HR Management · HR321

Certified OKR Professional

Paris · 14 - 18 Dec 2026

Date	Venue	Duration
14 - 18 Dec 2026	**Paris**	**1 Week**
Fee	Ref	Language
£5,150 GBP	**HR321**	**English**

Introduction

Objectives and Key Results (OKRs) are a powerful goal-setting methodology that helps organizations focus, align, and execute their strategies effectively. The Certified OKR Professional course is designed to provide participants with comprehensive knowledge and hands-on experience in implementing OKRs at all organizational levels.

Through this intensive 5-day course, participants will learn how to define impactful objectives, establish measurable key results, and foster a results-driven culture. They will also understand how to integrate OKRs with performance reviews, agile planning, and team accountability mechanisms to ensure sustainable success.

Course Objectives of Certified OKR Professional

Upon completing this program, participants will be able to:

- Understand the philosophy and structure of OKRs
- Design and implement OKRs at the organizational, team, and individual level
- Align OKRs with strategic planning and agile execution
- Monitor, review, and recalibrate OKRs for continuous improvement
- Build an OKR-driven culture to enhance focus, transparency, and accountability

Course Methodology of Certified OKR Professional

- Lectures and Expert Insights: Leading industry experts will share their insights and best practices.
- Case Studies: Analyze real-world talent acquisition challenges and solutions.
- Group Discussions: Engage in meaningful discussions and share experiences with peers.
- Role-Playing and Simulations: Practice recruitment scenarios to enhance skills.
- Hands-on Workshops: Gain practical experience in using recruitment tools and techniques.

Organizational Impact of Certified OKR Professional

This training program will have a positive impact on organizations by:

- Improved alignment between strategy and execution
- Greater focus on outcomes and measurable impact
- Enhanced cross-functional collaboration and transparency
- Shorter feedback loops and faster course correction
- Empowered teams with a clear sense of purpose

Personal Impact of Certified OKR Professional

Participants will experience personal growth and development, including:

- Gain certification in one of the most modern goal-setting frameworks
- Master tools and templates to apply OKRs effectively in any organization
- Develop leadership skills through goal clarity and alignment practices
- Enhance their ability to coach teams in creating and tracking OKRs
- Become internal OKR champions within their teams or organizations

Who Should Attend

This training program is ideal for:

- Strategy and planning professionals
- HR and performance management officers
- Team leaders and department heads
- Project managers and agile coaches
- Anyone responsible for setting and driving strategic goals

Course Outlines

Day 1

Introduction to OKRs

- History and evolution of OKRs (Google, Intel, etc.)
- Differences between OKRs and traditional KPIs
- OKR structure: Objectives vs. Key Results
- Characteristics of effective OKRs
- Common myths and misconceptions

Day 2

Crafting Effective OKRs

- Writing clear, inspiring objectives
- Defining measurable key results
- Aligning OKRs with company vision and strategy
- Cascading OKRs across teams and departments
- Writing your own OKRs

Day 3

Implementing OKRs Across the Organization

- Setting OKR cycles (quarterly, annual)
- Tools and platforms for OKR management
- Embedding OKRs in team workflows

- Leading OKR alignment meetings
- OKRs in startups vs. large organizations

Day 4

Monitoring, Reviewing, and Adapting OKRs

- Tracking OKR progress and scoring
- Conducting OKR check-ins and reviews
- Analyzing failed OKRs and refining future ones
- Linking OKRs with employee engagement and performance
- Real-world practice: Mid-cycle review simulation

Day 5

Building a Culture of Focus and Accountability

- Fostering ownership and intrinsic motivation
- OKR coaching and change management
- Avoiding micromanagement and score obsession
- Integrating OKRs with agile, scrum, and performance frameworks

Register or ask about this course online

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