



Performance Measures

OBJECTIVES AND KEY RESULTS

JULY 31, 2019

OBJECTIVES AND KEY RESULTS (OKR)

- **Objectives** – What is to be achieved (3 to 5)
 - Related to the Vision and Mission
 - What's most important for the next 6 months

Significant

Concrete

Action Oriented

Inspirational

OBJECTIVES AND KEY RESULTS

- **Key Results** – How we achieve Objectives
 - This is our Objective as measured by these KRs...
 - Key Results are either met or not on 6 mo. basis

Specific

Time-bound

Aggressive

Realistic

Measurable

Verifiable

OBJECTIVES AND KEY RESULTS

- OKRs are used extensively by:
 - Google, LinkedIn, Dropbox, Intel, Oracle, Twitter, Slack, Spotify
 - Anheuser Busch, BMW, Disney, Exxon, Samsung
 - Gates Foundation, U.S. Office of Mgmt & Budget, U.S. Dept. of Housing & Human Services

OBJECTIVES AND KEY RESULTS

- Less is More – Need a few, well chosen objectives; need 3-5 KR's per objective
- Bottom Up – Teams should create at least half of their own OKR's (FIT teams, GEO, others)
- Flexibility – Changing OKR's mid-cycle is fine if an objective is no longer relevant
- Dare to Fail – Setting objectives beyond immediate grasp drives peak performance

OGIC VISION & MISSION

Vision

Authoritative, reliable geospatial data available and accessible when and where needed by Oregonians

Mission

Provide suitable access to accurate, authoritative and relevant geographic information and technology to support consistent government services across the state.

OGIC OBJECTIVES (GOALS)

- Improve Data Sharing and Accessibility
- Increase Data Stewardship
- Expand Collaborative Governance
- Strengthen Communications
- Support Sustainable Funding

EXAMPLE OKR FROM INTEL

- Objective
 - Demonstrate the 8080s superior performance as compared to Motorola 6800
- Key Results
 - Deliver five benchmarks
 - Develop a demo
 - Develop sales training materials for the field
 - Call on three customers to prove the material works

EXAMPLE OKR FROM OGIC STRATEGY

- Objective
 - Improve data sharing and accessibility
- Key Results
 - Test enterprise geodatabase functionality (store once for access by all) for 2 data sets with access by 3 organizations
 - Deploy web-based geospatial services in support of three business processes in three organizations
 - Deploy Framework GEOHub proof of concept for secure data sharing with 6 public bodies at state, regional, and local level

OGIC MEETING EXERCISE

- Divide into 5 groups
- Each group takes one Objective (Goal)
- Come up with suggested Key Results for each Objective
- Not to replace existing work in Strategic Plan, but to use as an Action Plan