

KPI vs OKR: Leverage the Latest Trends in Performance Management

Design and implement a High-impact Performance Management System

Nowadays many companies use **KPIs (Key Performance Indicators)** for performance management, but tech giants such as Google and Intel have adopted the **OKR (Objective & Key Result)** approach in recent years to **maximise their business outcomes**. KPIs and OKRs complement each other.

Key Learnings

Module 1 Introduction to Performance Management

- Concept of Performance Management
- Difference between KPI & OKR and Their Integration for Better Outcomes
- Setting Annual Objectives, KPIs, Quantifiable Targets and Key Results
- Four Perspectives of Performance Measurement & Their Causal Relationship
- KPI Examples for Companies in Various Industries


Module 2 Design & Implementation of Performance Management System

- Adopting KPI & OKR Setting as Strategic Management Tool
- Cascading Corporate Strategies and Long-term Objectives
- Clarifying the Role & Responsibilities of Departments
- Ensuring the Vertical and Horizontal Alignment of KPIs
- Transforming KPIs into Key Results
- The Reporting Format of Corporate & Departmental Performance
- Case Sharing of Successful Implementation of Performance Management System

Trainer


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 **13 September 2024 (Friday)**
9:30am – 5:30pm
CPD Hours: 7

 **Member: HK\$ 2,000**
Non Member: HK\$ 2,800

 **Cantonese**
(with English materials)

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