WorkOnIT

KPI/OKR – Support – Track – Evaluate

KPI/OKR – Support – Track – Evaluate

We all need systems and processes. Without them we are lost. But when those systems become our prisons, then we have to think how we can do it better!

Many organizations have programs and processes for defining KPIs or OKRs with employees. However, what often happens is that after people have defined their goals and objectives, they get put away until their next performance review. It is also often the case that people struggle to get the support they need to push their performance to the next level. There is a correlation between setting objectives and helping people work towards them, and business success. WorkOnIT can help your organization to do KPIs/OKRs better.

WorkOnIT's mobile learning and goal tracking platform helps people to define specific, measurable, and time bound goals with action points that divide KPIs/OKRs into steps that help people work smarter on their goals. At the same time WorkOnIT supports people with learning content, both snack bite and social learning. This helps people to understand better how to get started in working on their goals while allowing them to share and exchange knowledge and experiences.

How It Works – Defining Goals

WorkOnIT helps people to create specific goals that support their KPIs/OKRs. The backend system supports pre-made goals that can be defined for the organization as a whole, for specific target groups, or for individuals. By predefining goals from the organizational view point it is possible to better push strategic initiatives that support your long term business goals. For your people, you help them to focus on the goals that are important to the success of the business as a whole.

You do not have to limit WorkOnIT to only pre-defined organizational goals. The system also supports the ability for individuals to support more specific and individual targets by letting them define their own goals. Letting individuals define specific targets that they, their bosses, coaches and other stakeholders, have determined will drive their development and better performance (see what the research tells us).

Taking it One Step Further

What is often forgotten is that defining the goals is only half the work, the other half is executing on those goals on a day-top-day basis. This is where WorkOnIT comes in. Once the top level goals have been defined, it is then possible to break those down into specific action steps that can be tracked and followed – helping people to better follow through with their KPIs/OKRs.

Within WorkOnIT you can break each individual goal down into as many specific actions as are needed to help in realizing that goal. This assists people in looking deeper at their goals to determine specific actions needed to complete each goal. Those actions can be supported from an individual's coach, mentor, or boss (or any combination) with WorkOnIT's follow feature. Followers are informed of the creation of the action step, are given updates as to the progress though comments, and are informed when the action has been completed. The system goes one step further by informing if an action was completed on time, late or early and by how many days. This helps people to stay better on track with their goals and pushes execution to a higher level.

Support in Real-time

One of the problems in goal setting is the lack of day-to-day support to assist people in achieving more. Training programs, workshops, eLearning all assist in carrying out goals, but those seldom do

enough—especially when people struggle to make real progress. WorkOnIT's follows brings social learning into the picture. When people connect their goals with people that can support them (coaches, mentors, bosses, peers) they open a door to a social learning network that can assist them when they need it most.

Follows allows users to place comments in their goals that are then instantly pushed out to a follower's mobile device. A comment can be a question or a request for advice. WorkOnIT contextualizes that information by associating it with a specific goal, which in turn makes it easy for followers to comment and provide assistance – it is literally just two taps of their mobile device. It then becomes much more realistic to provide time-sensitive help, even if a person is a follower of many persons with many goals.

WorkOnIT's mobile content system makes it easy for anyone in your organization to upload and share knowledge, experiences and content (test, documents, video, audio) that can provide time-sensitive help and make it available instantly on mobile. No special skills needed to mobilize information—edit from your computer using MSWord or from the mobile phone using the built in editor.

Real-time Tracking is Key to Execution

Tracking of progress towards KPIs/OKRs is vital to pushing better organizational performance. WorkOnIT provides a system that assists in tracking progress, allowing organizations to drill all the way down to an individual level to determine progress.

From WorkOnIT's backend it is possible for organizations to get full reports on goal progress. Download the data into excel and run pivot-table analyses on the data to get an overview of your organizational progress, spot trends in developmental needs, and identify problems and areas where additional learning interventions are needed.

Contact us today to arrange a demo and discuss how WorkOnIT can help your organization leverage mobile learning to drive better performance. info@coachbyapp.com