OKRs
Theorie – Praxis – Tool

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Nice to meet you

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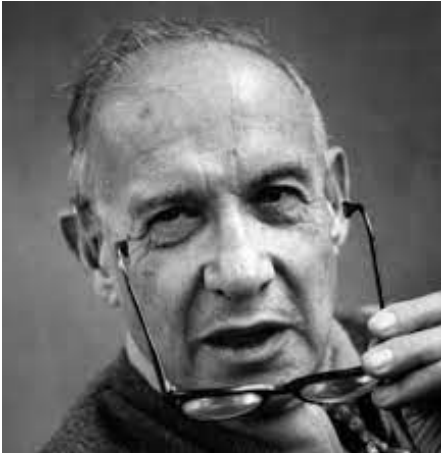Co-Lead Mobility
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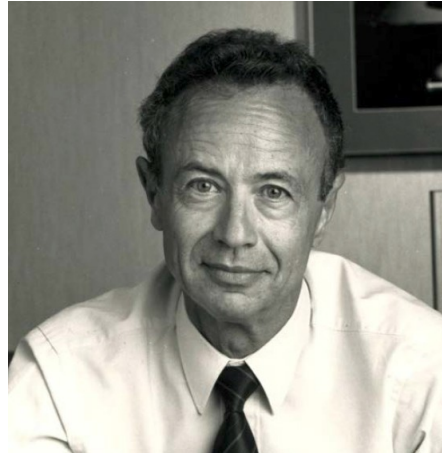Science
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Alle Puzzlers
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OKR History

Peter Drucker

Management Guru
Management by Objectives
The Practice of Management
(1954)

Andy Grove

CEO Legende, Intel
OKRs [1.0]
High Output Management (1983)

John Doerr

Google Investor & Board Member
OKRs [2.0]
Measure what Matters (2017)

Ben Lamorte

«More OKR coaching experience
than anyone on the planet»
The OKRs Field Book (2022)

Objective & Key Results (OKRs)

Objective

A statement that answers the question, «Where shall we <u>focus our efforts</u> to make measurable progress in the near term».

Example:
Design a ==compelling== website that ==attracts== people to OKRs.
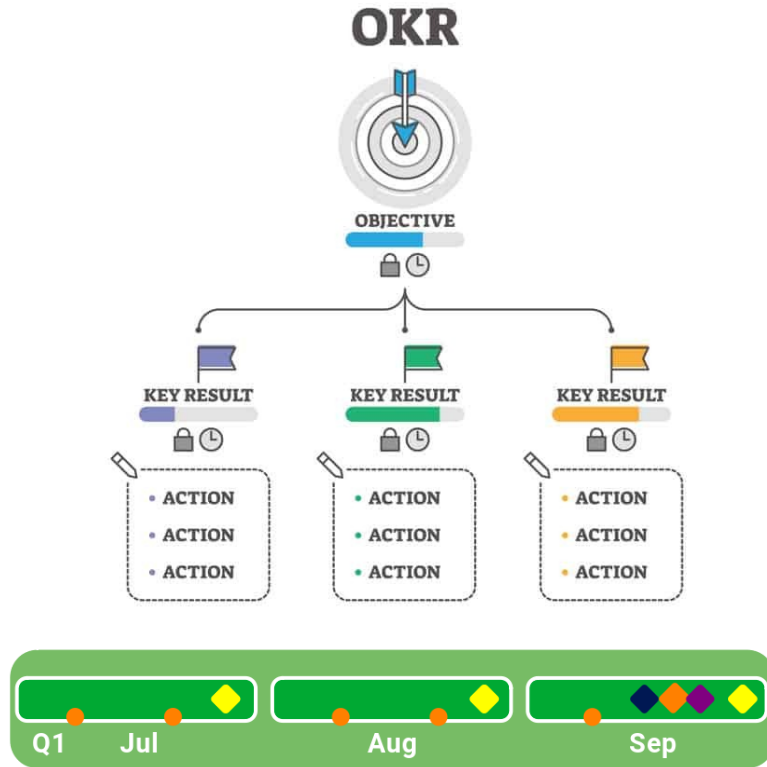
Key Result

Key results answer the question, «How will we know we have made <u>measurable progress</u> on a specific objective by a certain date».

Example:
KR 1: ==20%== of visitors ==return== to the site in one week.
KR 2: ==10%== percent of visitors ==inquire== about our training.

Ben Lamorte, 2022

[Puzzle] OKR Framework

2 Levels
- Company OKR Set
- (Business) Division OKR Sets

1- 3 Objectives

2-4 Key Results (KR)
- Measurable & ambitious
- Commit 30%, Target 70% , Stretch 100%
- Optional Action Plan

3 Month Cycles
- Bi-Weekly Check-in
- Monthly Status Update
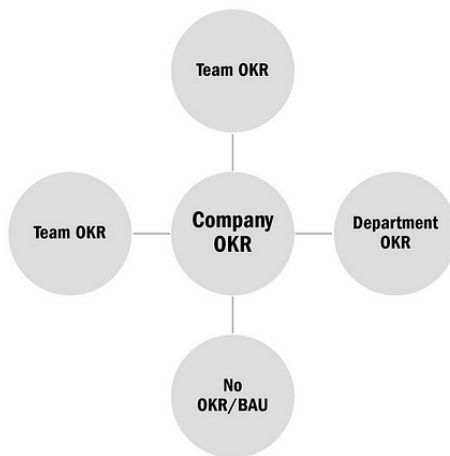- Quarterly Review, Retro & Planning

OKR Power

FOCUS

ALIGNMENT

ENGAGEMENT

Team OKR

Team OKR — Company OKR — Department OKR

No OKR/BAU

PROFIT.CO

«Why now!?»

«Giving context!»

«Stretch, measure, show!»

Some more details for the PROs

- Objectives are scored qualitatively
- KRs: Outcome over output
- KRs: Measurable progress
  - Baseline
  - Metric or ordinal
- KRs: Confidence for ambition and communication

Demo!

Some learnings from Puzzle

- Make it optional!
- The OKR champion is a bad cop!
- An objective is not a basket for everything you wanna do!
- Do you know what you measure?
- And what is your baseline?
- Weekly check-ins – yes!
- Do we have a mid-term strategy?
- A tool is not just a tool!

For whom it is and what we offer

- Start Ups

- KMU`s

- Autonomous Teams

- OKR Tool as Open Source

  https://github.com/puzzle/okr

- OKR Consulting

- OKR Tool as a Service

Coming in October!

Puzzle OKR Tool as a Service
Only 5 CHF / User / Month

Special Offer Now!

First Come = first Quarter for free!

But let`s try first!

Merci

Mehr Informationen zu Puzzle:
http://www.puzzle.ch

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