Objective and Key Result (OKR) Professional Certification Program

Program Overview

The OKR Professional Certification program provides participants with the tools they need to coach their teams through the successful development and implementation of OKRs. Created by the Balanced Scorecard Institute and offered in association with the George Washington University Center for Excellence in Public Leadership, part of the College of Professional Studies the OKR certification is designed to teach best practices in the facilitation of OKR development and implementation.

Who Should Attend

This course is recommended for those interested in learning best practices in the facilitation of OKR development and implementation. Courses are taught by highly experienced instructors with backgrounds in private, public, and nonprofit-sector organizations.

Objective and Key Result
Professional Certification Program

Objective and Key Result Professional Certification

Get OKR certified in six sessions! This six-session live online course trains participants on setting and working with Objectives and Key Results (OKRs). OKR Professionals are certified in accordance with standards set by Balanced Scorecard Institute in association with the George Washington University Center for Excellence in Public Leadership and developed through decades of knowledge and experience in Performance Management and Objective Setting best practices.

Participants will learn how to:

- Create buy-in and a culture of goal setting, accountability, and performance improvement

- Develop best practice OKRs that are aspirational, committed, strategic, and/or tactical

- Improve performance of departments, teams, programs, projects, and team members

- Align OKRs with strategy while still maintaining agility

- Shift focus from activities to results

- Administer and support the 1-Hour OKR Online Tutorial for all employees, designed to successfully streamline and scale the OKR rollout to any size organization

- Manage an OKR program roll out

- Enable young managers to guide employee development of strong OKRs

Course Outline

Each of the six online sessions will include one 60-90-minute lecture webinar, plus a 60-90-minute small group exercise.

Session 1
Course overview and logistics
OKR overview

Session 2
Mastering OKRs
Understanding Strategic Context

Session 3
Different Types of OKRs
Scoring OKRs and Managing Expectations
Key Result Best Practices
Differentiating Activities, Initiatives, Outputs and Outcomes

Session 4
Aligning OKRs
OKR Reporting and Review Process
Facilitating OKR Development
Principles of change management

Session 5
Managing Performance Over Time
OKRs and Other Framework

Session 6
OKR Automation
Application Presentation
Certification Exam

Offered in association with

Center for Excellence in Public Leadership
THE GEORGE WASHINGTON UNIVERSITY

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www.balancedscorecard.org