



Viva Goals Office Hours

The 3 Biggest OKR Challenges
(And How to Solve Them)

November 16th

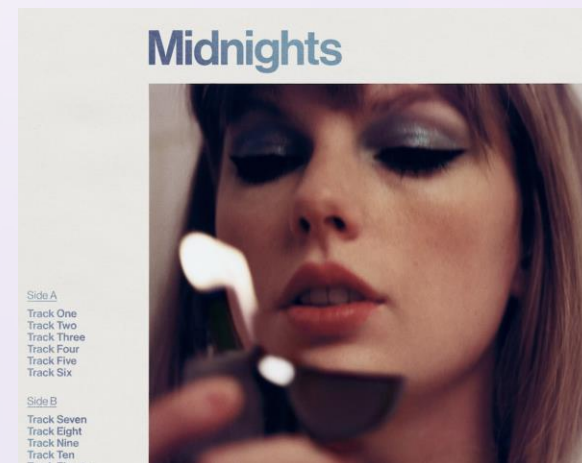
Agenda

- Icebreaker (3 min)
- The 3 Biggest OKR Challenges (And How to Solve Them) – Featuring – Viva Goals OKR Expert, Chris Rosa (10 min)
- Breakout rooms (20 min)
- Viva Goals Integration Deep Dive (10 min)
- AMA (15 min)

Icebreaker

Icebreaker

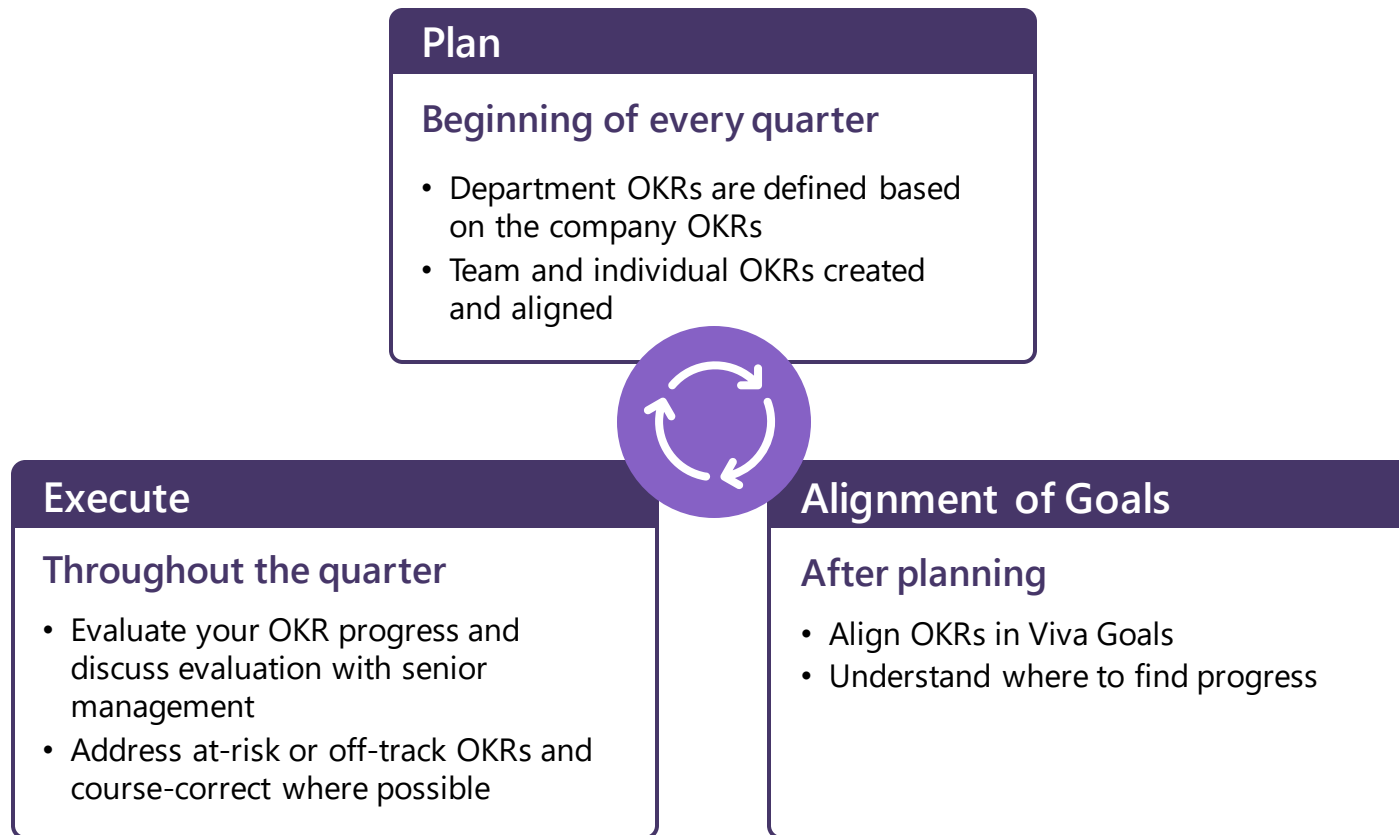
What was the best thing that happened to you in October? Post a photo or a GIF in the chat!



The 3 Biggest OKR Challenges (And How to Solve Them)

with OKR Expert Chris Rosa

3 Typical OKR Challenges



- Strategic Planning & Writing OKRs
- Alignment of Goals
- Check-ins / Execution phase

Strategic Planning & Writing OKRs

3 Challenges

- Too many objectives and key results
- Understand the problem you are solving before mapping out projects
- Key results are typically projects



Tactical Tips

- Prioritize your top 3 OKRs
- Make sure the outcomes are clearly stated and understood by multiple layers down
- Switch those key results without metrics to projects

The screenshot displays a hierarchical view of OKRs in a project management tool. At the top, a goal icon is followed by the objective: "2. Establish a new employee wellness program to improve company culture (PEOPLE)" with the department "Relecloud" listed below. A vertical line on the left indicates a list of key results (KR) associated with this objective. Each KR is preceded by a clock icon and includes a lettered label (a-f), a description, and the responsible department:

- a. Less than 10% attrition from our high performers (Relecloud)
- b. Improve employee satisfaction score to 4.0 (HR)
- c. Keep added Staffing below 300 (Relecloud)
- d. Launch Viva Pulse as new employee survey tool (Relecloud, wellness)
- e. Launch Viva suite to enhance employee engagement (Relecloud)
- f. Improve internal communication to build an employee-centric culture (HR)

At the bottom of the list, a right-pointing arrow (>) is visible next to the final KR.

Alignment of Goals

3 Challenges

- How do I align when we use quarterly and annual goals?
- Where is the best place to reflect company and team alignment?
- Should we use sub-objectives?



Tactical Tips

- Align OKRs to the same time period
- Build company and team dashboards to support context and progress side-by-side
- Set guidelines for when to use sub-objectives and add it to your OKR playbook.

The screenshot shows a goal hierarchy in an OKR tool. At the top is a goal with a target icon: "2. Establish a new employee wellness program to improve company culture (PEOPLE)" by "Relecloud". Below it are six sub-objectives, each with a clock icon and a label:

- a. Less than 10% attrition from our high performers (Relecloud)
- b. Improve employee satisfaction score to 4.0 (HR)
- c. Keep added Staffing below 300 (Relecloud)
- d. Launch Viva Pulse as new employee survey tool (Relecloud, wellness)
- e. Launch Viva suite to enhance employee engagement (Relecloud)
- f. Improve internal communication to build an employee-centric culture (HR)

Check-ins and Execution

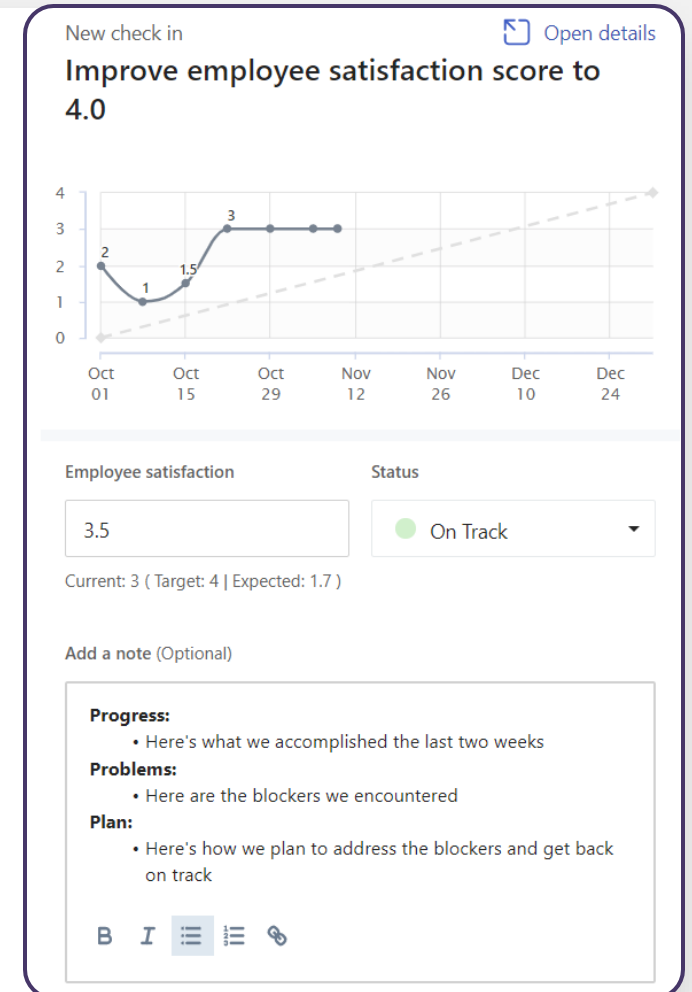
3 Challenges

- How frequently do you want users to check in?
- What structure do you want people to use?
- How to ensure people do their check-ins?



Tactical Tips

- Recommend at least bi-weekly
- Think about what information you want to capture (Progress/ Problems/Plan)
- Use a combination of calendar placeholders, reminders, and your OKR playbook



Breakout Rooms

Breakout Room Conversation Starters

1

What are the biggest OKR challenges you've faced?

2

What were your solves for these challenges?

Product Feature Deep Dive: Viva Goals Integrations

Incorporate OKRs into your business rhythm

Bring goals into the flow of daily work by integrating with tools you are already working in.

Viva Goals Integrations

- Data
- Project management
- Messaging



Viva Goals Integration Offerings

				Azure DevOps	Azure Data Explorer	Amazon RedShift	Asana	BigQuery
Microsoft Teams	Slack	monday.com	Asana	Box	Domo	Excel Online	Favro	Github
Workplace	Comprehensive Teams app	Planview Projectplace	Microsoft Planner	Gitlab	Google Sheets	Hubspot	Jira	Looker
Slack commands support	Microsoft Teams Meetings	Microsoft Project	Wrike	Mode	MS SQL Server	MySQL	PostgreSQL	Salesforce
				Smartsheet	Snowflake	Tableau	Trello	Zendesk
				PowerBI	Dynamics 365	Workday	APIs	Jira on-prem

See our full list of integrations offered with Viva Goals [here](#).

Viva Goals Integration Demo

Excel Online

AMA

Thank you!

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

Have questions? Reach out to GoalsOfficeHours@Microsoft.com