OKR Retros and Reset

Helping great teams achieve greater results

Retros & Reset

WHAT TO KNOW

1. Importance of introspection for each team

2. Local insights are invaluable to them and to the company

3. How to frame the retrospectives and guide the reset

WHAT TO DO

✓ Executive sponsor communicate a quarter-end message

✓ Plan and execute a ritual for celebrating outcomes

✓ Communicate reset schedule

✓ Distribute templates for retros to team leads and managers

✓ Expect all managers to take responsibility for their OKRs and have sponsor communicate that expectation

WorkBoard

QoQ, teams get better at predicting and achieving their best possible results

WorkBoard
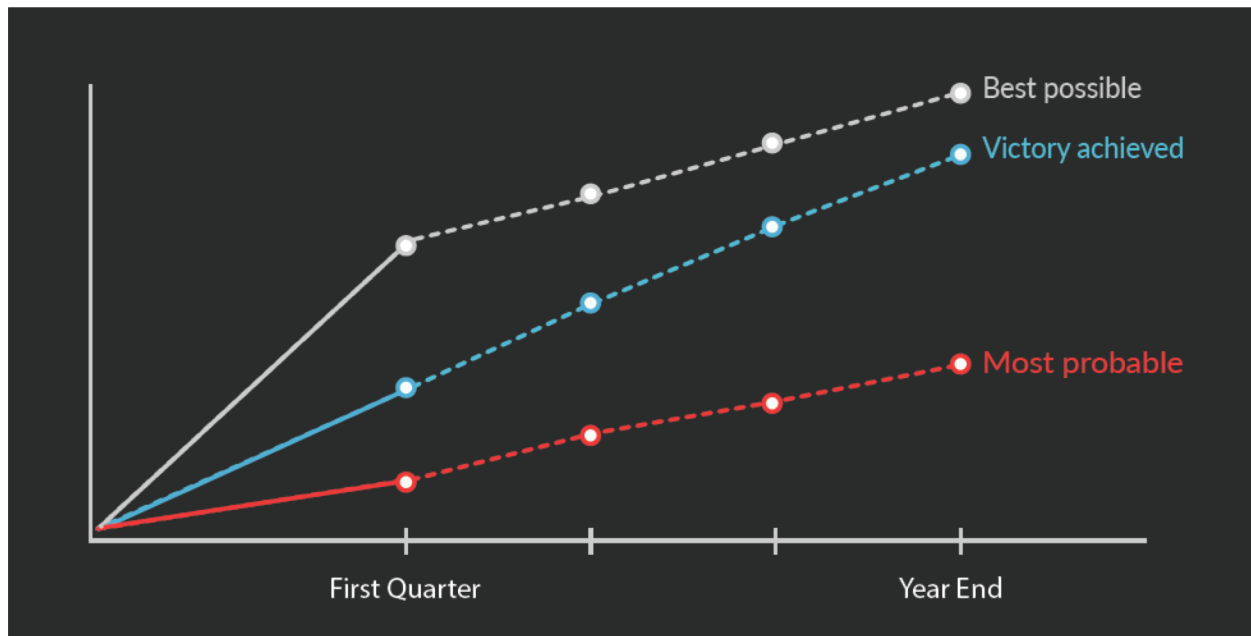
retro & reset
quarter OKRs

1 **RIGHT OBJECTIVES?**
Did our objectives capture our team intent and direction for the quarter?

2 **RIGHT KEY RESULTS?**
Did we set the bar too high? Too low? Measure the wrong results?

3 **RIGHT FOCUS & ORGANIZATION?**
Did we organize to achieve the results and execute for results week over week?

4 **WHAT CHANGED?**
What internal and external dynamics changed? How will that affect next Q?

WorkBoard

Consider and communicate with your teams

✓ Did you and your team live your transparency standards?

✓ What inspired you most about your teams OKRs this quarter?

✓ Did alignment make a difference for you and your org and how?

WorkBoard

Team exercise: growth mindset

Celebrate: What went well?

Take time for positivity! What was awesome and what was accomplished? Remember the OKR reach principles.

Observe: What can be improved?

Make observations on what didn't go well – focus on what did happen vs what didn't. Use facts rather than opinions.

Improve: What will we carry forward?

Of the things that can be improved, decide which are priority to carry forward into next quarter.

Team exercise: time pie

Where was time spent?

Draw a pie and divide it by the % of time that went to OKRs, to fire fighting, and was lost in the void.

Overlay your OKR outcomes.

What was the overall percentage outcome on team OKRs?

Make 3 observations on the pattern.

Looking at where time went and the results the team achieved, what are your observations?