# Systems Leadership & OKRs

A proposal from the Strategic Planning Committee

# Agenda

What is Systems Leadership?

How & Why will it work for TVUUC?

What are OKRs & Why do I care?

OKRs & Viva Goals in action

Q&A / Call to Action

# What is Systems Leadership?

An approach to problem-solving and decision-making that is...

### HOLISTIC

Systems leaders look at the entire context of a problem, seeing the larger system instead of focusing on a single facet of a problem.

### COLLABORATIVE

- Systems leaders connect people with different knowledge and viewpoints.

### COMPREHENSIVE

Systems leaders develop strategies that are aligned with the church's overall goals.

### ADAPTABLE

Systems leaders can develop strategies that are flexible and responsive.

### COMPLEX

Systems leaders can help individuals to better understand the complexities of the systems in which they operate.

# How and Why will it work for TVUUC?

## HEALTHY CULTURE

▶ The Board can focus on Core Values, Vision, and Goal Setting.

## CORE PROGRAMS

▶ Program Leaders can align their missions with the Goals set by the Board.

## TRANSFORMATION

▶ The beloved community can experience a series of collective accomplishments that connect aspirations with actions.

# What are OKRS?

## Objectives &
## Key Results

"I will *<objective>* as measured by *<key result>*, using *<initiatives>*."

▶ **Objectives**

▶ what you want to achieve

▶ qualitative description

▶ **Key Results**

▶ the way to measure achievements

▶ trackable metrics

▶ **Initiatives & Projects**

▶ activities which will help achieve outcomes
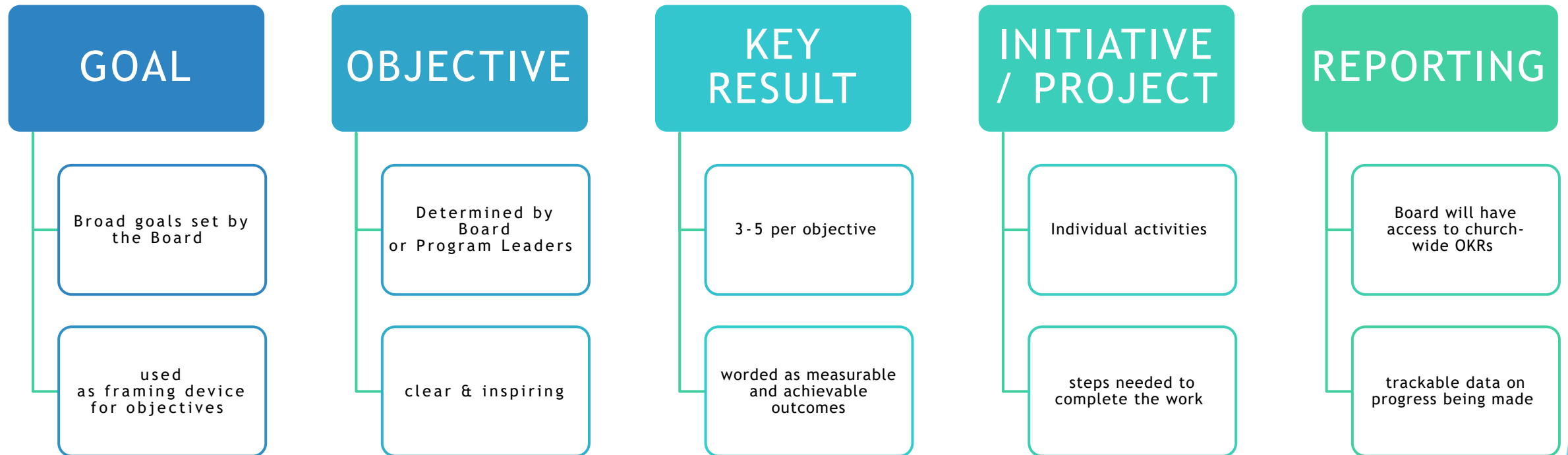
▶ the path to impact

# Why Do I Care?

## TIME & ENERGY

► OKRs can be used to focus a team and facilitate the conversations necessary to achieve the results we want.

► OKRs can allow everyone to stop persevering over the stuff that doesn't matter and get busy doing the stuff that does.

## WORKING TOGETHER

► We can do better when people work together, instead of being in silos.

► Each leader, group, and individual will have OKRs that flow toward the same goal, working together and connecting.

# OKR Framework in Viva Goals

(Viva Goals is simply a software that allows for digital tracking of OKRs. This Framework can be done using other methods before Viva is rolled out to the entire organization.)

| GOAL | OBJECTIVE | KEY RESULT | INITIATIVE / PROJECT | REPORTING |
|---|---|---|---|---|
| Broad goals set by the Board | Determined by Board or Program Leaders | 3-5 per objective | Individual activities | Board will have access to church-wide OKRs |
| used as framing device for objectives | clear & inspiring | worded as measurable and achievable outcomes | steps needed to complete the work | trackable data on progress being made |

# Viva Pricing

## Viva Suite – for staff

- $2.30 per month
- <u>X 8 staff members</u>
- = $18.40 per month

  - Chris Buice, Claudia Pressley, Michael Miller, Catherine Loya, Miriam Davis, John Montgomery, David Asbury, Mark Mohundro

## Viva Goals – for committees

- $1.50 per month
- <u>X 9 committees</u>
- = $13.50 per month

  - Board, Finance, Personnel, Stewardship, Strategic Planning, Leadership Development, Endowment, Program Council, Building and Grounds

# OKR Example

**GOAL**

- 4. Improve TVUUC's ability to focus to Connect Generations through Common Goals and Initiatives

**OBJECTIVE**

- Improved communication between Board / Church Leadership and RE Leadership Team

**KEY RESULTS**

- Include DRE in Board communications
- Ensure Board / Leadership are aware of all RE events and programs
- Include Youth representatives in all Board business

**INITIATIVES / PROJECTS**

- Add DRE to board@tvuuc.org email list
- Designate time for DRE report at each Board meeting
- Share with Board how to find RE news, events, and information already available to RE families
- Create communication guidelines between Board and Youth reps

# In Summary

Systems Leadership is a theory that works hand-in-hand with OKRs as a method of objective management. The Strategic Planning Committee has determined through much research that these two concepts will be the most beneficial for TVUUC Leadership.

The SPC recommends adoption of this leadership style as the best way to move towards change and progress. Taking a "big picture" focus will allow Church Leadership and the Board to initiate progress towards achieving our goals in an effective manner.

# MOTION

I move that the Board work with the Personnel Committee, the Leadership Development Committee, the Strategic Planning Committee, and Volunteer Teams to update bylaws, charter, and staff job description changes.

The goal of this work will be to better facilitate consistent accountability for accomplishing TVUUC's Mission and Board Goal Deployment, using Systems Thinking and Objectives & Key Results as tools in the path towards progress.