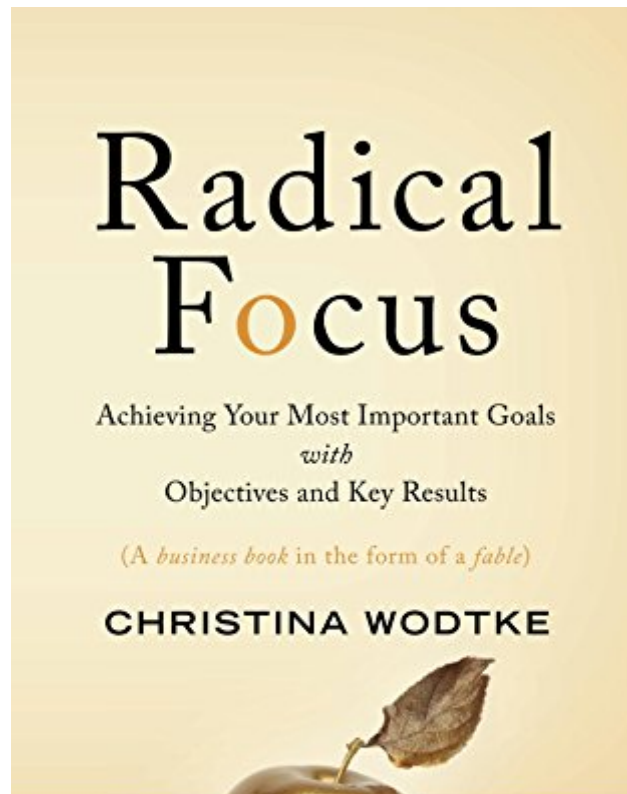


The book was found

Radical Focus: Achieving Your Most Important Goals With Objectives And Key Results



Synopsis

How do you inspire a diverse team to work together, going all out in pursuit of a single, challenging goal? How do you get your team to commit to bold goals? How do you stay motivated despite setbacks and disappointments? And what do you do when it looks like you're headed for failure? In *Radical Focus*, Christina Wodtke combines her hard earned experience as an executive at Zynga, LinkedIn and many of Silicon Valley's hottest companies to answer those questions. It's not about to-do lists and accountability charts. It's about creating a framework for regular check-ins, key results, and most of all, the beauty of a good fail – and how to take a temporary disaster and turn it into a future success. In this book, Wodtke takes you through the fictional case study of Hanna and Jack, who are struggling to survive in their own startup. They fight shiny object syndrome, losing focus, and dealing with communication issues. After hard lessons, they learn the practical steps they need to do what must be done. The second half of the book demonstrates how to use Objectives and Key Results (OKRs) to help teams realize big goals in a methodical way, leaving nothing to chance. Laid out in a practical but compelling way, she makes the lessons of Hanna and Jack's story clear and actionable. Ready to move your team in the right direction? Read this, and learn the system of creating your focus – and finding success.

Book Information

File Size: 2100 KB

Print Length: 154 pages

Publication Date: February 7, 2016

Sold by: Digital Services LLC

Language: English

ASIN: B01BFKJA0Y

Text-to-Speech: Enabled

X-Ray: Not Enabled

Word Wise: Enabled

Lending: Not Enabled

Enhanced Typesetting: Enabled

Best Sellers Rank: #36,166 Paid in Kindle Store (See Top 100 Paid in Kindle Store) #5 in Kindle Store > Kindle eBooks > Business & Money > Management & Leadership > Management Science #33 in Books > Business & Money > Management & Leadership > Management Science #5548 in Kindle Store > Kindle eBooks > Nonfiction

Customer Reviews

This book seems to do a decent job at explaining the basics of OKRs. However, I've worked at several companies that used OKRs, and there was always tension around the OKR process and a lot of disagreement over what it should or should not do. Specifically:- KR's are supposed to be quantitative (e.g. "reach 20% conversion" or "8,000 users"), not qualitative ("have a working prototype"). Yet so much of what we do in software is build new things whose impact can't be measured independently. You want to get a prototype of speech recognition software working in order for other teams to build and test out potential customer-facing features later on, or you need to refactor your server architecture because it's increasingly slowing down feature releases (but you can't measure it, because different features aren't comparable). Is it OK to have KR's that are qualitative -- "deliver a new backend logging system"? It's certainly not the spirit of KR's, but so often is just seems unavoidable.- In the same vein, how do you deal with work that simply won't show any real results within a quarter? Plenty of projects take five or nine or thirteen months to complete before showing any results at all -- for example, each part of the system takes 7 months to build, and none of them mean anything until they're all put together. (E.g., your customer base is growing incredibly rapidly, and you need to re-architect the entire backend to be able to scale to the number of users you expect to have a year from now.) What do you write as your quarterly KR -- "have about a third of the new backend built"? That doesn't seem like it's the spirit of OKR's.

[Download to continue reading...](#)

Radical Focus: Achieving Your Most Important Goals with Objectives and Key Results Goal Setting: Reach Goals Fast: The Ultimate Guide To Goal Setting - The Most Effective Way To Reach Goals Fast (Goal Setting, Motivation, Action Plan, ... Goals, Success, Self-Discipline, Organized) Automate Your Routines Guarantee Your Results: The hilariously delivered five-step formula that shows how to automate your routines to permanently ... and focus on what is most important to you The 4 Disciplines of Execution: Achieving Your Wildly Important Goals Writing Measurable IEP Goals and Objectives Find What You Were Born For: Design Goals That Bring Purpose To Your Life - How To Shape Your Future, Craft Goals To Your Calling And Create Lasting Change (Book 2) Nora Roberts Key Trilogy CD Collection: Key of Light, Key of Knowledge, Key of Valor Act Now! A Daily Action Log for Achieving Your Goals in 90 Days Do It Anyway!: The Single Mom's Guide to Living Life and Achieving Her Goals The Social Profit Handbook: The Essential Guide to Setting Goals, Assessing Outcomes, and Achieving Success for Mission-Driven Organizations The Keeper: A Life of Saving Goals and Achieving Them Goals: Setting And Achieving Them On Schedule My

Irish Dance Journal: Keeping track of my Irish Dance practice, goals, results, aspirations and lots of other stuff
2600 Phrases for Setting Effective Performance Goals: Ready-to-Use Phrases That Really Get Results
Achieving TABE Success In Language, Level E Workbook (Achieving TABE Success for TABE 9 & 10)
How to Manage Multiple Projects, Meet Deadlines & Achieve Objectives
Conoce a Pablo Neruda / Get to Know Pablo Neruda (Personajes Del Mundo Hispanico / Important Figures of the Hispanic World) (Spanish Edition) ... / Important Figures of the Hispanic World)
Focus: Achieving Your Highest Priorities
Reengineering Human Resources: Achieving Radical Increases in Service Quality--with 50% to 90% Cost and Head Count Reductions
Sales & Operations Planning
RESULTS: Find, Measure, and Manage Results Throughout Your Supply Chain

[Dmca](#)