

OKR review

All records

OBJECTIVES THIS CYCLE
3
2026-Q3 · 9 key results

KEY RESULTS ACTIVE
8
1 done or dropped across all cycles

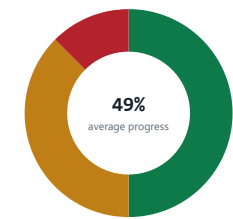
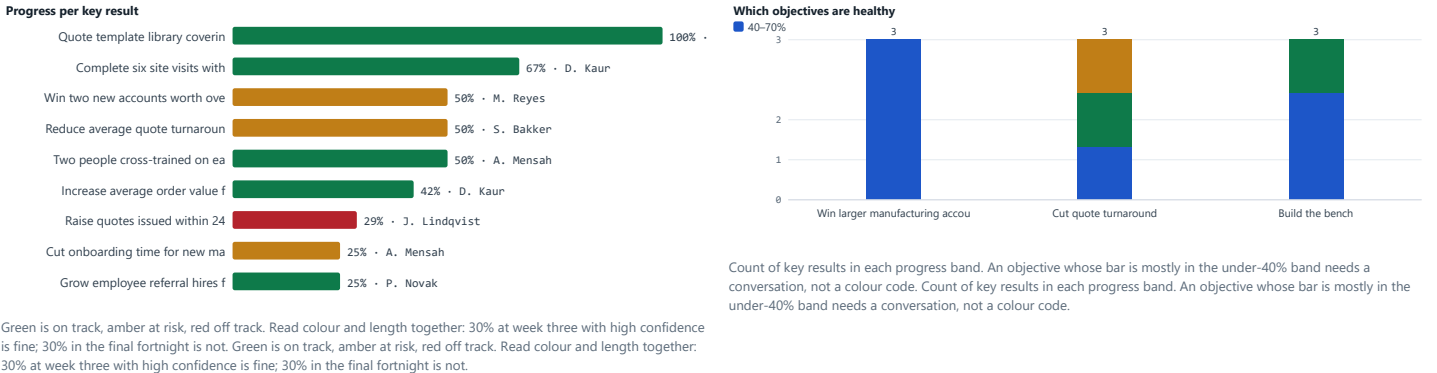
AVERAGE PROGRESS
49%
committed 56% · stretch 35% — 70% on stretch is success

AT RISK OR OFF TRACK
4
1 off track · 3 at risk

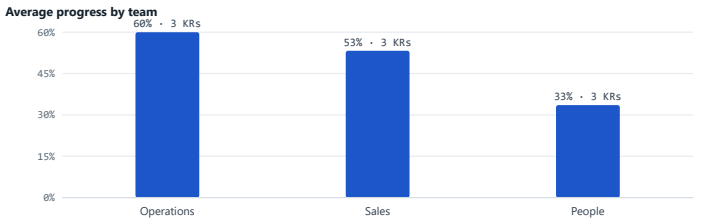
STALE CHECK-INS
1
no update in 21+ days

DONE THIS CYCLE
1
of 9 key results in 2026-Q3

9 of 9 record(s) included. All records. Amounts in USD.



Confidence is the leading indicator; progress is the lagging one. A plan that is all green at 20% progress deserves as much scepticism as one that is all red. Confidence is the leading indicator; progress is the lagging one. A plan that is all green at 20% progress deserves as much scepticism as one that is all red.



Team averages hide as much as they show — one done milestone can carry three stalled metrics. Use this to decide where to look, not to rank people. Team averages hide as much as they show — one done milestone can carry three stalled metrics. Use this to decide where to look, not to rank people.

The OKR board

OBJECTIVE	KEY RESULT	TYPE	OWNER	START → CURRENT → TARGET	PROGRESS	CONFIDENCE	PLAN
Build the bench	Cut onboarding time for new machinists from 8 weeks to 4	Metric	A. Mensah	8 → 7 → 4	25%	At risk	Committed
	Grow employee referral hires from 1 to 5 in the cycle	Metric	P. Novak	1 → 2 → 5	25%	On track	Stretch
	Two people cross-trained on each of the four critical skills	Metric	A. Mensah	0 → 1 → 2	50%	On track	Committed
Cut quote turnaround	Quote template library covering the top ten product configurations (done)	Milestone	S. Bakker	Milestone — done	100%	On track	Committed
	Raise quotes issued within 24 hours from 15% to 60%	Metric	J. Lindqvist	15 → 28 → 60	29%	Off track	Stretch
	Reduce average quote turnaround from 6 working days to 2	Metric	S. Bakker	6 → 4 → 2	50%	At risk	Committed
Win larger manufacturing accounts	Complete six site visits with plant managers at target accounts	Metric	D. Kaur	0 → 4 → 6	67%	On track	Committed
	Increase average order value from 8,200 to 12,000	Metric	D. Kaur	8,200 → 9,800 → 12,000	42%	On track	Committed
	Win two new accounts worth over 50,000 each	Metric	M. Reyes	0 → 1 → 2	50%	At risk	Stretch

Needs attention

KEY RESULT	OWNER	FLAG	BLOCKER	LAST CHECK-IN	DAYS SINCE
Cut onboarding time for new machinists from 8 weeks to 4	A. Mensah	At risk · Stale	Training plan drafted but not yet signed off by the production manager...	2026-07-10	30
Raise quotes issued within 24 hours from 15% to 60%	J. Lindqvist	Off track	Blocked until the template library is adopted by every estimator — ado...	2026-07-28	12
Win two new accounts worth over 50,000 each	M. Reyes	At risk	Second prospect has gone quiet since the plant tour; their procurement...	2026-08-02	7
Reduce average quote turnaround from 6 working days to 2	S. Bakker	At risk	Engineering review is still the bottleneck — only two of five estimato...	2026-08-03	6

Key results register

CYCLE	OBJECTIVE	KEY RESULT	OWNER	TEAM	TYPE	START	TARGET	CURRENT	CONFIDENCE	PLAN	CHECK-IN	STATUS	PROGRESS %	STALE
2026-Q3	Win larger manufacturing accounts	Increase average order value from 8,200 to 12,000	D. Kaur	Sales	Metric	8,200.00	12,000.00	9,800.00	On track	Committed	2026-08-04	Active	42.1	–
2026-Q3	Win larger manufacturing accounts	Complete six site visits with plant managers at target accounts	D. Kaur	Sales	Metric	0.00	6.00	4.00	On track	Committed	2026-08-06	Active	66.7	–
2026-Q3	Win larger manufacturing accounts	Win two new accounts worth over 50,000 each	M. Reyes	Sales	Metric	0.00	2.00	1.00	At risk	Stretch	2026-08-02	Active	50.0	–
2026-Q3	Cut quote turnaround	Reduce average quote turnaround from 6 working days to 2	S. Bakker	Operations	Metric	6.00	2.00	4.00	At risk	Committed	2026-08-03	Active	50.0	–
2026-Q3	Cut quote turnaround	Quote template library covering the top ten product configurations	S. Bakker	Operations	Milestone	0.00	0.00	0.00	On track	Committed	2026-07-30	Done	100.0	–
2026-Q3	Cut quote turnaround	Raise quotes issued within 24 hours from 15% to 60%	J. Lindqvist	Operations	Metric	15.00	60.00	28.00	Off track	Stretch	2026-07-28	Active	28.9	–
2026-Q3	Build the bench	Two people cross-trained on each of the four critical skills	A. Mensah	People	Metric	0.00	2.00	1.00	On track	Committed	2026-08-01	Active	50.0	–
2026-Q3	Build the bench	Cut onboarding time for new machinists from 8 weeks to 4	A. Mensah	People	Metric	8.00	4.00	7.00	At risk	Committed	2026-07-10	Active	25.0	Stale
2026-Q3	Build the bench	Grow employee referral hires from 1 to 5 in the cycle	P. Novak	People	Metric	1.00	5.00	2.00	On track	Stretch	2026-08-05	Active	25.0	–

Notes

Sample plan — replace every objective and key result with your own before the first check-in.

This planner tracks what you wrote down. It cannot tell whether an objective matters, whether a key result measures an outcome or merely an activity, or whether the current value entered at a check-in is honest. Progress percentages are only as good as the start and target behind them. And one cultural warning the arithmetic cannot enforce: if stretch goals are scored and judged like commitments, people will learn to set targets they already know they can hit — the planner will fill with green, and it will mean nothing.