

Getting maximum out of OKRs

Communicate

- Inform people about the decision to use OKRs as an instrument of growth
- Share [Rick Klau's video](#) ▶ to make them understand more about OKRs
- Get all the senior leadership to brainstorm about your version of OKR with their respective teams

Kick off

- Set up an all hands meeting to discuss and finalize Company Goals
- Ask members to identify Team & Individual goals aligning with Company Goals
- Put into place a tool to Set-Track-Achieve all the OKRs

Adopt

- Balance between operational & aspirational goals
- Ensure the OKR set up process is 50% bottoms-up
- Weekly progress updates without fail, mid-course corrections if needed

Rinse & Repeat

- Not only grade OKRs, but also discuss & document the assessment
- Get inputs from the team members as to how the process can be improved for better success rates
- Set up OKRs for next cycle keeping in mind the feedback