



# aractech

Global Learning for Operational Leaders

PLANNING AND STRATEGY MANAGEMENT

## 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.

## Course Methodology

- 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.

## Course Objectives

- 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

## Target Audience

- 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.
- Target Competencies
- Agile planning
- Operational effectiveness

# Course outline

## Detailed course outline

Module-by-module outline for Certificate in Objectives and Key Results (OKRs).

### Module 1 - 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

### Module 2 - 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

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Module-by-module outline for Certificate in Objectives and Key Results (OKRs).

### Module 3 - 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
- The process to set OKRs (how often, how many, the reviews, the adjustments, etc).

### Module 4 - POLC framework and performance measurement through OKRs

- Connecting OKRs
- How to connect OKRs - a POLC perspective
- Creating alignment
- Confirming the alignment of connected OKRs

### Module 5 - 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

# 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
15 - 19 June 2026	Rome	Classroom	€2,975
20 - 24 July 2026	Munich	Classroom	€2,415
3 - 7 August 2026	Amsterdam	Classroom	€2,975
7 - 11 September 2026	London	Classroom	€2,940
12 - 16 October 2026	Istanbul	Classroom	€1,995
9 - 13 November 2026	Vienna	Classroom	€2,975
14 - 18 December 2026	Barcelona	Classroom	€2,695

**Live online option**

Online delivery is available at €1,250.