What are OKRs?

hsc | Human Resources

OKRs *(Objectives and Key Results)* are goal-oriented measures of performance improvement rather than quota-driven stats requirements.

"A management methodology that helps to ensure that the company focuses efforts on the same important issues throughout the organization."

-John Doerr, Measure What Matters

OKRS are...

Purposeful, Attainable

Tied to the HSC Strategic Plan

Specific, Easy to Understand

OBJECTIVES

Objectives are what you want to accomplish. This should be inspirational and action oriented.

What specific actions will you perform that directly tie into HSC's strategic plan?

EXAMPLE:
"Partner with other educational institutions to move HSC as a well-known brand beyond the DFW area."

KEY RESULTS

Key results are milestones describing outcomes and not activities. These are specific, measurable, aligned, relevant and time based **(SMART).**

How will you know when you've met your objectives?

EXAMPLE:
"One new media campaign developed for a new partnership with another state educational institution that focuses on public health by Fall 2022."

TARGETS

Targets are action steps that state what will be done to accomplish key results. Three targets are required per fiscal year.

What will you do in these periods toward reaching your key results?

EXAMPLE:
- **DEC:** Identify the educational institution to partner with
- **APR:** Finalize campaign content that focuses on a specific public health topic
- **JUL:** Identify launch date and locations for the campaign

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3 types of OKR's | 1-5 OKRs required for each type

INDIVIDUAL

TEAM

DEPARTMENT

Getting Started

1. Think about what is important to your team and/or role and create an objective statement.

2. Write key result for the objective (what outcomes demonstrate that your objective has been met).

3. Create a timeline for the completion of your OKR. Divide the timeline into three targeted actions within a year. Decide which target will be met every three months.

4. Meet with supervisor, at least quarterly, to discuss targets (performance check-ins).