

# TOP 10

**ways to  
make OKR's  
work for  
your  
business**



Rethinking Strategy and Risk

### **1. Involve employees in OKR development:**

Engage employees at all levels in the process of creating and refining OKRs. This involvement increases ownership and commitment to the goals.

### **2. Set a maximum of 3-5 objectives per cycle:**

To maintain focus, limit the number of objectives to a manageable amount. This ensures that teams can prioritize and dedicate sufficient resources to achieve them.

### **3. Use SMART criteria for key results:**

Ensure that key results are Specific, Measurable, Achievable, Relevant, and Time-bound. This clarity helps teams understand what success looks like and enables effective tracking.

### **4. Break down objectives into actionable tasks:**

Convert each objective into a set of actionable tasks or projects that teams can work on. This breakdown facilitates better planning and execution.

### **5. Hold regular check-ins and progress reviews:**

Schedule periodic meetings to review progress, discuss challenges, and provide guidance. These check-ins keep teams accountable and enable course correction if needed.

### **6. Provide resources and support:**

Identify and provide the necessary resources, tools, and support to help teams achieve their objectives. This may include training, additional staff, or technology upgrades.

### **7. Foster a culture of transparency and collaboration:**

Encourage open communication and information sharing among teams. Transparency promotes alignment and collaboration, allowing teams to leverage each other's expertise and avoid duplication of efforts.

### **8. Use OKRs as a basis for performance evaluations:**

Incorporate OKRs into performance evaluations and recognition programs. This integration reinforces the importance of goal achievement and creates a performance-driven culture.

### **9. Monitor leading indicators:**

While key results focus on outcomes, it's essential to monitor leading indicators or activities that contribute to those outcomes. Tracking leading indicators provides early insights into progress and helps identify potential issues.

### **10. Learn from each OKR cycle:**

Conduct retrospectives at the end of each OKR cycle to reflect on lessons learned and identify areas for improvement. Use this feedback to refine the OKR process and enhance future goal-setting endeavors.



Email: [info@flipview.co](mailto:info@flipview.co) Phone: +64 9369 1616 [www.flipview.co](http://www.flipview.co)