



*Certified OKR Professional*

*Madrid -*

*10-08-2026*

## Certified OKR Professional

Course code: HR321 From: 10-08-2026 Venue: Madrid - Course Fees: 5000 £

### 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