

Twiser Wokr

NEW-GEN PERFORMANCE MANAGEMENT SYSTEM WITH OKR METHODOLOGY

NTT DATA Business Solutions



Breaking Silos from Top to Bottom as an Agile Organization

KEEP AHEAD OF YOUR ORGANIZATIONAL GOALS

In digital age, employees are more goal and learning oriented. Companies that have siloed team objectives and targets can struggle with unity and consolidation of agile mind sets within the company culture.

The new generation of people-oriented performance management system of OKR, aligns employee and company goals and removes the obstacles on the way to reach the goal. The right goal setting strategy and performance analyzes bring measurable results. While the OKR methodology contributes to company integrity, it helps you increase employee engagement and create a culture of feedback throughout the organization.

Work Agile with Twiser OKR Solutions - Wokr

Encouraging employees with real-time feedbacks greatly contributes to the objectives and performance of the company. With the new-gen OKR (Objectives and Key Results) system of Wokr supported by artificial intelligence, employees can easily determine the areas of improvement and create the right goal-setting strategies. With Twiser's OKR solution, you can;

Empower the Teamwork

You can both receive and provide instant feedback anytime. Thanks to the team supporting structure of OKRs, you can track the progress of your teams' goals anytime.

All-in-One Structure with Wokr Modules

Wokr provides end-to-end performance management platform with numerous calibration system, analyzes and reports. You can access different calibration systems, determine your ultimate option, and utilize it. You can observe the pros and cons of each option, making the most suitable choice for your company objectives with end to end module structure.

With planned check-in meetings, you can boost the loyalty of managers and employees and promote a teamwork culture.

Increase Efficiency

While you focus on your daily works, Wokr provides the path for you to reach your goals. Allowing you to stay goal-oriented during the daily flow of your business processes, Wokr prevents you from getting lost in the details. At the end of performance assessment periods, you can track the increased efficiency with solid data.

Measure the Real Time Performance

Measurement is among the most significant criteria in performance management. With Wokr's OKR Solutions, you can regularly measure performance of your company, team, and each employee with OKR methodology. You can access performance reports anytime, anywhere, and store them on your computer.

Build Powerful Organization

Benefiting from Wokr, you can set common objectives and determine a road map with your employees. As you reach the company objectives together, your employees' reliance on their team and managers as well as their loyalty will increase.



OKR - Performance Management

It enables each employee to set their own goals in line with company strategies. The measurement of all projects carried out collectively is managed with an agile organizational ability.

A free working environment is provided where employees can reveal their talents.



Check-In

Provides monitoring of employee responses, manager comments, meetings, meeting notes, and performance evaluation end-of-period process throughout the entire performance management process.



Communication and Feedback

Communication is supported for success/failure not only in the entire company. It is ensured that the feedback culture is established throughout the company.

In 5 question, we can describe and identify the OKR methodology for you;

1) What is OKR?

Objectives (O) is a short, inspiring, and exciting term that describes the goals to be achieved. Key Results (KR) are accurately stated criteria that symbolize to what extent the goal has been achieved and enrich them by revealing their various aspects.

2) What are the features of a good OKR?

OKR (Objectives and Key Results) is a framework created to define and monitor goals and their results.

- Simple: Identify 3 to 5 priorities and focus on them.
- Agile: Identify monthly or quarterly cycles.
- Transparent: Create a collective community where all employees can see each other's goals.
- Challenging: Set challenging goals that drive employees towards innovation.
- Top-Down & Bottom-Up: Refrain from adopting a top-down approach only.

3) What should be the number and duration of OKRs?

3 to 5 short, easily remembered, and inspiring Objectives that represent the priorities of the position should be set, along with a maximum of 4 Key Results that can be clearly understood by everyone.

OKRs can be set for annual, semi-annual, quarterly, monthly, and various periods. For annual OKRs, Key Results for different periods can be determined.

4) Should OKR impact salaries and premiums?

Rather than measuring past performances, setting points, and making OKRs directly connected to mechanisms such as salaries and premiums, OKRs are aimed at continuously and accurately reflecting the future, priorities, and overall vision.

Therefore, they should not be directly related to pays or premiums to avoid mechanizing people. When employees become mechanized, they tend to adopt unchallenging OKRs that can be easily achieved and will not enable real improvement.

5) What are the different types of OKR?

Collective OKR is a type of OKR that is adopted commonly by all the members of a project team that includes different functions, units, and departments.

Agile OKR is a type of OKR that adopts a terminology shaped on the basis of an agile system and, is similarly adopted commonly by all the members of a project team that includes different functions, units, and departments. In addition, employees can adopt individual OKRs, as well as OKRs focused on teams and self-improvement.



"OKR (Objectives and Key Results) is a robust performance management system proven to be successful. It makes the process of adapting to worldwide trends easier for corporations and it also makes it possible for them to focus on the critical work priorities and goals, make decision-making mechanisms operate faster, and make the whole organization focus on the same direction with high motivation and participation from the employees."

Serdal Mermer,
Managing Director of Professional Services
NTT DATA Business Solutions Turkey & MENA

Twiser OKR solution is being used by;

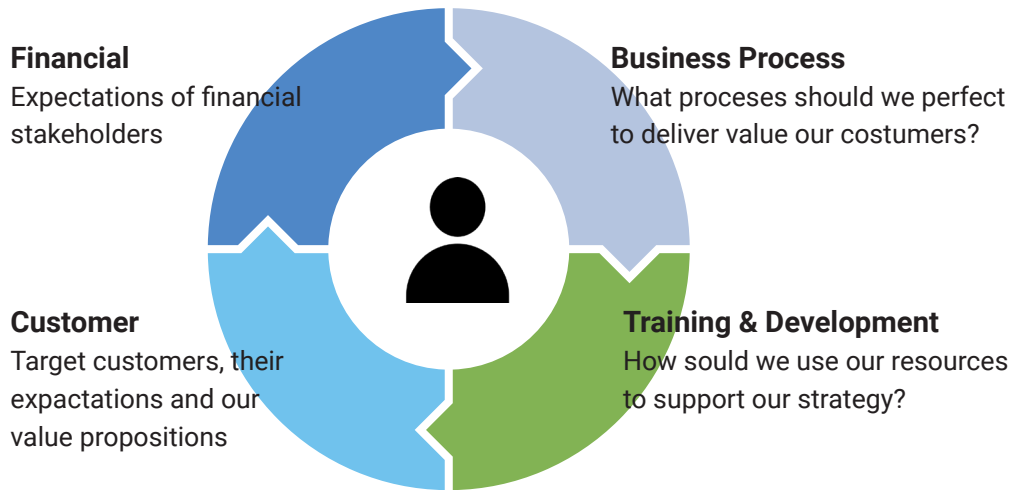
25 countries
12 sector
+35 companies
+60.000 users

Research shows that %45 of organization says "building an organizational culture that celebrates growth, adaptability, and resilience is most important action", while %35 of organizations says "implementing new technologies is most important action" to transform work.

Deloitte Global Human Capital Trends Survey, Deloitte, 2021

Wokr in Corporate Strategy Perspective

With a completely flexible and transparent system that allows for the goals to be updated in only 90 days, it removes the invisible gap between the employee and the employer and provides the opportunity to look at corporate strategies as a whole. Wokr is not only improving the employee's performance and cultural structure, it is also enhancing the different parties of corporation to put the flag on crest.



We Help You Measure Your Real Time Performance

Even though it looks like a measuring tool, OKR is actually a tool for cultural transformation. We, as NTT DATA Business Solutions, are actually improving the conversation subjects within the corporate culture, the type of interaction between individuals, their way of working, and their view on teamwork by changing the method of measuring the employees' performance.

So, at beginning of cultural changing to achieving the digital transformation phases in scope of performance management processes, we are providing the best practices, end-to-end project methodologies and sectoral experiences;

NTT DATA Business Solution OKR Services at a Glance



Why NTT DATA Business Solutions?

We have worked with businesses of all sizes for over three decades to help them transform, digitize, and grow. We support companies throughout their entire digital transformation journey, from planning to consultation, implementation, operation, and managed services.

With our many years' experiences, we can provide businesses with everything they need regarding the new performance management solutions.

As NTT DATA Business Solutions Turkey, we offer guidance and process consultancy to enable the adaptation of the OKR methodology in many processes with our experienced team of experts.



Exclusive Twiser Partner

We are one of the most experienced OKR solution provider and official partner. With the implementation of many successful OKR solutions into many industries and size of companies, we provide the best practices to measure employee performance and to provide unique employee experience based on exclusive and relevant technologies. We offer our customers the entire Twiser portfolio, including the Wokr as a OKR solution.



We Transform. Future into the Present

Digital transformation helps companies reach their full potential – if the underlying technologies work for the people using them! At NTT DATA Business Solutions, we design, implement, manage and continuously enhance strategic solutions to make them work for companies – and for their people.

Your next step

Contact our specialists
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