



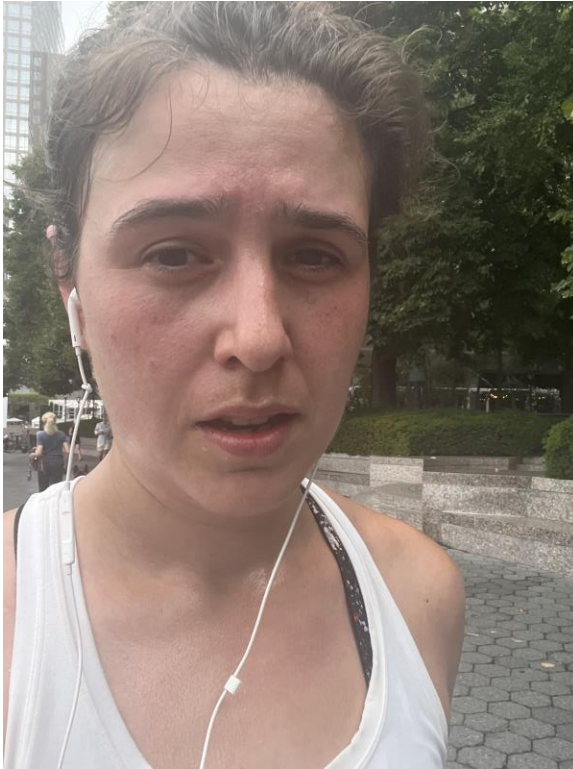
Viva Goals Office Hours

Agenda

- Icebreaker (3 min)
- Launching an OKR Program in Viva Goals and the Benefits of OKRs – featuring internal Microsoft OKR Champion Liz Pierce (10 min)
- Viva Goals NDA Roadmap (10 min)
- AMA (15 min)
- Breakout rooms (20 min)

Icebreaker

Share a photo or GIF that represents your summer!



Launching an OKR Program and the
benefits of using OKRs

A discussion with internal Microsoft
OKR Champion, Liz Pierce

What did it take to launch Viva Goals
to 40,000 people?

Step back: Why OKRs?

E+D adopted OKRs to drive mission alignment, transparency, ambition, and employee connection.



96%

of employees who use OKRs understand how their work ties into broader company goals

Experiences + Devices Viva Goals Launch

Audience

Experiences + Devices organization (40k+ global FTEs)

Goal

Onboarding to Microsoft Viva Goals coming from a diverse mix of different OKR maturity levels + existing solutions (Excel, ADO, PowerBI, 3P, etc)

Timing

12-week effort targeting July 26th launch (aligned with E+D FY23 Kick Off)

Launch Team

Executive Sponsor: Rajesh Jha, EVP Experiences + Devices

Leadership stakeholders: E+D Leadership Team

Communications: E+D Exec Office

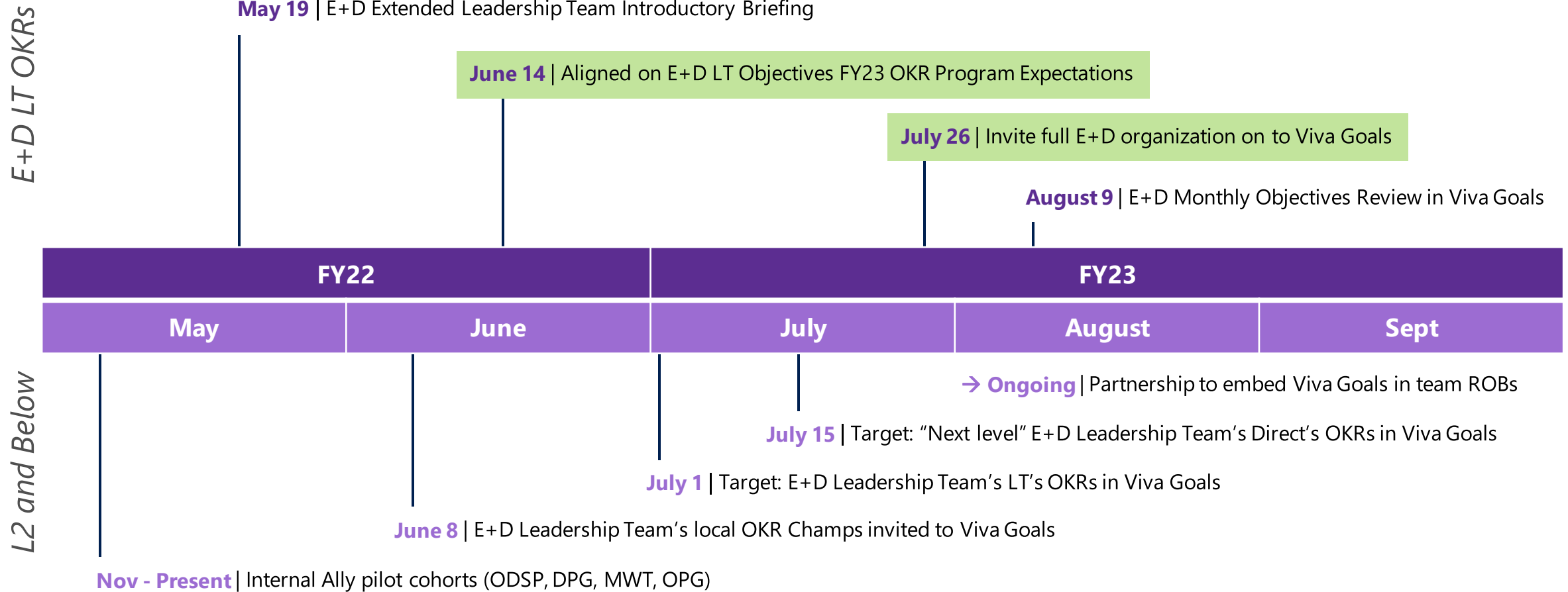
OKR champs: IDEAs (E+D's data & insights team) + local OKR champs

IT: Microsoft Digital

HR: Microsoft HR

Project management: OKR Enterprise Accelerator

E+D Viva Goals Launch Timeline



E+D FY23 H1 OKR Program Expectations

	E+D LT	L2s (Leadership Teams' Directs)	L3 and below (down to M1)	Individuals
OKR Expectations	Required	Required	Optional	<p><i>Not recommended.</i> Individuals should continue using Connects to manage and track individual priorities.</p>
Program Management	IDEAs	Self-managed by local OKR champs		
Tool	Viva Goals			
Cascade / Alignment	Joint metrics from SLT / Field	<ul style="list-style-type: none"> No strict cascade Multi-align KRs across teams where delivery ownership is shared 		
Rhythm of Program	<ul style="list-style-type: none"> Annual with H2 refresh Monthly Check Ins ROB review Monthly to LT & Quarterly to XLT 	<ul style="list-style-type: none"> Set <i>at least</i> Annually Check ins <i>at least</i> Monthly ROB <i>at least</i> Monthly with LT, <i>at least</i> Quarterly with broader organization 		
Support from Viva Goals team	Dedicated direct consult from OKR Enterprise Accelerator and Viva Goals Product teams		<ul style="list-style-type: none"> OKR Enterprise Accelerator via aka.ms/OKRs Product feature ideas crowdsourced via EES Ideas Product support offered via TechWeb 	

E + D asks for local OKR Champs

- 1 Draft your teams FY23 OKRs
- 2 Add them into Viva Goals by **July 1**
- 3 **Roll out Viva Goals to the L3 OKR champs within your org by July 15**
and begin to embed OKRs into your teams rhythms & workflows!

[For more resources, visit aka.ms/OKRs](https://aka.ms/OKRs)

E+D Viva Goals Launch: What did it take?

Planning Level	Owner(s)	Activities
Overall Program Orchestration	OKR super-champ (Liz)	<ul style="list-style-type: none"> • Milestone identification & workback • Definition of success criteria • Requirements identification • Weekly stakeholder updates • Viva Goals product team engagement & advocacy
E+D Leadership Team OKRs	OKR super-champ + IDEAs	<ul style="list-style-type: none"> • Technical onboarding to enable users on tool • Planning sessions with IDEAs BPM team • Co-drafting E+D Viva Goals program guidance • Office hours with delegates / check in owners • Prep meetings with IDEAs leadership
E+D "L2" (Leadership Teams' Directs) OKR Programs	OKR super-champ + local OKR champs	<ul style="list-style-type: none"> • Gathering info on OKR champs • Establishing expectations with OKR champ community • Technical onboarding to enable users on tool • OKR champ weekly community meetings • L2/L3 specific team onboarding meetings

Must-haves for a successful Viva Goals rollout

1 Identify accountable exec sponsor & overall OKR super-champ

Make sure you have enthusiastic leaders accountable for the success of the *overall* program — not just within individual teams.

2 Agree upon and build a public timeline with key milestones

Hold your team accountable and make sure what you are asking for is crystal clear at all points in the process.

3 Scale your communication & evangelism

Build a network of local OKR champions to evangelize the change and provide avenues for average employees to get reactive support.

4 Leverage existing product resources and ask for help

Leverage resources we have available to become product experts — and let us know when you identify incremental product needs!

NDA Product Roadmap

Viva Goals Roadmap: Customers NDA September 2022



Deepen
 Unify
 Expand

H2 CY2022		Tier	Status	Avail	H1 CY2023		Tier	Status	Avail
Employee experience	Tighter Teams integration: V1: Fully featured Viva Goals app in Team, complete with check-ins within the app V2: Adding OKRs as a tab Sharing OKRs on Teams Chats/ Channel notifications in activity feed, nudge button, etc.	T1	P	GA	Personalized self-guided experiences: user can onboard and stay engaged through product-led tooling and guidance	T2	NDA	GA	
	Microsoft Teams Mobile app full feature experience	T2	NDA	GA	Improve built in OKR best practices to help orgs adopt OKRs	T2	NDA	GA	
	Viva unified navigation across Viva suite	T3	NDA	GA	Viva briefing email integration: OKR updates in daily email briefs	T1	P	GA	
	Slack integration: notifications, check-in reminders, check-ins from Slack	T1	P	GA	Microsoft Teams Meetings Integration: Goals and OKRs incorporated in meetings and reviews	T1	NDA	GA	
	Enhanced Usage and Engagement Reporting	T1	NDA	GA	Slack integration: interactive responses, Slack command support, connect multiple Viva goals organizations to single Slack	T1	NDA	GA	
	Enhanced metrics and reporting like ROI and performance	T2	NDA	GA	Integration with Discord, Glip	T3	NDA	GA	
	OKR Views	T2	NDA	GA	Bulk OKR Import	T2	NDA	GA	
Availability in all LTR Tier 1 Languages	T1	NDA	GA	Availability in all RTL Tier 1 languages	T1	NDA	GA		
Extensibility	ADO Integration: Deep integration between Viva Goals and ADO (Project level integration, alignment support, check-ins from extension)	T1	NDA	GA	API for Data Integrations	T2	NDA	GA	
	Microsoft Planner data Integration: Update Viva Goals based on work in Planner	T1	NDA	GA	Workday integration: bidirectional HRIS Integration	T1	NDA	GA	
	Power BI data integration: Connect and update KR with PowerBI metrics	T1	P	GA	M365 Integrations: PowerPoint Integration, Viva Goals in people cards	T1	NDA	GA	
	Data Integration (Jira on-prem, Google Sheets, Dynamics 365)	T1	NDA	GA	Microsoft Project Integration	T2	NDA	GA	
				Data Integrations (Zapier, Jira Align)	T2	NDA	GA		
Admin	EU Data Residency: Complete data residency compliance and housing	T1	NDA	GA	Consistent admin experience for the Viva Suite and M365: permissions, ownership, and activation at the user and org level	T2	NDA	GA	
				Delegated admin model to support Partners and GSI	T2	NDA	GA		

Tier: T1 = Tier 1, T2 = Tier 2, T3 = Tier 3 | Status: I = Internal, P = Publicly Disclosed, NDA = NDA | Avail: CP = Customer Preview, T = TAP, GA = General Availability, N/A = Not Applicable | Type: S = Seeded, PR = Premium, TBD = To Be Determined
Timing is for planning purposes and subject to change. [Footnotes]

***Timebounds are for H2 CY2022 and H1 CY2023, not quarterly**

AMA

Breakout Rooms

Breakout Room Conversation Starters

If you are currently using Viva Goals what's going well and what's hard?

If you aren't currently using Viva Goals, what's holding you back?

Additional Resources

- [OKR Leadership Program](#)
- Digital learning assets:
 - [Get Buy-in for OKRs](#)
 - [Viva Goals Adoption Guide](#)
 - [OKR Success Toolkit](#)
 - [OKR Examples](#)

Have questions? Reach out to GoalsOfficeHours@Microsoft.com

Thank you!

Please make sure to take our exit poll so we can better serve you next time!

