

OKR IMPLEMENTATION COURSE — CERTIFIED CHIEF OKR OFFICER

OEM: OKR Institute • Code: C-OKRO®

COURSE DESCRIPTION

Build an OKR program that actually sticks. The OKR Implementation Course (C-OKRO®) is designed for the internal OKR Program Owner responsible for designing, launching, and continuously improving an organization-wide OKR operating system. You won't just learn "how OKRs work." You'll learn how to run the OKR Implementation Program: governance, cadence, enablement at scale, quality standards, adoption, and continuous improvement, so OKRs become a reliable execution engine. The OKR Implementation Course prepares you to be the person who owns the OKR system inside your organization: the rules, rhythm, enablement, and improvements that make OKRs sustainable. This course blends: Practical program design (what to build, what to avoid, what to standardize) Real-world operating patterns (cadence, templates, quality review, governance decisions) Implementation leadership (influence without authority, change resistance, executive alignment) By the end, you will be able to design, launch, and run a complete OKR Implementation Program, whether you are starting a pilot or upgrading an existing system that isn't delivering outcomes. (OKRs are simple to understand, but challenging to implement sustainably, this course focuses on implementation excellence, not theory.)

AUDIENCE PROFILE

- This program is for professionals who are responsible for the OKR system, especially in medium to large organizations:
- OKR Program Owners / OKR Leads / OKR Office members
- Strategy & Performance leaders (Strategy, PMO, Transformation, Ops Excellence)
- HR / People & Culture leaders owning performance rhythms
- Agile Coaches / Enterprise Coaches supporting adoption (internal)
- Business unit coordinators running multi-team alignment

PREREQUISITES

- This program requires prior completion of the C-OKRL® (Certified OKR Leader) certification.
- The C-OKRO® is an advanced mastery course built upon the leadership foundations established in the C-OKRL®. Candidates must hold a valid C-OKRL® certification before enrolling. This ensures all participants enter the program with a solid understanding of OKR principles and are ready to engage at a strategic, enterprise level.
- Recommended: You have foundational OKR knowledge (or prior experience supporting an OKR cycle).

COURSE OBJECTIVES

By the end of this course, participants will be able to:

- Design a complete OKR program blueprint (roles, governance, cadence, standards)
- Establish decision rules to prevent common OKR failure modes (over-cascading, too many OKRs, output-only KRs)
- Run planning, check-ins, reviews, and retrospectives with discipline and clarity
- Implement OKR quality control (rubrics, quality gates, calibration, scoring)
- Build scalable enablement (training system, playbooks, champion network, office hours)
- Drive adoption with structured change management and stakeholder communication
- Measure OKR program health and improve it cycle after cycle

COURSE OUTLINE

Module 1: The Chief OKR Officer Role

- Responsibilities, boundaries, and what success looks like
- OKRs vs strategy, KPIs, agile, performance cycles
- The "operating system owner" mindset

Module 2: Program Design

- Governance model (OKR Office / Champions / Steering)
- Cadence and rituals (planning, check-ins, reviews, retros)
- Operating rules, templates, and escalation paths

Module 3: Alignment Architecture

- Corporate > division > team alignment patterns
- Focus areas, themes, guardrails, and decision rules
- Avoiding over-cascading while ensuring coherence

Module 4: OKR Quality & Standards

- What "good" looks like (objective strength, KR types, metrics hygiene)
- Review system: quality gates, scoring, and calibration
- Preventing output-only OKRs

Module 5: Enablement That Scales

- Train-the-trainer system
- Toolkits, playbooks, office hours
- Leadership coaching loops for consistency

Module 6: Change Management & Adoption

- Stakeholder map + resistance handling
- Communications that drive behavior (not just awareness)
- Building champions and executive sponsorship

Module 7: Measurement & Continuous Improvement

- Adoption metrics, quality metrics, outcome metrics
- OKR program retrospectives & iteration roadmap
- Maturity-building across cycles