

Management by Objectives vs OKRs (vsdiff.com)

| Feature | Management by Objectives (MBO) | Objectives and Key Results (OKRs) |
|----------------------------|--------------------------------------|--|
| Focus | Individual and departmental goals | Company-wide objectives with measurable outcomes |
| Time-frame | Typically annual | Usually quarterly |
| Measurement | Success is based on goal achievement | Success is measured by key results |
| Flexibility | Rigid and often static | Dynamic and adaptable |
| Emphasis | Process-driven | Outcome-driven |
| Communication | Top-down approach | Collaborative and transparent |
| Employee Engagement | Varies, can be low | Usually higher due to participation |

Source: <https://vsdiff.com/management-by-objectives-vs-okrs/>