



Head of HR

Goals

As measured by

Hire 10 new employees by the end of March

1. Develop an annual hiring plan by end of February
2. Onboard 2 recruiting agencies for Engineering and Sales hiring by February 15th
3. Launch new careers page with employee content to improve hiring brand by end of March
4. Restructure employee referral program to generate 10% more referrals

Develop plan to increase annual employee retention to 85% by February 20

1. Send employee engagement survey by January 15
2. Create strategy for increasing annual employee engagement to 80% by January 28
3. Create an employee recognition and rewards program by February 5
4. Update employee compensation, benefits, and perks to ensure they're competitive with the market by February 20

Launch a new employee development program by end of March

1. Document career path matrix for employees at all levels by end of January
2. Start a new leadership development program by end of February
3. Launch a new employee learning management system by February 15

Betterworks Can Help Your Business Create a Goals Process That Drives Results

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Adopting OKRs for goal creation ensures employees in every department and function are aligned and working toward the organization's top priorities.

Every organization is unique and there is no one-size-fits-all approach to Continuous Performance Management. You want to understand all the learnings and best

practices, and then use them to craft the unique program that best fits your organization's culture and business needs.

If you're ready to learn more about OKRs within Continuous Performance Management, [see *Betterworks in action* and get your free copy of *John Doerr's Measure What Matters*.](#)



HR Manager

Goals

As measured by

Update employee compensation, benefits, and perks to ensure they're competitive with the market by February 20

1. Meet with all managers to gather benefits and perks requests by January 15
2. Create analysis of compensation, benefits, and perks of competitors by January 25
3. Make adjustments to compensation policy by February 10
4. Launch new employee recognition and rewards tool by February 20

Launch a new employee engagement program by end of March

1. Send employee engagement survey by January 15
2. Present a strategy for increasing employee engagement by February 20
3. Execute quarterly employee event by end of March

Document career path matrix for employees at all levels by end of January

1. Meet with all 50 managers to ensure each employee has a career path program by January 10
2. Develop new program for high-performing employees by January 15
3. Create a standard performance improvement program for every department by January 20

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HR Business Partner

Goals

As measured by

Complete talent assessment of entire Marketing department by end of March

1. Meet with all employees in the department by January 25
2. Create report on areas for improvement by February 15
3. Present talent assessment by February 20

Develop succession planning program by end of March

1. Identify all high performers by January 25
2. Create plans to retain each high performer by February 20
3. Develop on-boarding program for new managers by February 20

Oversee performance management process for Q1

1. Ensure all managers conduct and document 10 check-ins with their employees in Q1
2. Ensure all managers conduct and document 3 performance conversations with their employees in Q1
3. Establish expectations and objectives for each employee with their manager by February 20
4. Identify low performers and work with their managers to create performance improvement plans for each employee by February 15

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