
BEYOND THE ANNUAL OKR PARADE:

A FRAMEWORK
THAT ACTUALLY WORKS
FOR LEGAL

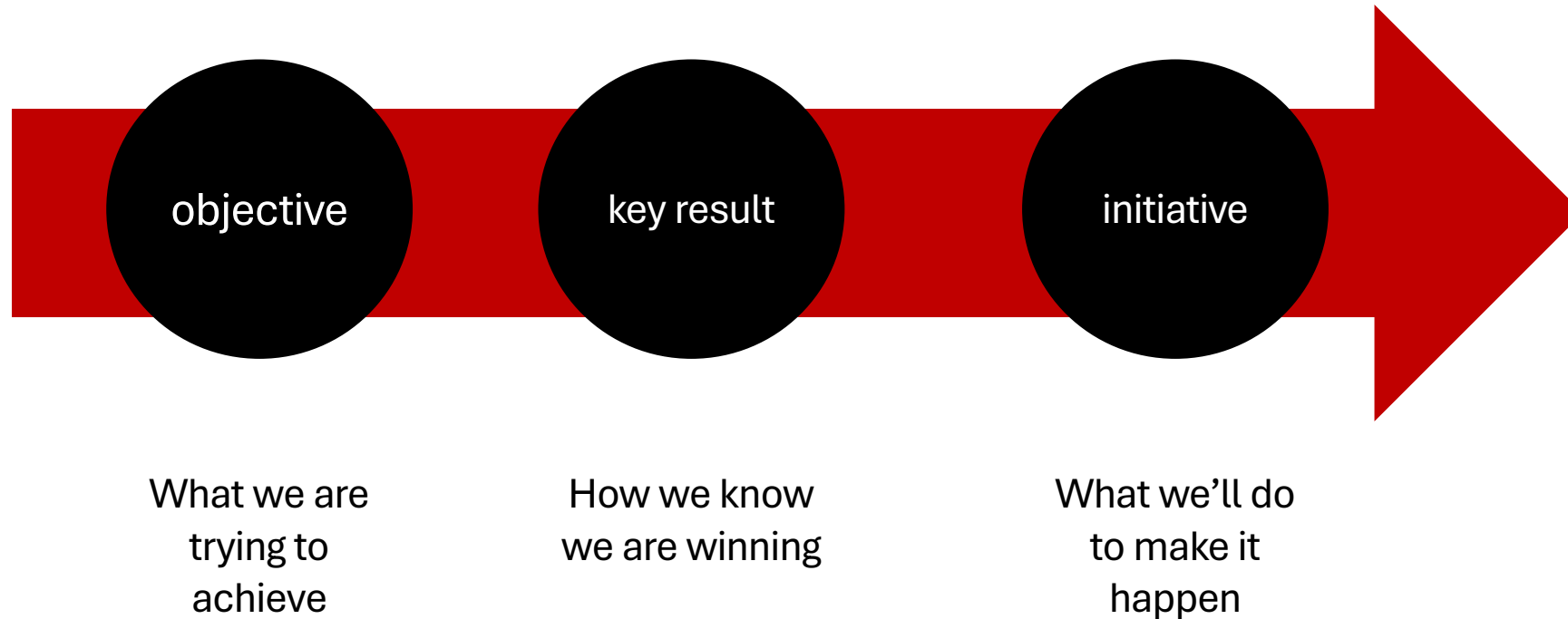


**EVERY JANUARY,
THE SAME OKR
PARADE
ROLLS BY**



BUZZWORDS...DASHBOARDS...DEJA VU

OKRS IN PLAIN ENGLISH



DAILY NEWS

World - Business - Finance - Lifestyle - Travel - Sport - Weather

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NOTHING
WENT WRONG TODAY

HOW DO YOU MEASURE THE DEAL THAT DIDN'T FALL APART?

**IT'S NOT
ABOUT HOW
MUCH WORK
WE DO,**

**IT'S HOW
WE SHOW UP**

REDUCE
COMPLEXITY

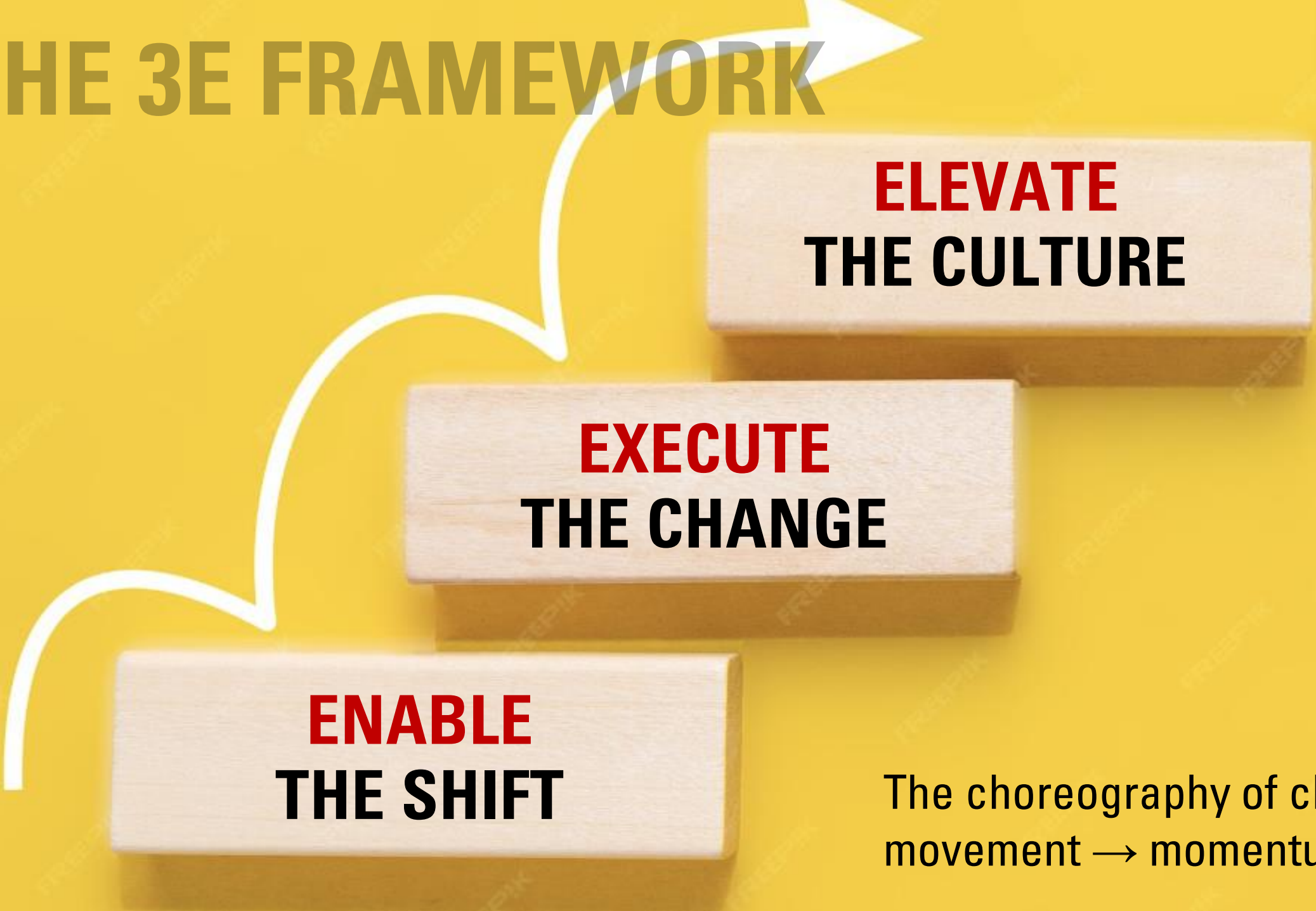
ON TIME AND
WITH
QUALITY

SEE
AROUND
CORNERS

INSPIRE &
EMPOWER
GROWTH

HARNESS
DATA AND
TECHNOLOGY

THE 3E FRAMEWORK



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graph TD; A[ENABLE THE SHIFT] --> B[EXECUTE THE CHANGE]; B --> C[ELEVATE THE CULTURE];
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ELEVATE
THE CULTURE

EXECUTE
THE CHANGE

ENABLE
THE SHIFT

The choreography of change —
movement → momentum



**WHEN PEOPLE
BELIEVE IN THE
FRAMEWORK,
BEHAVIOR
FOLLOWS**

Structure • Tangible • Path Forward. Legal moves differently now

An aerial view of a large crowd in a stadium, with a marching band performing on the field. The band is arranged in a circular formation, and the crowd is seated in the stands. The text "STOP MARCHING IN CIRCLES" is overlaid on the right side of the image.

STOP MARCHING IN CIRCLES

3E works anywhere —
Business partnership |
Speed | Culture change

PICK ONE BEHAVIOR – WRITE 3 KEY RESULTS

ENABLE IT ... EXECUTE IT ... ELEVATE IT

WHEN WE STOP MARCHING IN SOMEONE ELSE'S PARADE – WE START LEADING OUR OWN
