

BELIEVING IN AUTHENTIC LEARNING

Training Program

OKR & KPI IMPLEMENTATION

PACE Institute of Management

PACE



PACE SCHOOL OF LEADERSHIP & MANAGEMENT
A Member of PACE Institute of Management

OKR & KPI IMPLEMENTATION



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OKR & KPI IMPLEMENTATION

Peter Drucker, the “Father” of Modern Management, once said: *“You can’t manage what you can’t measure”* and *“If You Can’t Measure It, You Can’t Improve It.”* Many studies have also pointed out that 70% of corporate failures do not come from either wrong vision or weak strategies, instead, they are due to poor execution and ineffective performance measuring system.

In fact, Performance Management via the OKR and KPI system is being

implemented ineffectively in many organizations around the world in general and in Vietnam in particular.

So how can organizations build and implement effective OKR and KPI systems? The answer lies in the **“OKR & KPI Implementation”** program designed and implemented by PACE Institute of Management (which has over 25 years of experience in management training and consulting).



PROGRAM INFORMATION

TARGET PARTICIPANTS

This training program is designed for the following participants:

- Leadership and management levels in organizations (Board of Directors, Board of Management...);
- Human resources leaders and managers in organizations;
- Those who are interested in developing objectives / performance measurement systems of organizations, departments, and individuals.

PROGRAM OBJECTIVES

After successfully completing this program, participants will be able to:

- Recognize the nature of OKR and KPI in relation to Performance Management;
- Present the model of developing and operating OKR and KPI system to effectively manage operations in the business;
- Use OKR & KPI system to effectively manage the work of employees, departments, and organizations.



DURATION & TUITION

- Duration: The total duration of the program is **06 sessions** (equivalent to 18 hours). You can choose to study in the evening, weekdays or weekends. Please see the detailed schedule of upcoming courses on PACE's website: www.PACE.edu.vn.
- Tuition: For the official fee and preferential policy for early fee transfer or group registration, please see details on PACE's website www.PACE.edu.vn or contact PACE's Training Consulting and Training Department.

PROGRAM CONTENT

Part 1: Overview of OKR & KPI System

- Understand concepts related to Performance Management;
- Monitor and measure expected results in business operations;
- The Importance of OKR & KPI System Development and Implementation;
- Introduce documents about OKR & KPI for reference.

Part 2: Developing OKR System

- The principles of developing OKR System;
- The model of developing OKR System;
- Developing Objectives system;
- Developing Key Results system;
- *Practice, Analysis & Debrief.*

Part 3: Developing KPI System

- The principles of developing KPI System;
- The process of developing KPI system;
- The process of developing KPI:
 - Describing expected results;
 - Understanding direct indicators and indirect / alternate indicators;
 - Choosing the appropriate measurement method for each objective;
 - Forming composite measures (when necessary);
 - Setting targets and thresholds;
 - Defining & documenting the KPI system;
- *Practice developing KPI system.*

Part 4: Operating OKR & KPI System

- Developing Management Information System;
- Developing Performance Report System;
- Data Analysis and Its Usage in Management;
- Important Forms for Reference.

Part 5: Program Summary & Application Orientation



PACE Institute of Management is highly respected for the pioneer work through empowering businesses in their management and developing leaders at all levels so that businesses can grow strongly in local and global markets.

PACE is well known for a comprehensive global partner system focus on management with **eight affiliated schools** (specializing in the fields of management, including general management, HR management, financial management, marketing management, sales management, production management, supply chain management, and project management), **eight member companies** (specializing in eight management areas), and **eight global partners** (the world's leading organizations in different management areas).

Since the establishment, PACE's mission has been to *develop high-performance leaders and certified professionals for business and society*.

To achieve its mission, PACE focuses on the following core services in management field: (1) **PACE Training**, (2) **PACE Consulting**, and (3) **PACE Books**.

In addition, since 2007 PACE has also initiated and managed **PACE Non-Profit Organizations** (PACE NPO) including a number of not-for-profit educational initiatives to realize PACE's mission in comprehensive and impactful ways.

With more than 25 years of experience in developing leaders and professionals for business and society, and with the first and unique global partner system of management in Vietnam, PACE provides powerful and applicable solutions to help leaders and their teams address important issues of businesses at all levels.



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