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# Agile OKR Implementation Training

2 days (14 hours)

## Presentation

OKRs (Objectives & Key Results) have become an essential strategic tool for agile organizations.

Our Agile OKR Implementation training course will enable you to design, structure and manage clear, ambitious and measurable objectives in an agile environment.

You'll learn how to write relevant OKRs, align them from the strategic level down to the technical teams, and integrate them into existing Scrum or Kanban rituals.

You'll be able to frame quarterly OKR cycles, pilot objective reviews and make results visible throughout the delivery process.

You'll also learn how to lead an OKR review, score progress, and conduct a continuous improvement process in a collaborative framework.

At the end of this training course, you'll be able to deploy OKRs within your teams and monitor their implementation in sync with your agile projects.

Like all our training courses, this one is based on the official Agile OKR standards.

## Objectives

- Understand the fundamentals of OKRs and their relevance in an agile context
- Write inspiring objectives and measurable key results
- Align OKRs at all levels: company, product, team
- Integrate OKRs into agile rituals (Scrum, Kanban, PI)
- Manage OKR reviews and lead a continuous improvement cycle

## Target audience

- Product Owner
- Scrum Masters

## Prerequisites

- No prior certification required
- Experience in team, product or agile project management is recommended
- Basic knowledge of Scrum or Kanban preferred

## Introduction to OKRs in an agile environment

- Why OKRs? Origin, philosophy, context
- Key differences between OKRs, KPIs and SLAs
- Benefits of OKRs in agile organizations
- The 4 founding principles of OKR
- Terminology and common vocabulary (O, KR, Initiative)

## Writing clear, ambitious and measurable OKRs

- What is a good Objective? How to formulate them?
- Defining clear, quantifiable and activatable Key Results
- Quality criteria: ambition, clarity, alignment
- Frequency, horizon and duration of OKRs (monthly, quarterly, etc.)
- Workshop: Drafting relevant OKRs for a given product or technical team

## Aligning OKRs at all levels

- Strategic OKRs vs. team vs. personal OKRs
- Waterfall vs. bidirectional alignment
- Ensure consistency with product vision / roadmap
- Shared, cross-team OKR objectives
- Workshop: Create an OKR alignment map on 3 levels (executive, team, individual)

## Integrating OKRs into Agile practices

- OKR and Scrum: compatibility with sprints and backlogs
- Sprint Goals vs Key Results: complementarity or duplication?
- Linking initiatives, stories and KR in Jira or Trello
- Adapted Agile rituals: OKR planning, review, dedicated feedback
- Steering by value and measuring business impact

## Monitoring, adjusting and steering OKRs over time

- Regular monitoring of key results: frequency, tools, ownership
- Scoring and grading: how to measure progress?
- OKR review: collective analysis of successes and failures
- Team empowerment and managerial leadership
- Workshop: Simulating an OKR review with scores, comments and adjustment decisions

## Deploying OKRs throughout the organization

- Launch strategy: pilot, commitment, progressiveness
- Frequent obstacles and levers for success
- Role of management in change management
- Culture of transparency and learning
- Feedback: concrete cases of OKR implementation

## Companies concerned

This training course is aimed at both individuals and companies, large or small, wishing to train their teams in a new advanced IT technology, or to acquire specific business knowledge or modern methods.

## Positioning on entry to training

Positioning at the start of training complies with Qualiopi quality criteria. As soon as registration is finalized, the learner receives a self-assessment questionnaire which enables us to assess his or her estimated level of proficiency in different types of technology, as well as his or her expectations and personal objectives for the forthcoming course, within the limits imposed by the selected format. This questionnaire also enables us to anticipate any connection or security difficulties within the company (intra-company or virtual classroom) which could be problematic for the follow-up and smooth running of the training session.

## Teaching methods

Practical course: 60% Practical, 40% Theory. Training material distributed in digital format to all participants.

## Organization

The course alternates theoretical input from the trainer, supported by examples, with brainstorming sessions and group work.

## Validation

At the end of the session, a multiple-choice questionnaire verifies the correct acquisition of skills.

## Certification

A certificate will be awarded to each trainee who completes the training course.

[Training Program Web page](#) - Appendix 1 - Training sheet

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