKRs can automatically reflect everyone's performance status.



3 OKRs Set Alignment



Connecting strategic goals to employee performance and overall business outcomes creates alignment across the entire organization. The OKR approach encourage employees to move in the same direction and clearly understand how their contribution helps unlock business success.

4 OKRs de-link Compensation, Focus on Performance

Linking Objectives and Key Results with compensation can hamper employee productivity. Instead, performance reviews must be utilized for monthly or quarterly OKR cycles to make employees stay engaged, upskilled, and productive.

