



Cultivate a culture of systems thinking

Reduce costs

Increase revenue

Reduce risks

Improve decision making

# WORKSHOP

## QUANTIFIED GOAL SETTING

1 OPERATIONAL DEFINITION

2 ALIGN GOALS WITH VISION

3 MAPPING GOALS WITH KRAS

4 EVALUATE END TO END GOALS



**MUMBAI**  
**IMC, CHURCHGATE**

**12th August 2025**



**BENGALURU**  
**VENUE TO BE ANNOUNCED**

**20th August 2025**



**Rs. 10,500 + GST**



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

# Quantified Goal Setting

Mastering measurement

## Introduction

Goal setting using objectives and Key Results Areas (OKRAs) is a powerful framework for setting and achieving goals that align with organizational strategy. Our goal setting workshop is designed to help individuals and teams understand, develop, and implement OKRAs to drive performance and ensure alignment with the organizational vision. Participants will learn how to create measurable objectives, define key results, and specify areas of focus to use OKRAs to track progress and achieve strategic goals.

## Objectives

By the end of the workshop participants would

- **Align with the organizational vision:** Ensure that goals are aligned with and support the organization's strategic goals.
- **Enhance performance management:** Use OKRAs to drive individual and team performance, fostering accountability and focus.
- **Operationalize goals:** Translate departmental objectives into key results that can be measured and tracked.
- **Evaluate and refine:** Master techniques to evaluate and refine OKRAs to improve performance and alignment.

## Methodology

The goal setting workshop employs a blended learning approach, combining classroom instruction, hands-on practice, and self-directed learning.

Key methodologies include:

- **Interactive sessions:** Deliver core concepts and theories through case studies and role plays.
- **Group activities and discussions:** Design the goals for your team that aligns with your organizational vision.

# Modules

## Module 1: Introduction to quantified goal setting

- **Goal setting basics:** Understand the basics of quantified goal setting and its purpose.
- **What are OKRAs?** Understand what OKRAs are.
- **How to achieve OKRAs:** Learn the key components of OKRAs, including objectives, key results, and initiatives.

## Module 2: Set quantified objectives

- **Operational definition:** Define operational statements that can be measured.
- **Align with vision:** Ensure that objectives are aligned with the organization's vision, strategic goals and priorities.
- **Input vs output variables:** Understand the difference between input and output variables.

## Module 3: Link goals and KRAs

- **Create quantified KRAs:** Specify the areas of focus that support the objectives and key results, providing additional context and alignment with strategic initiatives.
- **Assign weightages to KRAs:** Assign weightages to KRAs based on their contribution to objectives.

## Module 4: Implement metrics in your organisation

- **Measurement:** Design metrics that can be measured.
- **Vision alignment:** Link metrics with goals and vision.
- **Implementation:** Design action plan to achieve the designed KRAs.

## Deliverables

- **Customized goal-setting plan:** Each participant will develop a comprehensive, data-driven goal-setting plan for their role and their team.
- **Actionable templates and tools:** Participants will design a curated collection of templates and tools to expedite their post-workshop implementation:
  - **Goal setting templates:** Standardized formats for visually outlining current and proposed goals.
  - **KRA tracking and analysis spreadsheet:** Structured format for monitoring progress and measuring impact.

## Facilitator

Dr. Sonali has 27 years of experience in HR, OD, and training in corporates and academics. Her expertise extends to coaching CXOs, CEOs, executives, and entrepreneurs, focusing on productivity, personal and sustainable growth, leadership, and mindfulness. She empowers individuals to position themselves as change leaders within their organizations, enabling them to contribute to the bottom line.

Her experience in executing training and evaluation projects helps her to design high-impact training programs and measure their progress. She believes that quantifiable goals are the foundation for meaningful growth and transformation. By setting quantified objectives, one can chart a path toward success and ensure that it is aligned with their vision.

In addition to training and coaching, she designs and implements comprehensive questionnaires, conducts employee, customer, and market surveys, and provides actionable recommendations based on the results.

## Mumbai

12 August 2025, 10 am. to 5.30 pm.

## Bengaluru

20 August 2025 , 10 am. to 5.30 pm.

## Fees

Rs. 10,500 + GST per participant

Includes breakfast, lunch, tea, coffee, reading material and learning.


## Inhouse Workshop

Goal setting workshop is also available for in-house corporate training.


## Terms and conditions

- Registration will be confirmed on payment of fees.
- Venue may change in case of unavoidable circumstances.

## Contact

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 <https://exponentialadvisory.co.in>

## About Exponential Advisory

- Exponential Advisory was formed in 2009 with a focus on HR and training.
- The Mission of Exponential Advisory is "To make every department 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.
- 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
- Distinguished contribution to developing Case Studies.
- Exponential Advisory celebrates its 9th anniversary – 2018.
- Leadership and benchmarking 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.
- Won the Brandon Hall Silver Award - 2018 for leadership.
- One-day and two-day workshops are offered internally and publicly throughout the year.
- Exponential Advisory Celebrates its 10th anniversary – 2019.
- Exponential Advisory launches new workshops/ programs - Idea generation, Questionnaire designing, Vision building, Build a culture of empowerment, Diversity and Inclusion – 2022.
- Exponential Advisory launches workshops to gear up with the changing business scenario - Process evaluation, idea generation, systems change, and Train the trainer (TTT) - 2025.