

THE LEADER'S GUIDE TO PERFORMANCE METRICS AND OKRS

HOW TO TURN MOTION INTO MEASURABLE PROGRESS



Many teams are busy. Fewer are effective. OKRs and performance metrics create focus, fairness, and momentum.

WHAT ARE OKRS?

OBJECTIVES

a short statement that names a meaningful outcome and the reason it matters.

KEY RESULTS

quantitative signals of progress—specific, time-bound, and outcome-focused, not task-based.

PAIRING METRICS WITH OKRS LEADS TO:

CLARITY

Shared scoreboard → better outcomes and results.

FAIRNESS

Evidence-based reviews → more trust and buy-in.

MOMENTUM

Visibility → early course correction.

YOUR 10-STEP OKR PLAYBOOK

- 1 Set direction → plan 90 days.
- 2 Write outcomes, not tasks.
- 3 Define your metric (name, source, cadence).
- 4 Assign clear owners for each Objective & Key Result.
- 5 Review weekly → note wins & lessons.
- 6 Coach in 1:1s using OKRs.
- 7 Align across teams with shared metrics.
- 8 Run fair reviews at quarter end.
- 9 Expand rewards beyond just pay.
- 10 Keep tools simple (one doc or sheet).

For more insights on Leadership, Communication, and Coaching follow us or reach out for more information.