FUTUREWORKS

CUSTOMER CASE

KOMMUNALBANKEN × FUTUREWORKS

From Excel to execution

How Kommunalbanken built a stronger OKR process with Futureworks – combining hands-on consultancy with a platform that has evolved alongside the organisation for five years.

> **“Down-to-earth and practical consultants combined with a flexible and clear system gives your OKRs the boost they deserve.”**
>
> — Kommunalbanken

Building the foundation for OKRs

Implementing OKRs is one thing. Making them part of how an organisation actually works takes time, structure and the right habits.

For Kommunalbanken, the journey with Futureworks started five years ago. The first step was making sure the organisation understood not only how OKRs work, but how to use the methodology effectively. Futureworks consultants combined training with practical facilitation to establish a common understanding from the beginning.

01

Methodology

Introducing the OKR methodology across the whole organisation.

02

Ambassadors

Educating internal OKR ambassadors to carry the process forward.

03

First OKRs

Supporting the management team in defining the company's first set of OKRs.

THE PRINCIPLE THAT STUCK

"We want to accomplish clean, not the activity of cleaning."

— Kim Leinan, OKR consultant, Futureworks

It's a simple distinction, but an important one: OKRs should describe the outcome you want to achieve, rather than simply listing the activities you plan to perform. Over time, that way of thinking has helped Kommunalbanken make its OKRs leaner, clearer and more focused on what the organisation actually wants to accomplish.

PLATFORM

Moving beyond Excel

Alongside the consultancy work, Futureworks gave Kommunalbanken a dedicated system for managing its OKRs. Rather than tracking objectives and progress in Excel, teams gained a clear and comprehensive view of their OKRs in one place.

BEFORE

Excel

Objectives and progress tracked in spreadsheets, OKRs viewed in isolation.

→

TODAY

Futureworks

Progress and dependencies visible in one place, across the organisation.

Two capabilities that matter most

Gantt view

Greater visibility into timelines, so teams can see when work lands – not just whether it's on track.

Linked Key Results

Key Results can be linked to different Objectives, revealing how parts of the organisation connect.

PARTNERSHIP

Five years of collaboration

The relationship has gone beyond simply using a piece of software. As one of Futureworks' early customers, Kommunalbanken has provided direct feedback throughout the last five years and contributed to the development of the platform – allowing Futureworks to keep building the product around the practical needs of teams working with OKRs.

> **"Our collaboration with Futureworks over these last five years has been very productive and of great value to the company."**
>
> — Kommunalbanken

FUTUREWORKS

THE TAKEAWAY

Practical people.
Flexible software.

Five years into the partnership, the value for Kommunalbanken comes from the combination of the two: practical OKR expertise when guidance is needed, and a flexible platform for managing the process day to day.

KOMMUNALBANKEN

“I would recommend Futureworks as a partner in implementing and using OKR as a methodology. Down-to-earth and practical consultants combined with a flexible and clear system gives your OKRs the boost they deserve.”

For Kommunalbanken, the journey has been about more than moving OKRs out of Excel. It has been about building a clearer, more focused and sustainable way of turning objectives into execution.