

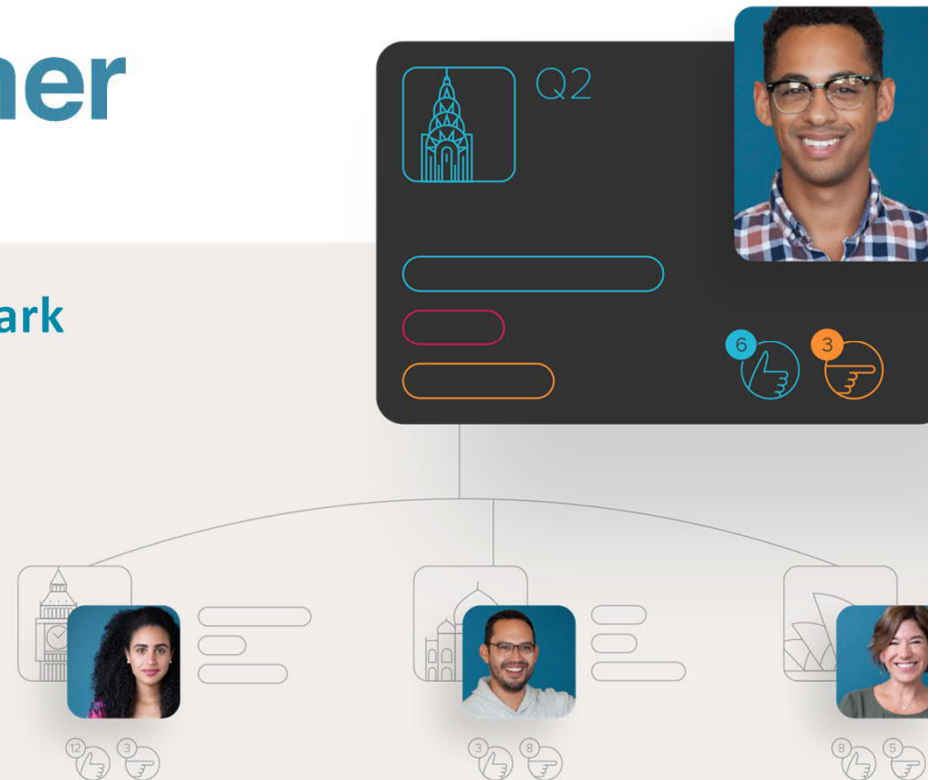
betterworks® **partner**

Performance Management by Acornpark
Objectives & Key Results (OKR)
How focused is your company?



Acornpark Experts
Dr. Thorsten Knobbe, Managing Partner

Acornpark



Leadership Workshop: Introducing OKR

Maturity Analysis OKR Kick-off Project

Within an as-is analysis, you will receive a decision-making basis for the introduction of OKR.

- Do the company's goals match the vision, mission and values of strategic planning?
- How well does the implementation of goals work in your organization?
- Do you have too many internal projects and initiatives that urgently need to be prioritized?
- What effect does the incentive and compensation system have on the achievement of corporate goals?
- Is the existing goal system based on traditional goal cascading or already on agile goal transformation?
- Do corporate culture and mindset enable the change to a learning organization?
- What contribution does IT make to performance management?
- Does the implementation of a pilot project make sense?

Agenda Day 1 (Introduction)

09:00 – 12:00

Presentation of Betterworks™ and Acornpark

OKR framework in business management

OKR as an agile management method

Measuring success and typical OKR cycle

13:00 – 15:30

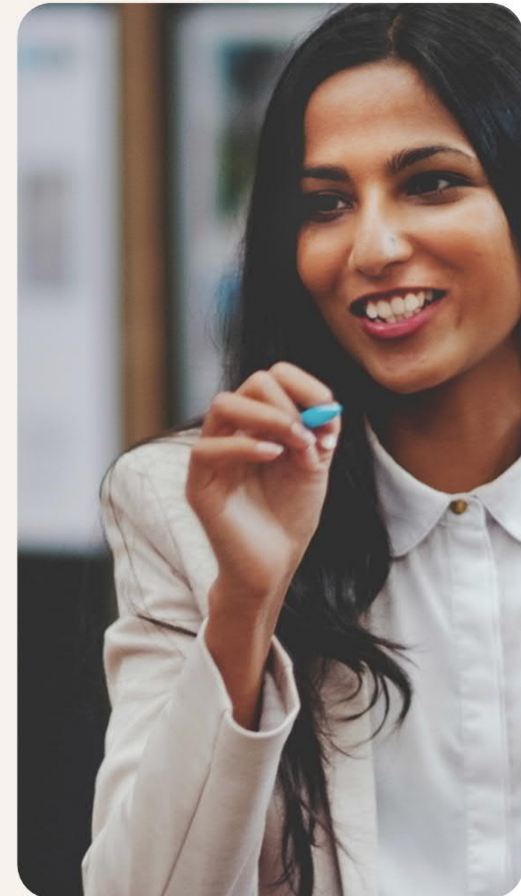
Building OKR sets

Training of participant on OKR

16:00 – 17:00

Wrap-up and OKR Superpower

Aligning OKR by using Betterworks™ SaaS



Agenda Day 2 (Analysis & Planning)

09:00 – 12:00

Reflection of vision and mission

Analysis of strategy and corporate goals

Goal setting process, performance appraisal and compensation system

Leadership, corporate culture and controlling systems

13:00 – 15:00

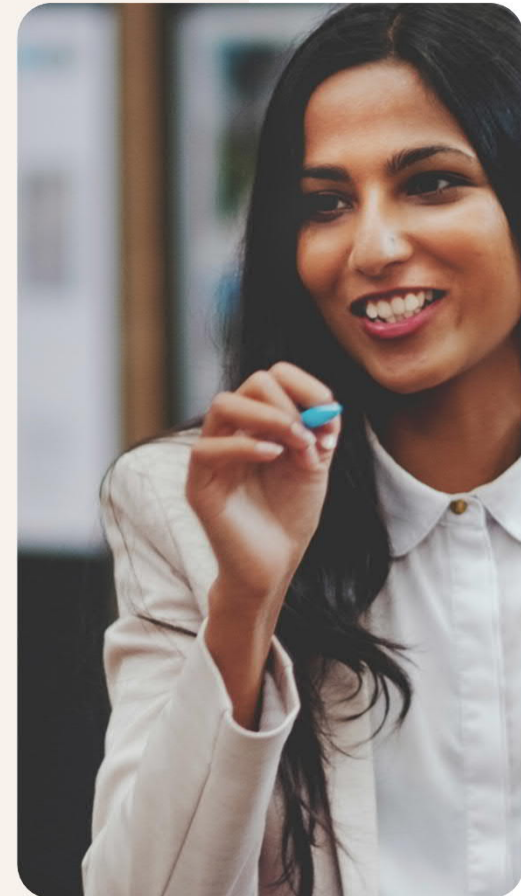
Pros and cons of introducing OKR

Creation of a first OKR Framework

15:30 – 17:00

Systems integration and IT support

Planning an OKR Kick-off project



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