

KPI vs OKR

Leverage the Latest Trends in Performance Management



Nowadays many companies use KPIs (Key Performance Indicators) for performance management, but tech giants such as Google and Intel have adopted the OKR (Objective & Key Result) approach in recent years to maximise their business outcomes. KPIs and OKRs complement each other. The speaker will dissect how to use them in an efficient way.

Objectives

- To explain the difference between KPI and OKR setting
- To share ways to design and implement a high-impact performance management system

Content

Module 1: Introduction to Performance Management

- Concept of Performance Management
- Difference between KPI & OKR and Their Integration for Better Outcomes
- Setting Annual Objectives, KPIs, Quantifiable Targets and Key Results
- Four Perspectives of Performance Measurement & Their Causal Relationship
- KPI Examples for Companies in Various Industries

Module 2: Design & Implementation of Performance Management System

- Adopting KPI & OKR Setting as Strategic Management Tool
- Cascading Corporate Strategies and Long-term Objectives
- Clarifying the Role & Responsibilities of Departments
- Ensuring the Vertical and Horizontal Alignment of KPIs
- Transforming KPIs into Key Results
- The Reporting Format of Corporate & Departmental Performance
- Case Sharing of Successful Implementation of Performance Management System

Enquiry

(852) 2837 3812 / 25 / 34

learning@hkihrm.org