Unlock:OKR

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Why Should Businesses Have OKR Champions?

Implementing OKRs the Right Way

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The Story of an **OKR Champion**

Jamie is an OKR Champion, and he starts his day by finding out how confident employees in his organization are in accomplishing the milestones planned for the week. As he checks their pulse, collaboration amongst team members is visible to him. The OKR champion can gaze that the team understands at the task level what is of prime importance and prioritizes that for weekly deliverables. The team works hard to achieve the set objectives, and the week ends with an OKR win celebration.

Do you have someone, like Jamie, in your organization? One who delivers OKR training and ensures employees in the organization adapt to their objectives and key results and make efforts to implementing them successfully using an OKR framework. If not, here are all the reasons why you cannot win in your OKR journey without one.

Who is an OKR Champion?

An OKR champion understands what are OKRs in business. They thus help with the smooth adoption of OKRs within a company. Once a company plans to adopt OKRs, OKR champions act as a catalyst in implementing the OKR framework. A company can have one or many OKR champions depending on the company's size. They can come from any function or line of business, and they have experience in implementing OKRs, relevant to their function. OKRs act as transition points for companies that help them achieve what they desire.

What Makes an OKR Champion so Important?

When a company adopts OKRs, there is much possibility that all the members do not adhere to the guidelines. OKR Champions educate the team and ensure that everyone adapts to the new system. A true OKR champion is one who has mastered the ins and outs of OKRs. They understand the intricacies of building the entire OKR framework and then implementing it, hence bringing out the best in multiple teams within the organization.

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Role of an OKR Champion

The multi-faceted role of an OKR Champion in an organization involves -

1. Assisting in successfully implementing OKRs across a company, working with the senior management to identify and remove roadblocks to success.

2. Encouraging the creation of an internal center of excellence for OKRs and other agile business approaches.

3. Conducting and facilitating team meetings.

4. Training and coaching employees.

Establishing this internal center may include several aspects. These are creating a handbook and other eLearning resources, a list of people who can be reached for clarifications on OKR implementation, tools for successful OKR implementation, and everything about the OKR software employed in the organization.

OKR champions are the leaders of the OKR adoption within an organization. They need creative space to find ways to implement OKRs.

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As a Part of the Organization

An OKR champion takes up the task of ensuring that the company transitions smoothly into a phase where OKRs can be implemented. As a part of the organization, the OKR champion makes significant efforts so that the implementation of OKRs increases people's efficiency. As an enabler at a company level, OKR champions ensure everyone shows full participation in the entire process.

Changing Leadership

An OKR champion implements three steps to bring about a change in the organization. They include:
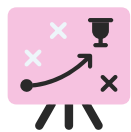
Prepping up the organization and creating a climate that will facilitate a change.

Preparing and enabling the organization for OKR implementation.

Sustaining and regulating the change brought about in the organization.

Organizations must identify people who can drive this change and ensure everything is in the correct order.

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Advantages of Having an OKR Champion

1. **Improve Adoption and Win the Team Buy-in**

Do you know the foremost anxiety leaders have when adopting a new system, like OKRs? Well, it is their employees' friendliness with it. A great tool with a simple, intuitive UI is a step in the right direction, but even then, people may struggle with it. They may fail to have a comprehensive understanding of the OKR methodology. This is where OKR consultants come to the rescue of leaders. They effectively tackle this anxiety and help people struggling with the new tool.

2. **Enhance Efficiency**

OKRs are all about efficiency, but the process of efficiently adapting to them is more important. An OKR champion guides everybody in the organization how to adapt to their objectives and key results, integral to making them more efficient.

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3. Maintain Accountability

What is the most critical component in OKR adoption? It is accountability. Leaders require somebody to take charge of conducting check-ins. They can question the OKR champion, who shares accountability with everyone else in the organization. This kind of OKR consulting takes care of other employees doing their bit to implement objectives and critical key results correctly across the organization.

5. Ensure OKR Transparency

The most important job of an OKR champion is to ensure OKR transparency. OKR transparency is critical in the corporate world. It allows employees to see within their organization while setting short-term and long-term goals. In addition, transparency instills motivation and a sense of appreciation for the work of others.

4. Hone OKR Implementation

Are you an organization that is quite enthusiastic about rolling OKRs, but doesn't have a structured plan? If yes, appointing an internal OKR champion or having a dedicated Unlock:OKR champion is the safest bet. They help you when you have just started with the OKRs and also during the growth of the company. It is much better to have somebody in the organization to turn to when the trouble sets or for tracking objectives and key results. OKR champions recognize and eliminate hindrances, if any.

Why Should I Build a Team of OKR Champions?

When you introduce OKRs in your organization, it also introduces a new way of working. To ensure proper adoption, implementation, and working of the OKR system, you need enough resources. Having one OKR champion isn't enough. Instead, it would be best to have a team of OKR champions.

This team of OKR champions comprises ambassadors embodying varied teams and functions. They play a critical role in creating the proper mechanism for an effective OKR rollout. Since OKR champions know their team's way of functioning and their workflow, they can better communicate and aid their teams in drafting their respective objectives and key results. Individuals, teams, and departments thus comprehend the several interdependencies amongst themselves, resulting in the sense of support and collaboration.

OKR champions act as a coach, a mentor, and an evangelist to the teams and strengthen their OKR performance across the organization.

They lend your organization a sense of direction. Teams can better understand and appreciate how their daily tasks affect company's vision, mission, purpose, and values, thus fostering an OKR culture there.

Organizations and OKR Consulting

To Save Money

You don't spend hefty amounts to get OKRs for employees who have the slightest knowledge about objectives and key results and are disinterested in adopting them. Instead, you appoint an OKR champion who helps to drive a successful OKR rollout across the organization. The budget kept aside for OKR implementation works more effectively, with OKR champions collaborating with employees and influencing them to make the implementation highly impactful.

To Save Time

Organizations know well that OKR implementation takes time. But leaders can save much time with an OKR champion onboard. Appoint OKR champions . Doing so could save you time and money spent on OKR training and demos for bigger teams. Your employees must undergo several sets of training for OKR adoption.

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To Follow Up with Multiple Teams

When setting the OKRs, the biggest challenge you come across as a leader is following up on the progress. With an OKR champion, you simplify the follow-up process. Champions not only define but also communicate the process for gathering, sharing, and leveraging the OKRs to teams. These OKR experts thus work to track the progress made on the objectives and key results.

To Keep the Organization Aligned

The main aim behind setting structured OKRs is to keep your employees aligned with the organization's mission, vision, purpose, and values. As a leader, you want individual OKRs to sync with those of the organization. OKR champions play a crucial role in fostering a shared purpose culture and thus keeping the organization aligned.

As an organization, make the optimum use of the salient benefits of the effective goal-setting strategies planned and practiced by OKR champions.

Steps OKR Champions Take for a Successful OKR Rollout

Now that you have learnt about the role of an OKR champion and the benefits of having one in your organization, are you aware of the steps for a successful OKR rollout?

1. Be Aware of the Vision and the Mission

OKR champion learns and understands the mission and vision of the organization. They can only make them the driving force and answer the question, "Why OKRs?". Employees within your organization may often ask an OKR champion, "What is in it for me?" and only then can they adapt to the objectives and key results framework.

2. Assure the Involvement of the C-Suite

OKR champions ensure that the C-level executives are well-involved in the OKR rollout process. They keep the C-suite informed of what the OKR adoption process involves and how they are going about it.

3. Boost Effective Communication

Whether you hire an OKR champion from an OKR consulting company or appoint one in-house, they decide how to best communicate the adoption process to the employees within the organization. They understand employees' concerns, helping them better welcome the new changes within the organization.

4. Observe Transparency

OKR champions are also accountable for providing organization's employees with the correct information and resources. Their responsibility is to make the resources readily available to all and accessible. An OKR champion is the single point of contact for your employees and acts as a technical assistant, should any hindrance arise in executing the OKR framework.

5. Do Check-Ins Regularly

OKR champions are better equipped to empower your staff when they conduct regular check-ins with stakeholders and team members. Besides, this way, champions can have a better view of the challenges faced during the OKR rollout.

6. Gather Feedback

The most important step an OKR champion takes is to set up a system of feedback. He must understand what is working and what isn't. Likewise, he can implement changes as and when required. The OKR system thus stays updated and fine-tuned.

Remember, the above steps change from one organization to another based on its size and needs.

Who Should I Choose as an OKR Champion?

Coaching involves discovering, alleviating, and partnering to produce long-term improvements and multiple possible results. Having defined that, one who becomes an OKR champion must invest a specific amount of time into his new role. The time demanded out of him becomes less and less, as routines begin to develop, and people become more familiar with OKRs. Besides, your OKR champion must be neutral. He should have as little interest as possible in determining the goal finding process one way or the other.

The safest bet, here, is to hire an external OKR consultant, who is best at the OKR execution process and most importantly, well-equipped at working with the OKR tool. Unlock:OKR Outcomes Coaches are certified in OKR methodology and are more than mere OKR consultants. These workforce performance leaders have decades of experience leading change management initiatives for brands globally.

Pro Tip

Every OKR implementation is not the same, as there is no one-size-fits-all approach. OKR framework may seem simple, but the application of the framework within your organization can be more varied. OKR coaches thus leverage their experience to create a successful roadmap unique to the organizational goals and performance challenges with a deeper understanding of these challenges.

About

Unlock:OKR

Unlock:OKR, a funded enterprise B2B company, is the industry leader in OKRs and goal management. Our mission at Unlock:OKR is to enable teams to focus, align, and execute their strategic goals using the OKR framework and create a culture of transparency and agility.

The product, a goal management solution, is easy to use and supports the OKR framework used by popular tech companies like Google and LinkedIn. Unlock:OKR embeds itself in users' daily workflow with rich integrations and provides intelligent insights to identify and address goals that might be at risk before it's too late. Unlock:OKR has received positive customer feedback and is trusted by global brands like Cherwell & Alcon. Headquartered in New Jersey, Unlock:OKR has been named one of the fastest-growing companies.

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