

Simplify and Clarify Our Business

In-Session Content



What is OKRA?

O = Objectives

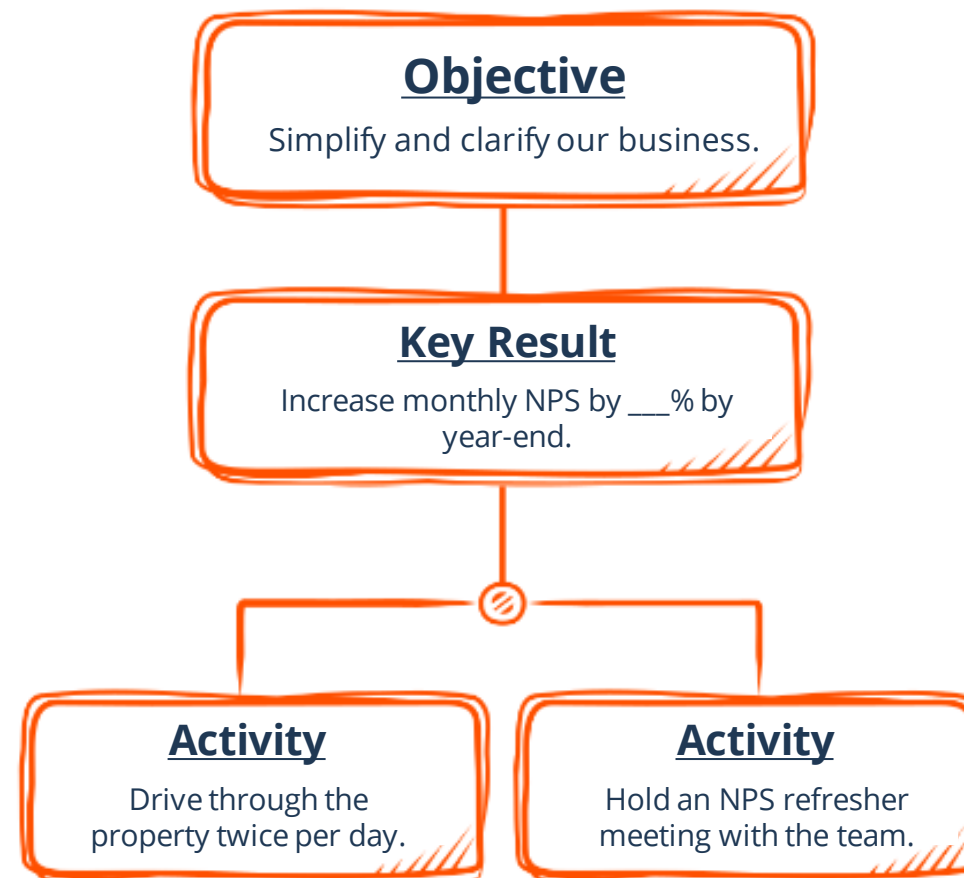
Objectives define Sun's most important priorities.

KR = Key Results

Key Results show how Sun will achieve our company objectives.

A = Activities

Activities are tasks and projects that help accomplish key results.



Key Results 1:1 Agenda

Agenda Item	Questions to Ask or Answer
Start with the big picture.	<ul style="list-style-type: none">• What is the company objective?• How does your property contribute to achieving that objective?• What questions can I answer for you?
Choose the key results.	<ul style="list-style-type: none">• How does your role contribute to our property?• How do you think it connects to this company objective?• What can you achieve this year to help Sun accomplish this company objective?
Agree the activities.	<ul style="list-style-type: none">• What are the main action steps necessary to achieve this key result?
Offer support.	<ul style="list-style-type: none">• What three things can I can do to support you in achieving your key result?

OKRA PERFORMANCE GOALS

Research shows that people who document and commit to specific goals perform better than those who don't. Sun sets team members up for success by following the **O**bjectives, **K**ey **R**esults, and **A**ctivities (OKRA) framework to set and achieve performance goals.

Objective

Broad, inspirational goals that define priorities and set a clear direction.

Key Result

Specific, measurable outcomes that show how you will achieve your objectives.

Activities

Activities support the objectives and key results. They are tasks and projects that contribute to achieving the key results, aka, the day-to-day 'work' team members do in their roles.



Be sure to look for more information about setting OKRA Performance Goals in Connect!

