



# Success Story with Changing Performance Culture



# Reasons?

- ▶ Bringing agility and flexibility to the organization
- ▶ Avoiding the vertical hierarchical approach
- ▶ Strengthening communication within the organization
- ▶ Establishing a priority-oriented structure
- ▶ Moving to an employee-oriented structure



# Benefits?



**Providing transparency for the entire company**



**Making communication between and within teams more active**



**Supporting the feedback culture**



**Creating an environment that will unleash the potential of employees**



# Results?



**“We preferred the OKR system to keep the communication between and within the teams more alive and to enable us to activate the feedback culture throughout the company. Our primary goal is not to measure the performance of our employees, but to find methods that will contribute to revealing their potential.”**

Transparent  
working culture  
provided by the  
visibility of all  
employees' goals

Clear  
goals

Increase in  
feedback  
exchange

Increase in the  
frequency of  
manager and  
employee  
meetings

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“Traditional management styles and vertical hierarchical approaches can create negative results in both project processes and employee communication. Thanks to OKR, our project-based teams can see their prior focus more easily.”

**Volt Teknoloji**

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