

# Beginning with an end in mind: OKR games

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# *Why am I here?*

My specialty is implementing Lean  
and Agile mindset at enterprise  
level.

[www.agileleantransformation.com](http://www.agileleantransformation.com)



Motivation



Alignment



Innovation



Measurement



Gamification



Fun

# GAMIFICATION APPLICATIONS

Lean innovation games are applicable in any environment and any company, big and small, team-level or enterprise level.

## ORGANIZATIONAL GOAL PERSPECTIVE

In Lean, an organizational goal is a quantifiable value that helps identify what success looks like. In achieving this objective, teams and individuals reduce waste and ensure alignment.

Agile enterprises implement collaborative effort to improve performance by systematically removing waste and reducing variation. This is achieved by continuous improvement.

## PROCESS GOAL PERSPECTIVE



## INDIVIDUAL GOAL PERSPECTIVE

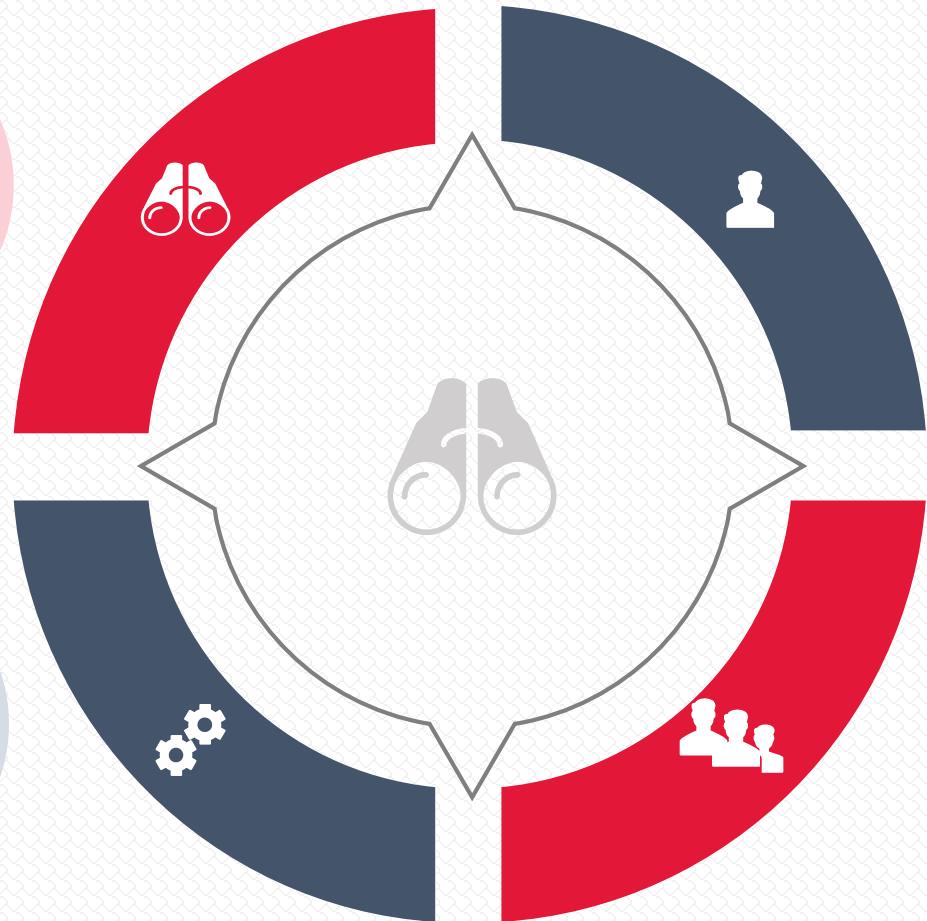
Well-defined goals in an agile environment foster individuals' motivation, ability to learn and grow, and impact their sense of meaningfulness by establishing ownership and accountability.

Agile team structure enables teams' collaboration and their ability to innovate and cross-pollinate. Well-balanced team structure empowers self-organizing teams.

## TEAM GOAL PERSPECTIVE

# OKR GAMES

MOTIVATION



The  
Wheelbarrow

# THE WHEELBARROW GAME



- 1** What do you think about this wheelbarrow?
- 2** What category do you think saw value in this model of a wheelbarrow?
- 3** What is lean about this type of thinking?
- 4** What are the techniques used to promote value-based innovative thinking?

# Use Edward de Bono's **SIX THINKING HATS** FOR OKR SETTING



Use parallel thinking to see your goals from a different perspective



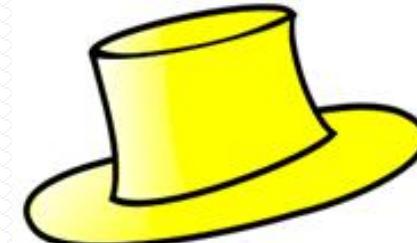
Use parallel thinking to eliminate waste



Use parallel thinking to see clear value



Use parallel thinking to reduce variability



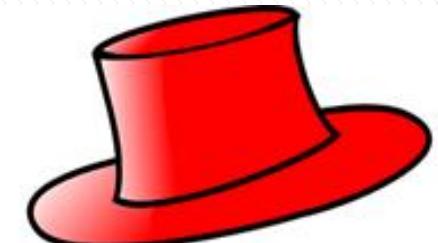
The Yellow Hat symbolizes brightness and optimism



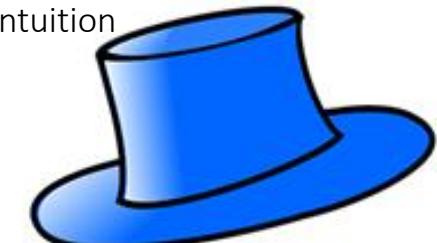
The Green Hat focuses on creativity



The Black Hat is judgment; where things may go wrong



The Red Hat signifies feelings and intuition



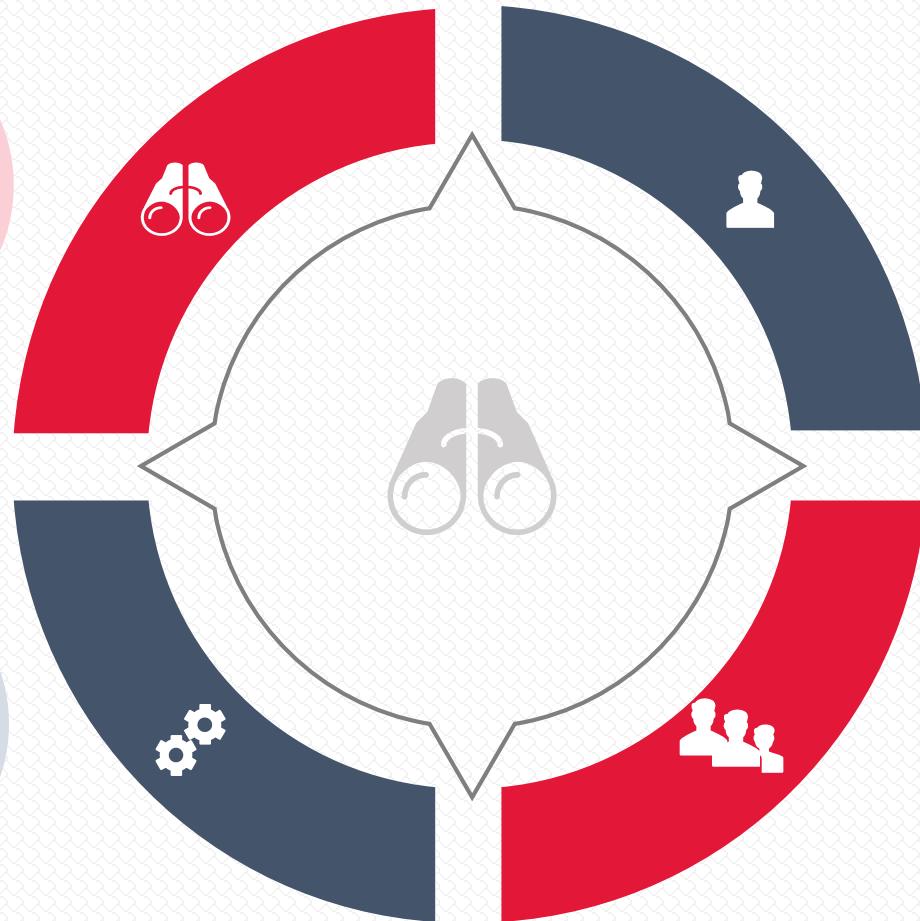
The Blue Hat is used to manage the thinking process



The White Hat calls for information known or needed

# OKR GAMES

## OKR ANTI-PATTERNS



The  
Wheelbarrow

5S Games

# Lean Six Sigma: 5S Approach to Avoiding Goal-Setting Anti-Patterns



- 1 Sort
- 2 Straighten
- 3 Shine
- 4 Standardize
- 5 Sustain

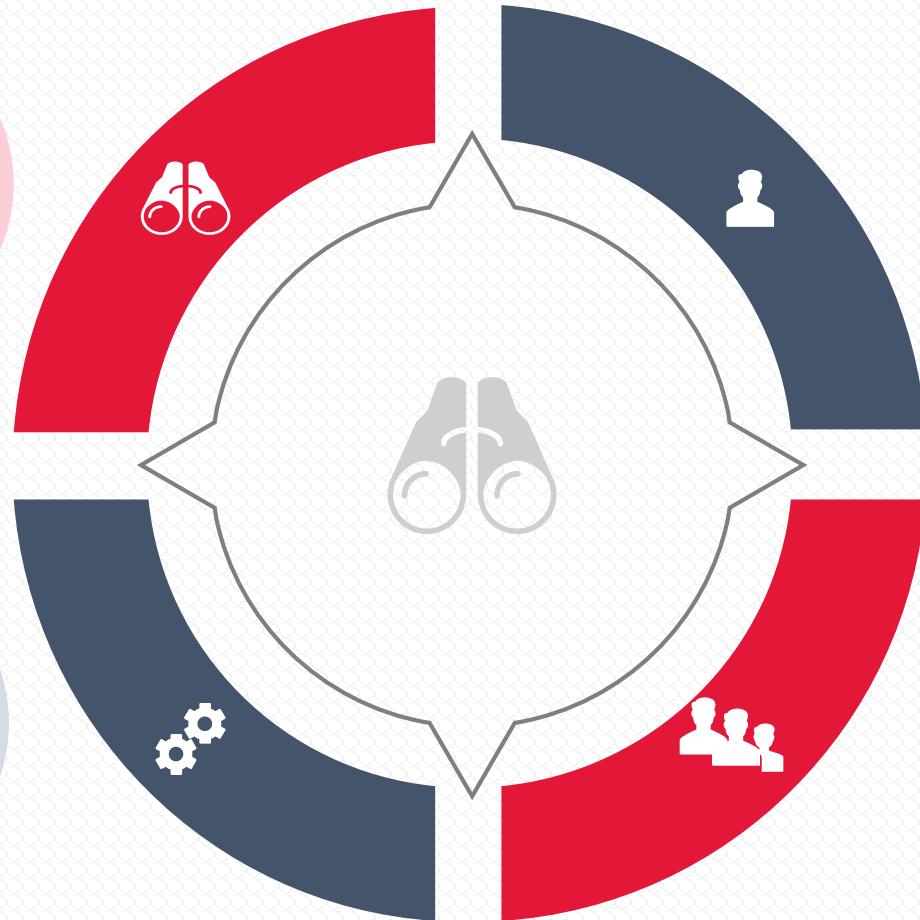
# OKR GAMES

CONTINUOUS IMPROVEMENT

Bust the Mold

5S Games

The  
Wheelbarrow



# Boost Goal-Setting with **BUST THE MOLD**

- 1 Imagine an opposite idea
- 2 Create an opposite process
- 3 Set up goals based on re-imagined success criteria. Establish criteria for self-grading within an aspirational grading scale
- 4 Present your objectives and key results



# OKR GAMES

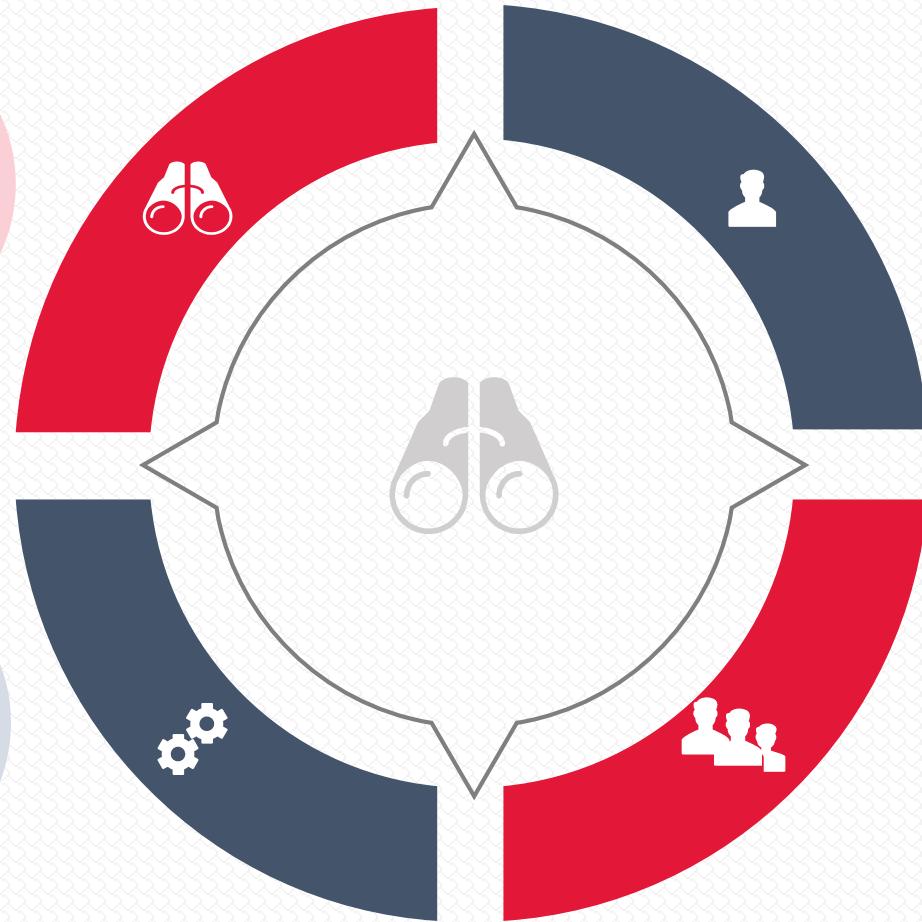
ENTERPRISE

Scale your OKRs

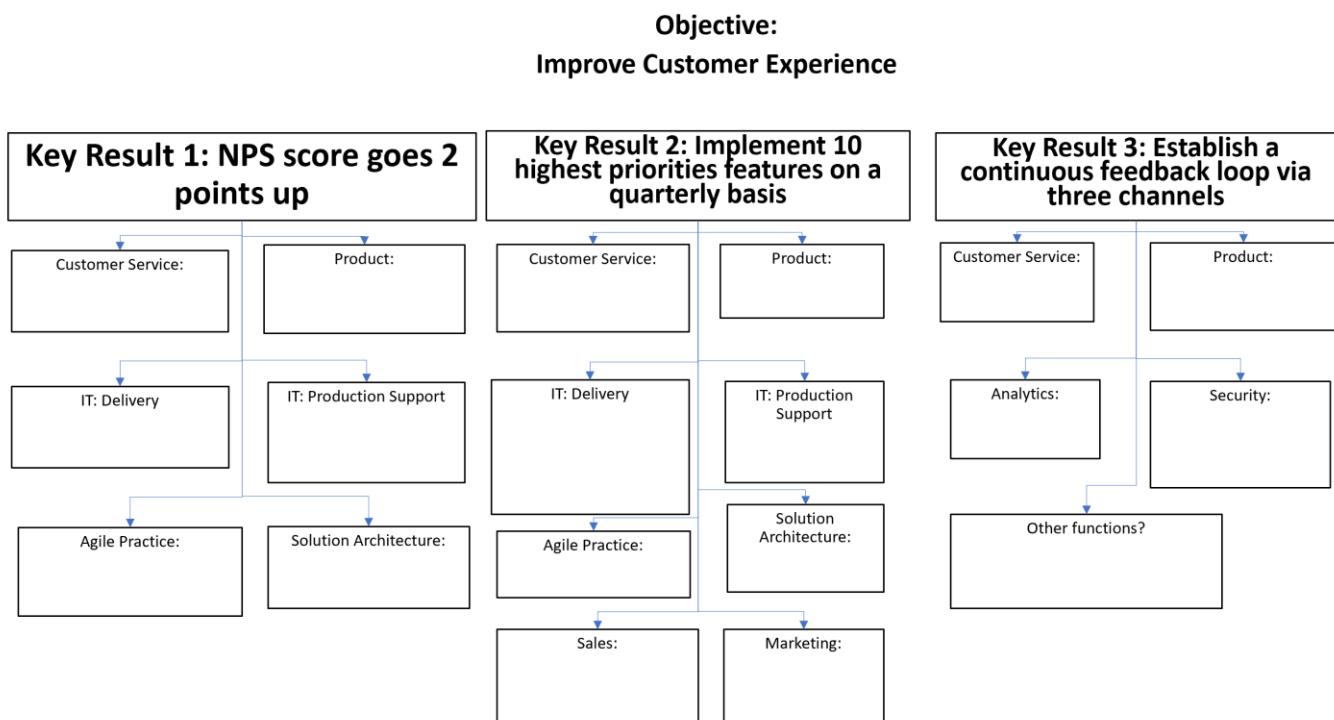
Bust the Mold

The  
Wheelbarrow

5S Games



# OKR SIMULATION



- 1** First, play “Let’s Open a Restaurant” define roles and align goals.
- 2** Select an alignment opportunity based on the value proposition.
- 3** Based on the role you got, align on organizational objectives and define measurable key results for each group.
- 4** Then, repeat using enterprise-level objective simulation presented in the template and repeat it for your enterprise and apply to your work environment.

# Sample Objective: Improve Application Quality, Stability and Reliability

## Key Result 1: Reduce number of production defects by 50%

QM: Reduce the number of missed defects to no more than 1 per 3 releases

Release Mgmt: Guide the process via reviews, reporting, and strategy definition

Dev: Ensure 100% knowledge transfer and SME on core systems

Chief of Staff: Establish Production Support Team & define the process

Agile Practice: Ensure that 20% + of sprint capacity is allocated to defect fixing

Architecture: 100% architecture reviews completed within a sprint

## Key Result 2: Improve quality of delivery within a sprint

Dev: Ensure 100% compliance with code quality standards

Dev: Establish 100% coverage for peer reviews

Release Mgmt: Ensure that no stories with bugs open against them are deployed into production (exception: risk accepted stories)

QM: 100% regression automation; 80% test automation

DevOps: Environment setup allows for integration testing

DevOps: Logging and Monitoring established with clear highly automated processes

QM&Dev: Pilot TDD practices for 2+ teams

QM: 100% regression automation; 80% test automation

## Key Result 3: Increase System Stability and Reliability by 30%

Data: 99% data stability

Architecture: Proactive architecture definition and communication bi-weekly

Data: 99.9% data accuracy

Security: Secure solutions defined, established and monthly communicated

Agile Practice: ensure that each backlog is balanced between functional user stories and non-functional technical tasks

# OKR GAMES



*"The greater danger for most of us lies not in setting our aim too high and falling short; but in setting our aim too low, and achieving our mark."*

*- Michelangelo*

Bring OKRs home!



# THANK YOU

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