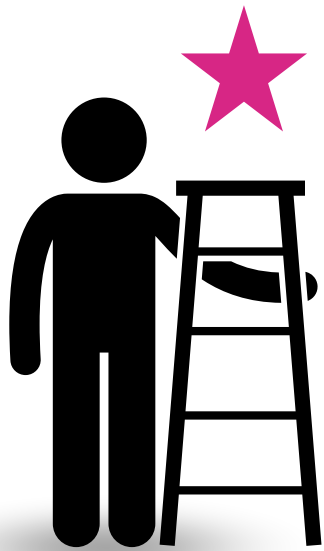


Experimentation/innovation

Personal Development OKR

A quarterly process that...

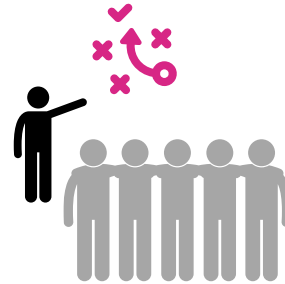


- ★ Motivates our people to focus on the right set of behaviours which will enable them to grow and become better consultants.
- ★ Supports our people to help them achieve their career goals.
- ★ Is fair, consistent and transparent.

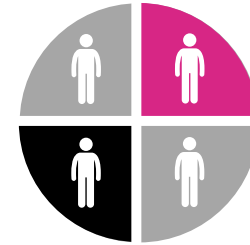
The Process



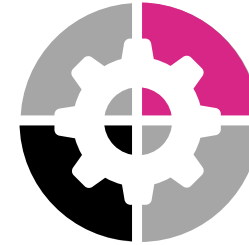
We established an OKR team who would work out how to solve this problem as side of desk work.



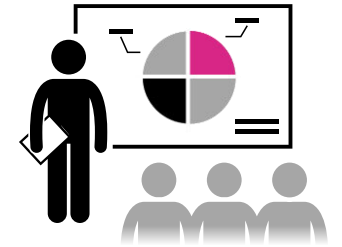
The OKR team defined an approach to experimentation, determining key hypotheses on what motivates people and how to structure an experiment which could empirically validate or reject these hypotheses.



The OKR team divided people across the organisation into 4 different pilot groups, and sent everyone a baseline measure of their views on the current personal development process following their Q1 review.



For Q2, people used the new personal development process as per their allotted pilot group. They will then be sent a follow up measure.



Data will be compared between Q1 and Q2, and across Q2 pilot groups, with results of this experiment shaping how we do personal development reviews at Clarasys going forward.