



CHROs Improve Individual AND Organization Performance with OKRs!



Are you ready to revolutionize your organization's performance? The OKR Framework is the tool you've been searching for, and the CHRO should be the one spearheading its implementation.

Traditional Performance Management Doesn't Work

Traditional performance management practices just don't cut it when it comes to impacting organizational performance. That's where the OKR Framework comes in - it connects individual performance with organizational performance, providing a clear and direct link that drives the OKR "superpowers":

- Engagement
- Focus
- Alignment
- Accountability, and
- Stretch.

Impact on Employees

With the OKR Framework, your employees will be more engaged and motivated than ever before. They'll find personal meaning in their day-to-day work, and they'll understand how their efforts contribute to the organization's success. And with the framework's data-driven approach, goal tracking and accountability have never been easier.



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The OKR Framework – a Strategic Framework

But the OKR Framework isn't a performance management tool. It's a strategic framework that helps your organization move faster from strategy to results. And when work is aligned with both employee purpose and organizational purpose, that sense of fulfilment ultimately benefits the organization as a whole.

Why Wait? Do it Now!

Don't settle for standalone metrics that only tell you how far you've come - choose the OKR Framework and get the direction and context you need to keep moving forward. KPIs are great for measurement, but OKRs provide that much-needed direction and context that takes your organization's performance to the next level.

So why wait? As the CHRO, you have the power to bring purpose to work and drive real organizational change. Let the OKR Framework be your tool for success.

OKRs for HR

And let's not forget that the OKR Framework is also used within HR. Here are some example Objectives worth thinking about:

- Invest in our teams to ensure talent retention
- Make our benefits program the best in the market!
- Reinforce existing competencies to improve employee performance and productivity
- Nurture teams through stronger manager-employee relationship
- Improve workplace wellness to ensure constant workflow
- Improve internal communication to reduce rework and misalignment
- Encourage internal recommendation for open position to increase the amount of good candidates
- Improve the recruitment cycle to make the hiring process faster
- Improve the onboarding flow to make it more engaging to new hires
- Improve system for continuous feedback to foster a more trustful working environment

If you would like to know more about how the OKR Framework can help you improve organisational and individual performance, [please go to my diary](#) and set up a time for us to talk.

If you would like to understand more about the OKR Framework, [visit our overview of the OKR Framework page](#).



About TalentAlign OD

We work with leaders of companies, small and large, to set and achieve their most audacious goals, turn mission into action, and create an on-going discipline resulting in execution and results.

Our world is changing. How organisations react to change, and the rate of change, defines their success. Through data-driven assessments, coaching, and modern frameworks, I help leaders articulate their vision in a clear, concise, and practical manner.

OKR CHAMPION AND COACH► Organization leaders are beginning to understand the power of the OKR Framework. OKRs turn mission into action helping leaders articulate what success looks like. Use KPIs to manage, but use OKRs to lead.

STRATEGY EXECUTION► Just 10-15% of organisations achieve their strategy. We work with leaders to translate strategy into a discipline for execution and achieving results with the OKR Framework.

HOLISTIC CHANGE► Just 30% of organizational change/transformation projects achieve the desired result. We work with leaders to adopt a holistic approach to change using lean, neuroscience and the OKR Framework methods and tools.

WORK-FROM-ANYWHERE► Hybrid work environments are not achieving expected results. We help leaders and managers develop and implement a "work-from-anywhere" strategy that makes for strong, high-performing teams, wherever they are located.

OD-AS-A-SERVICE► Much of HR's time today is spent on reacting to expected and unexpected problems and changes brought about by hybrid workforces, new technologies, and business model changes. ODaaS is a new and different way for organizations of any size to acquire specialist OD services.

SPECIALITIES► Facilitating Organisational Change using the OKR Framework and agile methods, Agile and New Ways of Working, Design Sprints, Lean Change Management.

MEET GAIL► My background in IT, People and Business enable and empower me to work across the organisation and at all levels and disciplines.