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PLANNING AND STRATEGY MANAGEMENT | COURSE

Certificate in Objectives and Key Results (OKRs)

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Course content

Why Attend

One of the biggest challenges for managers is to accomplish tasks effectively and efficiently through and with people. This course looks at the four universal functions of management—Planning, Organizing, Leading, and Controlling—through the lens of Objectives and Key Results (OKRs) to help managers do their jobs better. The course gives participants a number of important management tools that they can use to understand and use the OKR strategy management method. At the end of the course, participants will be able to create an effective OKR framework for their own organizations and put it into action.

Through a series of activities, group discussions, and daily case studies, the course gives managers and supervisors the chance to practice analyzing and developing all kinds of OKRs.

By the end of the course, participants will be able to:

• Master the use of OKRs to introduce agility into a POLC management framework

• Prepare a methodical and well-established approach for the OKR journey

• Develop effective OKRs that drive focused strategic and operational business priorities

• Improve individual and team alignment using the OKR framework

• Drive a sustainable OKR environment to enhance performance

Managers, supervisors who are interested in honing their OKR skills and abilities to plan, organize, control and achieve their goals and objectives on time and within the expected standards, and known constraints.

• Agile planning

• Operational effectiveness

• Strategic management and focus

• Aligning objectives with results

• Improving performance and productivity

• Employee engagement

• Collaboration

Course content

Course outline

The agile POLC framework – Introduction to OKRs

- The history of OKRs
- What are Objectives and Key Results (OKR)s
- Objectives and Key Results and the functions of management
- Organizational challenges and why we need OKRs
- Benefits of OKRs – efficiency versus effectiveness
- Case-Study

Preparing for the OKR journey

- Why implement OKRs?
- Executive sponsorship – a critical component for successful OKR implementation
- Where to develop the OKRs
- An OKRs development plan
- The building blocks of OKRs: Mission, Vision, Strategy
- Roadmap Strategy – rethinking the planning process
- Case-Study

Creating effective OKRs

- Creating powerful Objectives
- Objectives descriptions and tips for creating objectives
- Characteristics of effective key results and tips for creating key results
- Types of key results
- Scoring OKRs

Course content

Course outline

• The process to set OKRs (how often, how many, the reviews, the adjustments, etc.

• OKRs and the allocation of resources and budgets

• Case-Study

POLC framework and performance measurement through OKRs

• Connecting OKRs

• How to connect OKRs - a POLC perspective

• Creating alignment

• Confirming the alignment of connected OKRs

Managing with OKRs – measuring the what and how

• The OKR interaction cycle

• Weekly meetings

• Mid-quarter check-ins

• Quarterly reviews

• OKRs and the forward, concurrent and feedback controls

• Impact of OKRs on teams and project performance

• How to update OKRs periodically – the planning and control link

• Essential OKRs tools and techniques

• Case-Study

Managing and controlling resistance to change

• OKRs: a project or a culture? The OKRs transformational journey

• Who owns the OKRs process?

Course content

Course outline

- OKRs and organizational performance measures
- OKRs and performance reviews
- OKRs and incentive compensation
- Tops OKRs issues to be aware of
- Pitfalls to avoid when implementing OKRs
- Case-Study

Seminar dates

Available seminar dates

Live dates and pricing for Certificate in Objectives and Key Results (OKRs) generated from the course details page.

Date	Location	Format	Fee
3 - 7 August 2026	Amsterdam - Netherlands	Classroom	**€4,250.-**
7 - 11 September 2026	London - U.K	Classroom	**€4,200.-**
12 - 16 October 2026	Istanbul - Turkey	Classroom	**€2,850.-**
9 - 13 November 2026	Vienna - Austria	Classroom	**€4,250.-**
14 - 18 December 2026	Barcelona - Spain	Classroom	**€3,850.-**

Live online option	Online delivery is available at €1,850.-.