

# Measure What Matters: Mastering OKRs and CFRs (5-Day Course)

Professional Skills  
Paris (France)  
25 - 29 Aug 2025

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## Measure What Matters: Mastering OKRs and CFRs (5-Day Course)

**Ref:** 3303\_130706 **Date:** 25 - 29 Aug 2025 **Location:** Paris (France) **Fees:** 4400 **Euro**

### Course Description

This intensive 5-day course equips professionals with the knowledge and skills to implement and manage Objectives and Key Results OKRs and Conversations, Feedback, and Recognition CFRs effectively. Participants will learn to set ambitious goals, align teams, and foster a culture of continuous improvement and engagement.

### Learning Objectives

- Understand the principles and benefits of OKRs and CFRs
- Develop skills to create, implement, and track effective OKRs
- Master the art of conducting meaningful conversations and providing constructive feedback
- Learn to integrate OKRs and CFRs to drive organizational success
- Develop strategies to overcome common challenges in OKR and CFR implementation

### Course Modules

#### Day 1: Foundations of OKRs and CFRs

- Introduction to OKRs: History and core concepts
- Understanding CFRs and their role in performance management
- The synergy between OKRs and CFRs
- Case studies: Successful OKR and CFR implementations

#### Day 2: Crafting Effective OKRs

- Anatomy of well-written objectives and key results
- Aligning individual, team, and organizational OKRs
- Setting stretch goals and fostering innovation
- OKR planning and review cycles

#### Day 3: Mastering CFRs

- Conducting effective conversations
- Providing constructive feedback
- Implementing meaningful recognition practices
- Using CFRs to support OKR achievement

#### Day 4: Implementing OKRs and CFRs

A graphic of a chessboard with several chess pieces, including a king, queen, and pawns, arranged on it. The board is white and black, and the pieces are gold and silver.

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- Strategies for rolling out OKRs and CFRs
- Overcoming resistance and common challenges
- Tools and technologies for OKR and CFR management
- Measuring the impact of OKRs and CFRs

## Day 5: Advanced Topics and Practical Application

- OKRs and CFRs in different organizational contexts
- Continuous improvement of OKR and CFR practices
- Integrating OKRs with other management frameworks
- Action planning for implementation

## Practical Wins for Participants

- Develop a customized OKR and CFR implementation plan for their organization
- Create a set of well-crafted OKRs for their team or department
- Design a CFR framework tailored to their organizational culture
- Construct a toolkit of strategies to overcome common OKR and CFR challenges

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