



# 5 Mantras to Unlock Success using the OKR Framework

The Objectives and Key Results (OKR) framework has become the fundamental goal-setting and performance management tool for the new-age workforce as well as experience leaders. Businesses adopt OKRs to create alignment between the teams, set clear priorities, establish the right rhythm, and achieve improved results.

Incorporate the following five mantras for successful implementation of the OKR framework that will lead you to the path of success.

## 01 Less is more Effective

Creating too many objectives leads to disengagement.

*Identify a smaller set of goals that drives collaboration, imbibe focus, and take the company forward.*



## 02 Focus on Outcomes, not Output

Focusing on outputs causes reduced workforce productivity and lack of motivation.

*Set effective OKRs that drive measurable outcomes- the true success indicators for business goals.*

## 03 Move Gradually, Plan Everything

Rolling out OKRs across the entire organization may not deliver the best results.

*Follow a multi-tier plan with a Pilot phase and a custom implementation phase to sustain change management and ensure long-term success.*



## 04 Break the Silos, Collaborate More

Working in isolation without communicating with other teams create the silos.

*OKRs break the silos by creating alignment and transparency between different teams across shared set of goals and measurable outcomes.*

## 05 Adequate Resource Sharing, Learn before you Adopt

Adopting OKRs without knowing how to implement them brings inadequate results.

*Seek help of an OKR Coach for effective resource sharing to achieve ambitious goals, drive key learnings, and unlock success.*

