OKR CERTIFIED PROFESSIONAL (OKRCP)

(OKRCP) VERSION 022020

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Professional Knowledge

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OKR Certified Professional (OKRCP)

Syllabus V022020

Introduction 3
Learning Objectives 3
Exam Format and Duration 4
Audience Profile 4
Content 4

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Introduction

CertiProf® is now offering professional OKR certification (Key Objectives and Results): OKR Certified Professional (OKRCP).

For all those who want to master the advanced concepts of OKRs (Objectives and Key Results) and lead their organization (or customers) to manage goals in this agile framework.

This certification enables OKRCP holders to facilitate all levels of the OKR life cycle in their organization (or customers), from the development of good Objectives and Key Results to the deployment of strategic, tactical and operational goals, monitoring and closure with good governance and discipline. Using this acquired knowledge, the certificate holder will make the OKR culture accessible to all employees in the organization (or customers).

OKR (Objectives and Key Results) is considered the Agile methodology for managing goals. The original concept came from Intel and spread to other companies in Silicon Valley. It supported the growth of Google and other exponential organizations.

It is an approach that is simple to understand and difficult to apply, to create alignment and engagement around measurable goals. The objective is to ensure that everyone moves in the same direction, with clear priorities, at a constant pace. OKRs have been a condition for investments in Startups, as it provides proportional predictability of strategic positioning and prioritization.

Learning Objectives

- Understand the differences between OKRs, KPIs and other goal systems.
- Learn how to write good Objectives and Key Results.
- Understand the integration of corporate OKRs and individual OKRs.
- Master the entire OKR lifecycle in practice.
- Know the most used papers, cadences and artifacts.
- Learn from mistakes and successes and good practices that are not in books.
- Analyze case studies of Startups and large companies.
- Develop strategic planning through OKRs.
- Develop product and project planning through OKRs.
- Understand the adoption of OKRs for people and Culture.

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Exam Format and Duration

To have participated in a training with one of CertiProf's registered partners or in a training BootCamp (in Person or Online) in the last two years with Polo Academy or to be a candidate who has the previous knowledge that guarantees the fulfillment of the objectives evaluated in the certification exam.

- Format: Multiple choice.
- Questions: 40.
- Language: English/Spanish/Portuguese.
- Pass Score: 24/40 or 60 %
- Duration: 60 minutes máximum.
- Open book: No.
- Delivery: This examination is available Online.
- Supervised: It will be at the Partner's discretion.

Audience Profile

- Managers interested in measuring the performance of their organization and teams.
- Human resources professionals interested in learning new techniques for evaluating performance.
- Professionals from different areas, finance, customer success, production, logistics, IT.
- Project Managers, Product Owners, who want to maximize the value of their deliverables.
- Managers who already use a goal and performance management system, but need to improve it.
- Professionals involved with Business Agility to learn a new agile framework.

Content

Module I: What is the value of OKRs?

Module I: What is the value of OKRs?
Framework Value
Management 1.0
Management 2.0
Management 3.0
HIPPO Model
Tribe Model
Agile Manifesto Became Obsolete on Some Points
Create the Fifth Column in Kanban
Summary
Vanity Metrics
Misleading Metrics

Module II: OKR Foundation

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Module II: OKR Foundation
What are OKRs?
Core Characteristics
Anti Patterns / What OKRs are not
Streched Goals
OKRs History
How to write good OKRs?
OKRs Writing Formula
Objectives
Key Results

Module III: OKR Intermediate

Module III: OKR Intermediate
OKRs Lifecycle
OKR Nested Cadences
Elaboration Phase - Define and Draft Model
Roles and Responsibilities on OKRs Lifecycle
Roles and Responsibilities: OKR Coach
Roles and Responsibilities: OKR Owner
OKRs Cadences
Development Cadence
Check-in Cadence
Quarter Results Cadence
General Topics of OKRs
Balancing Key Results
Protect OKRs – Safe Environment
OKRs Prioritization
Use of OKR Applications
Visual Management

Module IV: OKR Advanced

Module IV: OKR Advanced
OKRs “Versus” Other Goal Systems (KPI, BSC, MBO, SMART)
History
Differences Between OKRs and KPIs
OKRs in Distinct Approaches (and Different Contexts)
OKR Adoption Strategy
OKRs for Product Owners
Errors and Best Practices in OKR Adoption
Cultural Transformation with OKRs
Waterfall Model

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Full Stack Agile Model
Business Agility
Cultural Change
Case Studies – OKR Adoption
Case Studies

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