Measure What Matters: Mastering OKRs and CFRs (1-Week Course)

27 September – 1 October 2027
Kigali (Rwanda)



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Why This Course

Modern organizations need more than traditional performance management systems—they need clarity, alignment, transparency, and engaged teams working toward shared goals. Objectives and Key Results OKRs, combined with Conversations, Feedback, and Recognition CFRs, create a powerful framework for driving focus, accountability, and continuous improvement.

The OKR & CFR Mastery for High-Performance Organizations Program is an intensive 1-week experience designed to equip professionals with the tools, techniques, and mindset needed to implement OKRs and CFRs effectively. The course blends practical exercises, case studies, and strategic frameworks to help participants set ambitious goals, foster meaningful dialogue, and embed a culture of recognition and improvement.

What You'll Learn and Practice

By the end of this program, participants will be able to:

- Understand the core principles and strategic value of OKRs and CFRs.
- Create, align, and track impactful OKRs at the individual, team, and organizational levels.
- Conduct effective conversations and deliver meaningful, constructive feedback.
- Integrate CFRs into OKR cycles to deepen engagement and accountability.
- Anticipate and overcome the most common challenges in OKR and CFR implementations.

Program Flow

Day 1: Foundations of OKRs and CFRs

- Introduction to OKRs: origins, philosophy, and advantages.
- Understanding CFRs and their role in modern performance management.
- Exploring how OKRs and CFRs complement and strengthen each other.
- Real-world case studies: organizations that transformed performance through OKRs and CFRs.
- Workshop: Diagnosing your organization's readiness for OKR and CFR adoption.



Day 2: Crafting Effective OKRs

- Components of strong, actionable Objectives and Key Results.
- Aligning OKRs across teams, departments, and corporate strategy.
- Setting bold, inspirational stretch goals to fuel innovation.
- Structuring OKR cycles: planning, check-ins, reviews, and resets.
- Exercise: Writing and refining OKRs for a selected project or team.

Day 3: Mastering CFRs

- Conducting high-impact performance and coaching conversations.
- Delivering constructive feedback that motivates and develops talent.
- Building recognition systems that reinforce positive behaviors.
- Integrating CFRs into OKR cycles to drive accountability and progress.
- Role-Play: Practicing conversations and feedback in real-world scenarios.

Day 4: Implementing OKRs and CFRs

- Strategies for rolling out OKRs and CFRs across an organization.
- Addressing resistance and navigating cultural barriers.
- Tools and platforms for tracking, managing, and visualizing OKRs and CFRs.
- Metrics and methods for assessing the impact of OKRs and CFRs.
- Workshop: Developing an implementation roadmap using proven change management principles.

Day 5: Advanced Topics and Practical Application

- Tailoring OKRs and CFRs for different organizational sizes, functions, and industries.
- Creating a cycle of continuous improvement in OKR and CFR practices.
- Integrating OKRs with complementary management frameworks Agile, Balanced Scorecard, KPIs.
- Developing actionable implementation plans for real workplace scenarios.
- Simulation: Presenting a complete OKR and CFR framework for stakeholder approval.

Individual Impact

- Gain confidence in designing and leading OKR and CFR initiatives.
- Strengthen leadership communication, feedback delivery, and recognition practices.
- Learn to drive alignment, focus, and engagement within teams.
- Build a personalized plan for applying OKRs and CFRs in your role.

Organizational Impact

- Improve transparency, accountability, and cross-functional alignment.
- Enhance performance through focused goal-setting and continuous dialogue.
- Build a culture of recognition, innovation, and high performance.
- Enable more strategic execution through measurable, outcome-based g[illegible]



Training Methodology

This program uses a practical and interactive approach through:

- Real-world OKR and CFR case studies.
- Hands-on exercises and writing workshops.
- Role-play sessions and peer feedback.
- Frameworks, templates, and toolkits for immediate implementation.

Beyond the Course

Participants will leave equipped with the clarity, tools, and confidence to deploy a fully integrated OKR and CFR system. They will be ready to transform their teams and organizations through aligned goals, powerful conversations, and a culture centered on continuous improvement and recognition.

