

ALIGNING OKRS - SUCCESS AT EVERY STEP OF THE OKR CYCLE

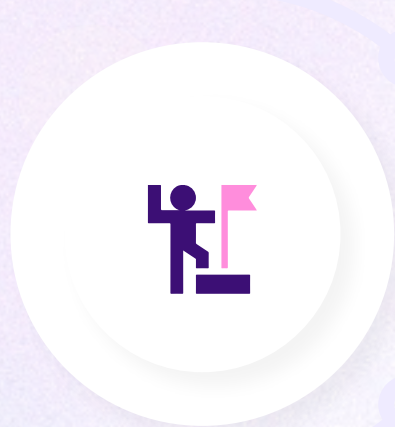


OKR Strategic Planning >> Aligning OKRs

In the OKR cycle, the planning phase makes for the foundation. Without this phase, you can't improve your focus and alignment.

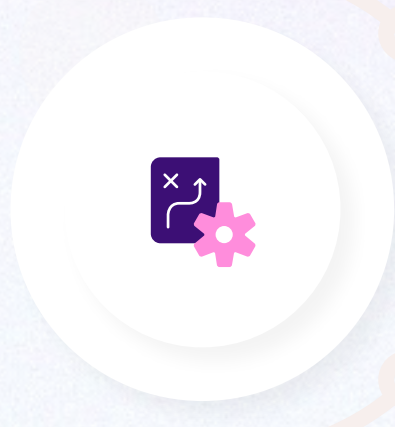
What do you mean by Aligning OKRs?

When we talk about OKR alignment, we refer to the notion that an organization's OKRs support is to accomplish the same overarching goal. **For instance**, if your business is a ship, it will reach its destination only when everyone rows in the same direction.



Aim: In OKR alignment, objectives and key results are not written without considering that we are an organization of people engaged in different roles to accomplish a bigger vision. It, therefore, becomes important to clarify all the employees regarding their duties and how their goals complement the organizational goals.

Role: In this second step of the planning phase, OKR participants show their draft OKRs to the people concerned and thus align with those who have anything to do with their objectives or key results. It is good to have the right conversations on dependencies initially.



Tool: In the conversation module of the Unlock:OKR tool, conversation acts as an authentic, richly textured exchange between the manager and individual contributor and with anyone within the organization. Anyone can view the conversation and comment and reply to those conversations. Doing so helps to drive performance from both leader and individual perspectives.

The outcome of Alignment: Focus



Employees working in the same direction increase their speed of performance.



Collaboration helps to break down silos and competing priorities.



OKR alignment eliminates any possibility of redundancies.

To reap the benefits of alignment, you must follow these best practices:

Best Practices in Aligning

Align with Your Leader

Align your OKRs with your leader to ensure you work on what they see as the topmost priority to you.

Align with Team Members

Share your OKRs with your team members contributing to the same team or department OKRs.

Align with Other Departments

Discuss with other teams or departments that may contribute to the same OKR to guarantee agreement and alignment. **Sales and marketing** can be an example here.

Now that you know the best practices for aligning, it is time to conduct an alignment session.

Alignment Session



Review

Allow time to rationalize why these OKRs were chosen based on impact and priority.



Feedback

Provide perspective on OKRs including where there is alignment, where to adapt, and where to add or remove.



Quality Check

Have thoughtful discussion on aspects of execution, measurement, resources, and potential roadblocks.