

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

Professional Skills
Baku (Azerbaijan)
08 - 12 Sep 2025

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

Ref: 3303_133064 **Date:** 08 - 12 Sep 2025 **Location:** Baku (Azerbaijan) **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. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles emanating from a point on the board.

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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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