

OKR INSTITUTE

OKR LEADERSHIP CERTIFICATION



OKR LEADERSHIP MASTERCLASS CURRICULUM

Sustainable OKR success depends on the quality of Leadership, the company culture, and deploying the most effective OKR frameworks for your organization or for those whom you coach.

Google attributes its exponential growth and success not only to OKRs but also to a values-based culture and strong leadership.

Being an OKR leader means you understand how to inspire your teams toward greater heights and unlock their potential. It also means that you have the skill to communicate clearly and in a way that supports company and individual growth.

At the core of Leadership lies the ability to dramatically uplift the engagement levels of team members and to empower others to also become leaders.

Leaders are the custodians of the company culture and through this course, you will gain practical insights on how to build and maintain a positive and engaging high-performance culture.

Where there are a lack of leadership and clear communication a toxic culture is often the outcome. Within a toxic culture, it is extremely hard, if not impossible to perform in a sustainable way.

An OKR leader also ensures that their OKR frameworks are both quality and quantity orientated, aligned to the vision of the company and that key results and objectives are met through collaborations and teamwork excellence.

Audience: Business Owners, Coaches, and consultants, CEOs, HR directors and managers, Performance coaches and trainers.



Challenges and problems that can be solved by Leaders during the implementation of OKRs

- Low engagement levels of employees
- High employee turnover
- Poor and inconsistent performance
- Vague communication that does not bring results
- Long meetings without action
- Coaching sessions with no improvements
- A toxic culture
- Resistance to the implementation of initiatives
- Lack of inspiration
- Lack of understanding of the company value system and vision



OKR Leaders transform hierarchies and silos into a culture of positive collaboration and high standards

Hierarchies and the silo effect can cause misinformation and poor performance. OKR Leadership is about working shoulder to shoulder with employees as a team, clear and positive communication, and a sense of safety and belonging.

All of these elements boost and foster collaboration, creativity, and ultimately performance.



CASE STUDIES AND PRACTICAL EXAMPLES

During the OKR Leadership course case studies and practical examples of:

- High-performing organizational cultures
- Communication with a return on investment
- Quality and quantitative-orientated OKRs

Will be provided, studied, and applied to the participants' current organization or clients.



PRACTICAL EXERCISE

Several practical exercises are included in the course:

- To support participants in embedding their value system in the organizational culture
- To find meaning and purpose in work that uplifts performance
- To increase the quality of initiatives and tasks that support key results
- To help make the vision and objectives of the company a reality
- Optimizing all engagements – Town halls, meetings, and check-ins



MANUALS, TEMPLATES, AND TOOLS

Manuals, templates, and tools are provided during this course to empower the participant to immediately take action on the learning that they want to apply.

OKR software, communication improvement models and tools, and practical tools applied to culture improvements are provided and discussed.



OKR LEADERSHIP CERTIFICATION

Upon completion of the OKR Leadership Course, all participants have the opportunity to complete the online OKR Leadership test. After successful completion of the test, you will receive your OKR Leadership certification.

Become a certified OKR leader and be empowered to lead your organization toward the actualization of the company vision.



OKR LEADERSHIP COURSE

This 4 x 1.5 hours course is perfect for anyone getting started with OKRs. The OKR Leadership Course includes the OKR Practitioner Course (5 x 1.5 hours).

LEARNING OBJECTIVES

- Understand the practical aspects of Leadership within the context of OKRs
- Learn how to improve the quality of your OKR frameworks
- Be proficient at different leadership styles when the situation demands it
- Be empowered to inspire your team
- Create more leaders
- Communicate clearly and effectively to enhance results
- Uplift the engagement levels of team members
- Enhance job satisfaction
- Learn how to coach team members during OKR cycles
- Create a high performance culture and a positive climate
- Learn to integrate OKRs with the value system of the company and make it practical
- Create more Purpose and meaning to work
- Add purpose to OKR frameworks where impactful
- Create teamwork excellence
- Vastly improve the outcomes of meetings, check-ins and Town halls
- Learn to take consistent and positive steps toward attaining the vision of the company

PREREQUISITES

To have successfully completed both the OKR Foundation and the OKR Practitioner Course.



OKRCERTIFICATIONPROGRAMS

OKR Institute provides 3 OKR Certification Programs:

OKR Foundation

Learn what is OKR and how to implement OKR in your team and company (Audience: Individuals who want to know more about OKRs)

OKR Practitioner

Become a certified OKR Champion in your organization (Audience: CEOs, Business Owners, HR managers, HODs, employees)

OKR Leadership

Learn to Lead your team toward the Vision of the company and support the alignment of their behavior to Objectives and Key Results. (Audience: Company owners, CEOs, top executives, HR directors, HR managers, Performance coaches, consultants and trainers)



OKR COURSE VALUE

OKRINSTITUTE

	 OKR FOUNDATION	 OKR PRACTITIONER	 OKR LEADERSHIP	 OKR PROFESSIONAL
DRAFT STRONG OBJECTIVES	✓	✓	✓	✓
DRAFT STRONG KEY RESULTS	✓	✓	✓	✓
SET UP INITIATIVES	✓	✓	✓	✓
COMPANY ALIGNMENT	✓	✓	✓	✓
BEST PRACTICES OKRS	✓	✓	✓	✓
OKR BENEFITS	✓	✓	✓	✓
INDUSTRY / TEAM SPECIFIC OKRS	-	✓	✓	✓
OKR SCORING / MEASUREMENT	-	✓	✓	✓
OKR CYCLE / ENGAGEMENT	-	✓	✓	✓
OKR COACHING CONVERSATIONS	-	✓	✓	✓
BUILDING A HIGH PERFORMING TEAM	-	✓	✓	✓
OKR PERFORMANCE MANAGEMENT	-	✓	✓	✓
MANUALS & TEMPLATES	-	✓	✓	✓
OKR SUSTAINABILITY	-	✓	✓	✓
RECOGNIZED-LEADER ACUK COURSE	-	✓	✓	✓
ACCESS TO OKRI NETWORK	-	✓	✓	✓
PERFORMANCE COACHING SKILLS	-	-	✓	✓
DEVELOP OKR CULTURE	-	-	✓	✓
APPRECIATIVE OKR LEADERSHIP	-	-	✓	✓
OKR SOLUTION FOCUSED APPROACH	-	-	✓	✓
CERTIFICATION "LEADER AS COACH"	-	-	-	✓



Companies which are using the OKR System



BECOME AN OKR EXPERT

CLICK HERE TO REGISTER NOW

okrinstitute.org/register-course

