

Team OKR Meetings – Success at Every Step of the OKR Cycle

OKR Execution >> Team OKR Meetings

One can easily fall into the “Set-it and Forget” mode in the execution phase. It is thus crucial to constantly engage in individual, team, and leadership behaviors, keeping the cadence and pace of your organization’s intended rhythm. Developing your organization’s rhythm affects your ability to transform big, long-term, inspirational, and strategic ideas into execution at every level while furthering employee engagement.

What do you mean by Team OKR Meetings?

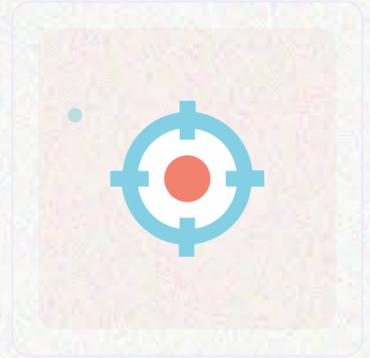


Definition:

Third activity of the execution phase of an OKR cycle is the team OKR meeting. In OKR monthly meeting, a leader and their team unite to connect on goal progress. During this meeting, the leader goes around the room where the meeting is happening. Each team member shares a high level of their OKRs while celebrating goal achievements and addressing those off-track to get them back on.

Aim:

A team OKR review meeting does not intend to progress update meetings. These team OKR meetings aim to focus on communicating and collaborating where required, problem-solving, and removing pitfalls. During team OKR review meetings, you can recognize risks and challenges sooner. Only then can you tackle them and regain momentum.



Tool:

Team OKR monthly meetings are more effective, as all get a clear view of progress by looking at the OKR tool. Team OKR sessions are run with Unlock:OKR tool open. Through the “Team OKRs” feature, it becomes visible to all OKR participants how they are progressing on their objectives and key results.

Collaboration and teamwork are the two primary outcomes of team OKR meetings.

1 When members of a team or teams come together to brainstorm and problem-solve, more ideas can be pulled.

2 Team members help one another overcome challenges to accomplish their objectives and key results.

3 The team thus succeeds, fostering a culture of teamwork and collaboration that waves through the organization.

Here is an example of an OKR meeting agenda for your team(s):



The Organization

- Is the plan becoming fruitful across different functions and divisions?
- What are the risks and potholes to accomplishing top-level results?
- How and where is it possible to optimize impact?



Collaboration

- Is the product team performing well this quarter?
- What are the risks and challenges?
- Are there any dependencies that are tripping us up?
- Are we delivering the expected results?



Teams and Individuals

- Are we doing all the requisite work to achieve the desired results this quarter?
- Am I going in the right direction to accomplish the results I want?
- How are my team and others I depend on performing?
- What is off course, and what help does my team or dependents need?