




**OBJECTIVE KEY**

**RESULT AREA**

**(OKRA)**

**WORKSHOP**

 **SEPTEMBER 6, 2023, 10:00 AM TO 5:00 PM**

 **INDIAN MERCHANT CHAMBERS (IMC)**

## Introduction

Many organizations invest heavily in performance appraisal, and people. It becomes essential to have transparency, in the work culture that drives productivity. The objective setting becomes an important tool to have checks and balances in place, thus helping the organization to improve the processes further.

Designing good OKRA is the key to better decision-making, improved productivity, and increase effectiveness. OKRA brings transparency and eliminates bias.

The workshop is designed to equip individuals to create OKRA for their respective organizations to set OKRA for their teams and organization.

## Objectives

The workshop aims to develop competencies in professionals to design OKRA

In the course of the workshop participants will

- Design OKRA for your own job role
- Design OKRA for two job descriptions

## Methodology

The workshop methodology capitalizes on the experience of the trainer to make the workshop activity driven with activities ranging from case studies, games, and role plays to imbibe the practical aspects of implementing the OKRA process. Participants will get the opportunity to develop OKRA for their teams.

# Content

## Set quantified objectives

- Link the objectives with your company vision
- Steps to set quantified objectives for your department

## Design key result areas

- Crucial conversations
- Quantify the job description of employees
- Set quantified objectives for your team

## Data analysis

- Design process to tap the progress
- Design system in place
- Data analysis - daily, monthly, quarterly, and yearly

## Who Should Attend

Executives from Sales and Marketing, HR, Production, Purchase, Engineering, Information Technology, Finance, Administration, Operations, Corporate Social Responsibility, Practitioners in Public and Private Sectors, Entrepreneurs.

## Facilitator

Dr. Sonali Wagle is the founder and director of Exponential Advisory.

## Administrative Information

Date: September 6, 2023

Time: 10:00 am to 5:00 pm

Registration Fees: Rs. 8500 + GST

Venue: Indian Merchant Chambers, Mumbai

Website: [exponentialadvisory.co.in](http://exponentialadvisory.co.in)

Telephone: 9892673400

Email: [contact@exponentialadvisory.co.in](mailto:contact@exponentialadvisory.co.in)

# About Exponential Advisory

## About Exponential Advisory

- Exponential Advisory was formed in 2009 with a focus on HR and training.
- The Mission of Exponential Advisory is ‘To make HR and Training a Profit Centre.’
- Consulting and training – strategic HR, measurement and evaluation, leadership, HR and skills audit, training and OD, performance management, HR analytics, and surveys.
- Exponential Advisory ventures in Evaluation and Measurement – 2012.
- First two-day in-house workshop – 2013, Mumbai, India.
- First two-day public workshop – 2013, Mumbai, India.
- First PSU workshop on leadership and management development – 2014, Assam, India
- Exponential Advisory expands to other Asian Countries – 2015.
- Distinguished contribution to developing Indian Case Studies in the areas of HR.
- Exponential Advisory celebrates its 9th anniversary – 2018.
- Leadership and HR studies were undertaken for corporates for industries such as oil and gas, power, energy, automotive, IT, banking and finance, consulting, retail, BPO, pharmaceutical, telecom, and media.
- One-day, two-day, and three-day workshops are offered internally and publicly throughout the year by Exponential Advisory.
- Recipient of the Brandon Hall, USA, – 2018.
- Exponential Advisory Celebrates its 10th anniversary – 2019.

## Clients

### Public Center Enterprises (PSEs)

- National Thermal Power Corporation (NTPC)
- Oil India Ltd. (OICL)
- Indian Oil Corporation Ltd. (IOCL)
- Oil and Natural Gas Corporation (ONGC)
- NTPC-SAIL Power Company Pvt. Ltd. (NSPCL)
- North Eastern Electric Power Corporation Ltd. (NEEPCO)
- General Insurance Corporation of India (GIC)
- Hindustan Petroleum Corporation Ltd. (HPCL)

### Private Limited Companies

- Viacom 18
- 3G Global Services
- Mahindra Finance
- Mahindra Tractors
- TCS
- Goodlass Nerolac
- L& T Infotech
- USV Pharmaceuticals
- Alembic Pharmaceuticals
- Hyper City
- Positive Packaging