

BELIEVING IN AUTHENTIC LEARNING

Training Program

# OKR & KPI IMPLEMENTATION



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

# OKR & KPI IMPLEMENTATION



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## Training Program

# OKR & KPI IMPLEMENTATION

**P**eter 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](http://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](http://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



Founded in 2001, PACE is one of Vietnam’s most influential management institutes. For more than 25 years, PACE has helped advance modern management practices in Vietnam - strengthening leadership capacity, elevating governance standards, and expanding organizations’ global outlook. PACE is also the first school for business leaders in Vietnam.

**PACE is a trusted partner in transforming leaders, teams, and organizations to achieve breakthrough and sustainable performance in a fast-changing world.**

**PACE’s 3 Core Solutions to relize its mission:**

- 1 PACE Training
- 2 PACE Consulting
- 3 PACE Books

PACE ecosystem includes 8 affiliated schools, 8 member companies , and 8 global partners , aligned across three integrated pillars: Training, Consulting, and Publishing. Together, they cover eight core disciplines of management: General Management, HR Management, Financial Management, Marketing Management, Sales Management, Production Management, Supply Chain Management, and Project Management.

PACE also advances its mission through PACE NPOs, a long-term portfolio of non-profit educational initiatives launched in 2007, designed to deliver comprehensive and meaningful impact.





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