6 Games to Energize your OKR Sessions

Make your OKR sessions productive, successful, and fun

DETECON
CONSULTING

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BACKGROUND

Maintaining team engagement in OKR sessions can sometimes be a challenge, especially in virtual environments. This is not solely limited to OKR sessions, but team meetings, strategy sessions and other collaboration mediums can also bear the brunt of team disengagement. That is why we have compiled a list of alternative, edgy and fun engagement and strategy tools and frameworks that you can test out with your teams, **even virtually**.

6 Thinking Hats	Urgency/Importance Matrix
Big Rock Prioritization	2, 4, 8 Consensus
Fist to 5	Color Wheel

6 THINKING HATS

Each hat represents a different way of looking at your OKRs. This should be used for evaluating OKR alternatives.

HOW IT WORKS

White Hat: Concentrate on the facts

Red Hat: Emotional input of the discussion e.g. customer emotions

Blue Hat: Worn by the facilitator(s). They are neutral as they concentrate on process, warranting input from other hats to add value and make sure each OKR is scrutinized from all perspectives.

Green Hat: Think creatively with no judgement or limitations by the team e.g. wild and wacky ideas

Yellow Hat: Think optimistically. Look at the value in each alternative. What benefits does it bring?

Black Hat: Evaluate OKRs logically. Look for reasons to be cautious
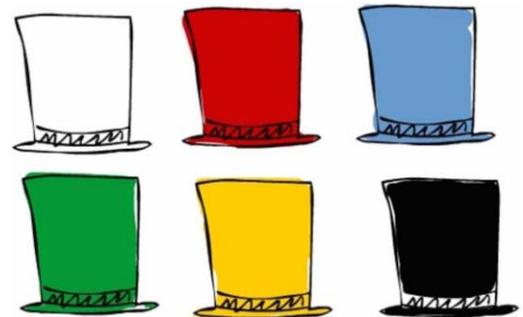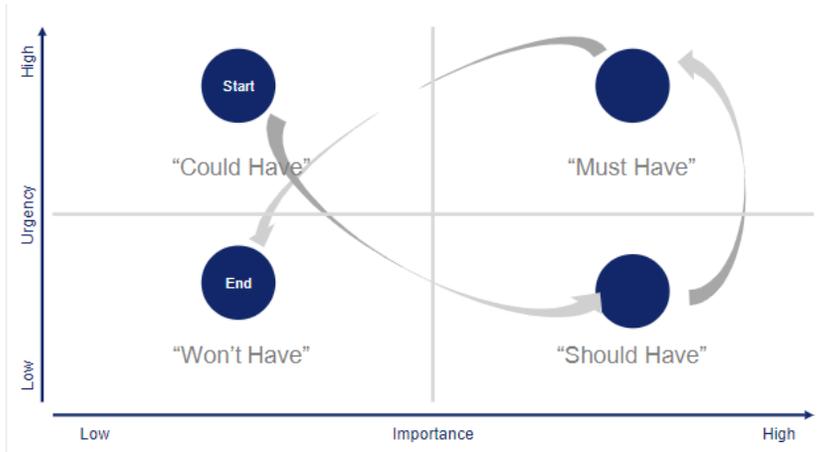
URGENCY/IMPORTANCE MATRIX AND MOSCOW FRAMEWORK

Articulate key strategic objectives and assign to the matrix. This should be used for prioritizing and generating alignment on your key strategic priorities.

HOW IT WORKS

Asses each OKR by the MoSCoW framework

- **Must Have**
- **Should Have**
- **Could Have**
- **Would like but won't get**

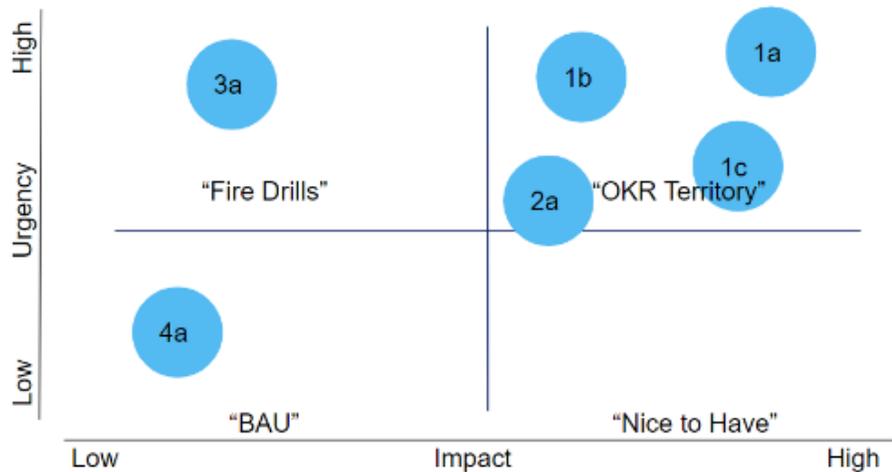Flow through the matrix to prioritize your big rocks.

BIG ROCK PRIORITIZATION

Like the Urgency/Importance matrix and MoSCoW framework, this tool allows the group to rank strategic priorities according to their Urgency and Impact. This should be used for prioritizing and generating alignment on OKRs.

HOW IT WORKS

OKR Territory: Priorities that should definitely be iterated into OKRs

Fire Drills: Priorities that need to get done right now but won't have a large impact

Nice to Have: Priorities that would have a great impact if they were focused on, but are not time sensitive

BAU: Business as Usual priorities that are neither urgent nor significant but should be focused on.

2, 4, 8 CONSENSUS

Gain clarity as the group iterates on top priorities in a collaborative format. This should be used to gain team consensus on big rocks.

HOW IT WORKS

1) Start in pairs. Each pair discusses the list of options and is asked to agree on their top 3 priorities
2) Each pair then comes together with another pair to form a group of 4. The 2 pairs compare their lists of top 3 priorities and agree on a joint top 3.
3) Each group of 4 comes together with another to form a group of 8. Again, each group takes its 2 lists of priorities and reduces it to an agreed top 3.
4) Repeat until the whole group has come back together. Hopefully 3 clear priorities have emerged. In the worst-case scenario, the group has 6 top priorities and may need to reduce it further through facilitated discussions by a neutral third party or using another prioritization tool.

Virtual Option: Breakout rooms or separate group calls.

FIST TO 5

Gauge team agreement by 'show of fingers'. This should be used to gain team consensus on big rocks.

HOW IT WORKS

Like 'Show of Hands', group members put up:

- **5 fingers** for strong support and a willingness to lead the OKR
- **4 fingers** for strong support, and a willingness to work on the OKR
- **3 fingers** for minimal support, but a willingness to contribute to the OKR
- **2 fingers** for neutrality
- **1 finger** for no support
- **Fist** for no support and active opposition to the OKR

COLOR WHEEL

After prioritizing your big rocks, this should be used for key results development and validation.

HOW IT WORKS

Start with the first objective, and work through the color wheel (right) to define, ideate and confirm the key results used to measure the objective.

4. Prioritize

Select the ones that are leading indicators of progress

5. Influence

Confirm that you are able to influence or own these Key Results

6. Lock in

Confirm with the team that these are good to lock and load

1. Review Key Info

Review the Objective and its intent

2. Start working

Determine different measurement approaches

3. Multiple variations

Devise different Key Results for the Objective

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Philipp leads Detecon's global OKR practice with more than 20 experienced OKR consultants in America, Asia, and Europe. As an expert in strategy execution, he and his team help leaders around the globe to fulfill their vision, align their organization around their strategic priorities and enable team members in every level of the organization to make entrepreneurial, autonomous decisions. Originally from Germany, he moved to San Francisco in 2014. He holds a M Sc. from Humboldt University Berlin and a Diploma in Economics from University of Kassel.

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ABOUT DETECON

Detecon USA provides innovation, growth and digital technology advise to a range of clients from startups to global enterprises. Our core expertise includes growth advisory based on OKRs, innovation empowerment and connectivity services. We assist our clients to harness the latest technologies, agile frameworks and business models to drive step change performance improvements. Detecon Inc. is part of the Detecon Group.

The **Detecon Group** is a 1,100 person strong innovation-consulting powerhouse of Deutsche Telekom and T-Mobile and pioneer in digital strategy advisory. Detecon supports companies from all domains to adapt their business models and operational processes to the competitive conditions and customer requirements of the digitalized, globalized economy with state-of-the-art communication and information technology.

OKR ADVISORY

Detecon initially adopted OKRs as a way to drive better project outcomes in the innovation initiatives that Telekom and T-Mobile undertakes. Detecon also understood that to drive OKR success, we needed to select an OKR software platform.

From this experience, Detecon was approached by several of its existing external clients, which required OKR advice for their innovation initiatives, and Detecon founded its own OKRs practice, specifically dedicated to clients seeking to grow and transform their businesses.

We have now estbalished Detecon's OKR Advisory Offerings in all of Detecon's global offices, where dedicated Detecon's Certified OKR Consultants regularly advise on OKR initiatives.

Our strength is particularly strong in rolling out OKR initiatives in global enterprises where they require global co-ordination of the rollout. However, we are able to develop solutions tailored for all organizations.