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Microsoft Viva Goals
Align your team's goals to achieve results

Microsoft Viva Goals helps in aligning your team's objectives to drive successful outcomes

Quadra
Enabling an intelligent enterprise
Through the innovative use of technology to reimagine the possibilities for your business.
www.quadrasystems.net

Your trusted Microsoft partner

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01 **20+ years as Microsoft Global Partner**
Multiple Solution Areas & Specializations

02 **3000+ customers**
Across multiple verticals, representing the biggest brands

03 **600+ Microsoft Certifications**
Sales, Pre-Sales, Technical Certifications

04 **FastTrack Ready Partner**
Among the first globally and top performing

05 **Elite Partner Status**
Security and Compliance, Teams Meeting Room

06 **Accelerating customer outcomes**
IP solutions and frameworks

Winning with Microsoft!
Winner/Finalist at Inspire for 19 years

Solution Partner Specializations

Azure
- Infrastructure
- Data & AI
- Digital & App Innovation

Modern Work

Security

Specializations
- Windows & SQL Server Migration
- Azure Virtual Desktop
- Adoption & Change Management
- Calling for Microsoft team
- Meetings & Meeting Rooms
- Teamwork Deployment
- Identity & Access Management
- Information Protection & Governance
- Threat Protection

360° Microsoft Skills
MWS Teamwork, Security, Meetings & Voice
Azure DCM, DCX, AVD, Apps, Data & Analytics
Security Hybrid Zero Trust
Power Apps Custom App Development

Modern Work
- 6M+ entitlements
- 800+ tenants

Security
- 100K+ users
- 10+ apps

Azure
- AMM, CAF Ready
- Specialized skills
- Managed Services

Specializations
- 7 MWS (first & only)
- 2 Azure

Award winning Microsoft services

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Modern Work

- Teamwork & Collaboration
- Meetings & Voice
- IP Solutions & Custom Apps
- SharePoint OOB Intranet & Customization
- .NET app modernization on Teams

Azure

- Datacentre Transformation
  - Lift and Shift
  - SAP on Azure
  - Virtual Desktops (AVD, Windows 365, Citrix and VMware)
- Data & AI

Power Platform

- PowerApps custom solutions & IP
- PowerApps consulting
- Custom solutions on Power Automate

Security, Compliance, Identity & Management

Information Protection	Risk Management & Privacy	Endpoint Security	Identity & Access Management	Cloud Security	SIEM & XDR	Security Posture
• Microsoft Purview Information Protection, Data Lifecycle Management, Data Loss Prevention	• Microsoft Purview – Insider Risk Management, Comm Compliance, eDiscovery, Compliance Manager	• Intune • Defender – Endpoint, Microsoft 365, IoT, Vulnerability Management	• Entra ID: Governance, Protection & access • Azure Key Vault	• Defender – Cloud, Security Posture Management, DevOps • Azure Firewall, Web App Firewall	• Sentinel • Defender – Cloud, Endpoint, Office 365, Identity, Cloud Apps, Vulnerability Management, Threat Intelligence	• Azure Security Center • Secure Score

Managed Services – MW, Azure, Security

Quadra **DIGIcclerate**
Digital-Transformation-As-A-Service

Digital Transformation as a Service

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Create a purpose-driven culture where teams align to achieve results

Microsoft Viva Goals

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Introduction to Viva Goals

- Viva Goals is a goal-setting and management solution.
- It enables individuals and companies to organize and track their goals through OKRs.
- Provides visibility into company's strategic objectives.
- Displays how the projects you're working on relate to the key OKRs of your organization.
- Stay up to date with connected data and automated reminders.
- One key benefit of OKRs is encouragement to do less.
- By focusing on only the most critical outcomes, organizations can increase the chance that those outcomes will be achieved.

OKRs in Viva Goals

Objective = What is to be achieved

Objectives are clear, inspiring goals. To sharpen focus, limit yourself to 5 objectives

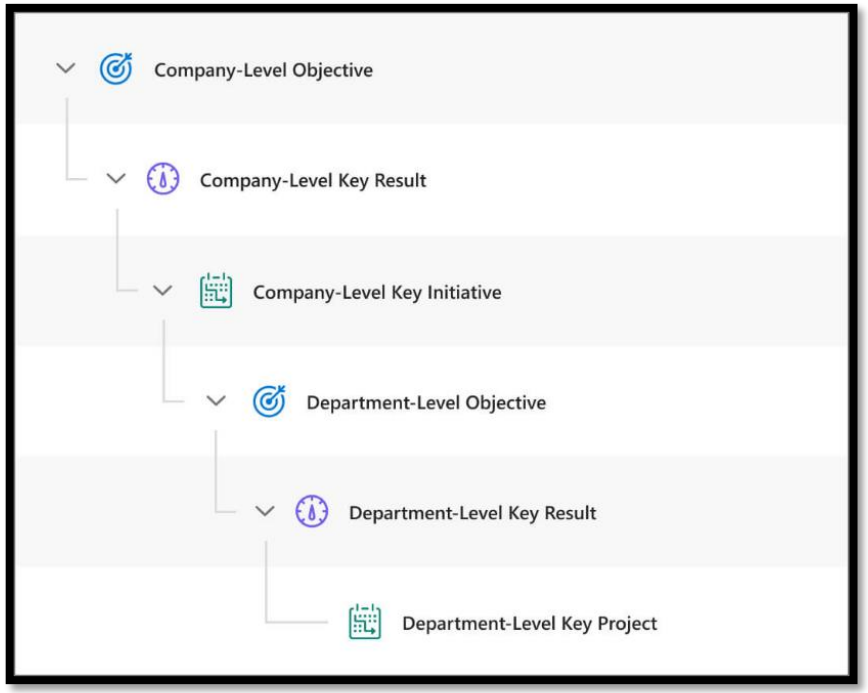
Key Results = How we measure the objective

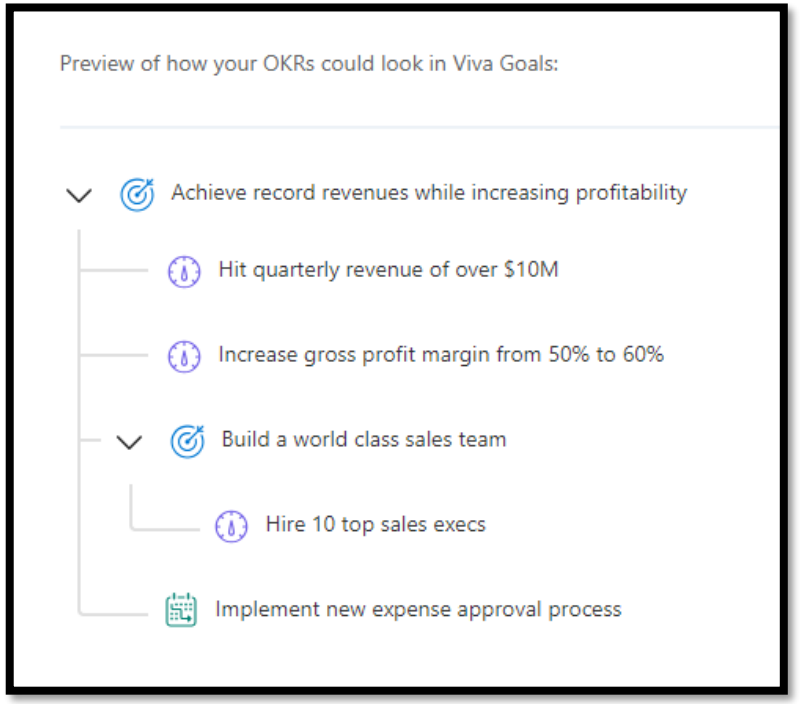
You should have 3-5 key results per objectives
Key results are your measurable outcomes
They should be ambitious but achievable, and quantifiable enough to lead to objective completion grading

Key Initiatives and Projects = Activities to get to the key results

Key Initiatives and Projects are activities which will help achieve measurable outcomes.
They are the individual activities whose execution will impact performance on the defined objectives.
Key Initiatives tend to be focused efforts spearheaded at the most senior levels in an organization, while Projects, which are reflected in the Microsoft Viva Goals solution, are applicable throughout an organization.

OKRs Alignment





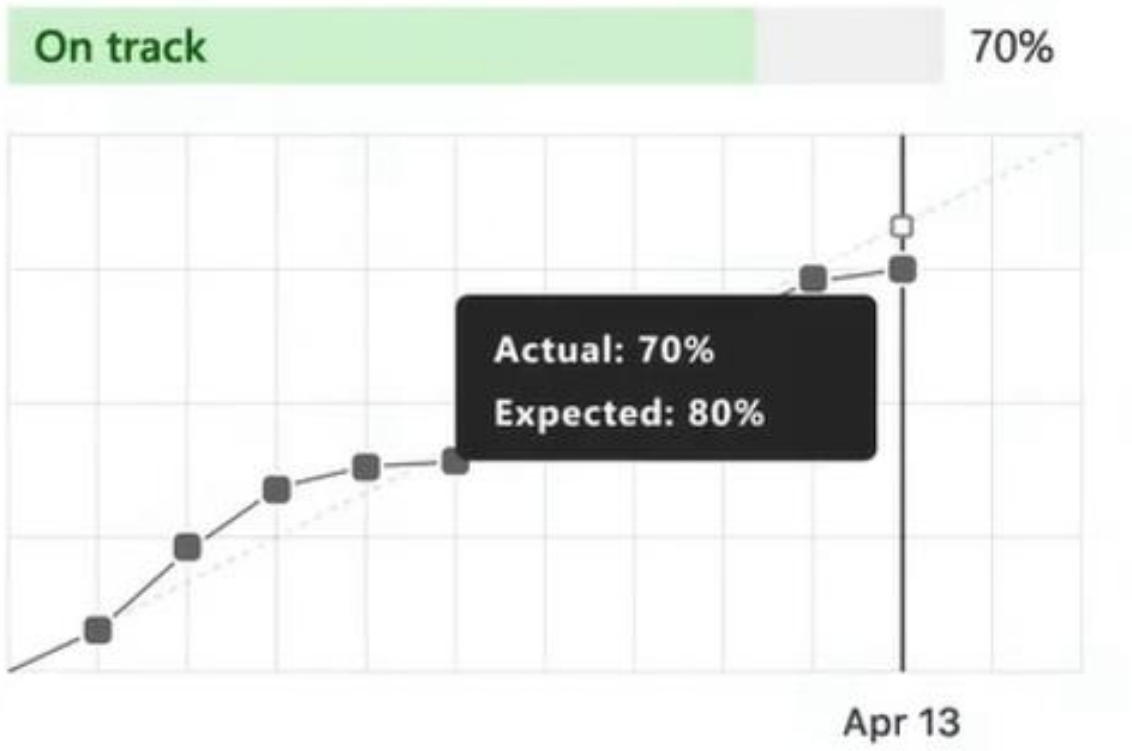
Viva Goals provides a single, secure repository for goals across the organization, connecting team goals to employees' daily work with easy-to-use updates, reporting, and integrations.

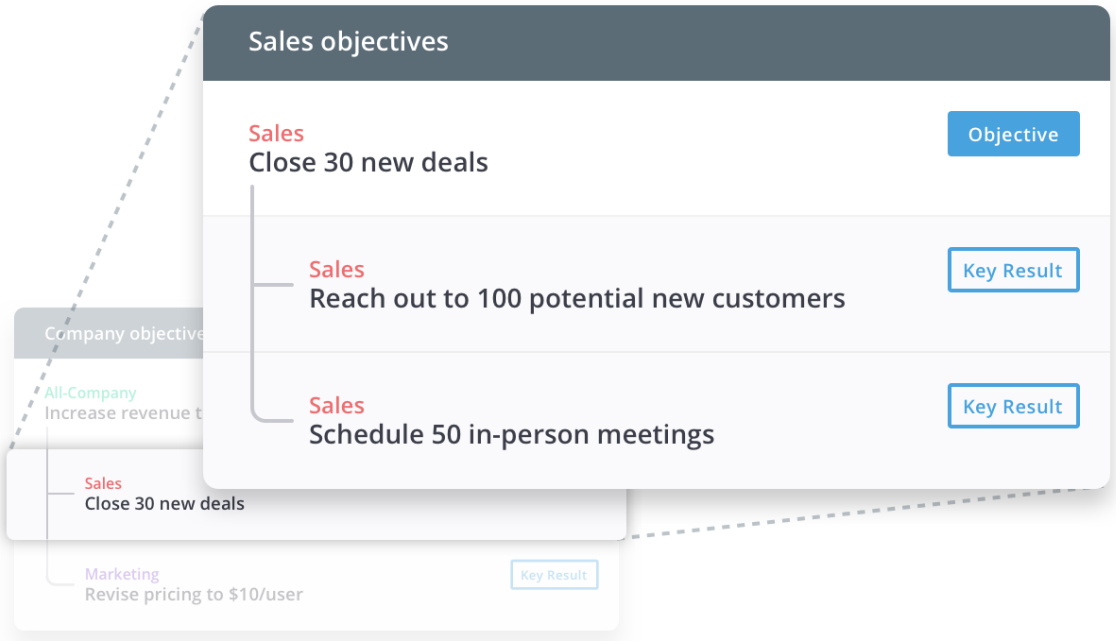
Outcome-driven goals help teams align to strategic priorities and deliver measurable results.

Progress and Status

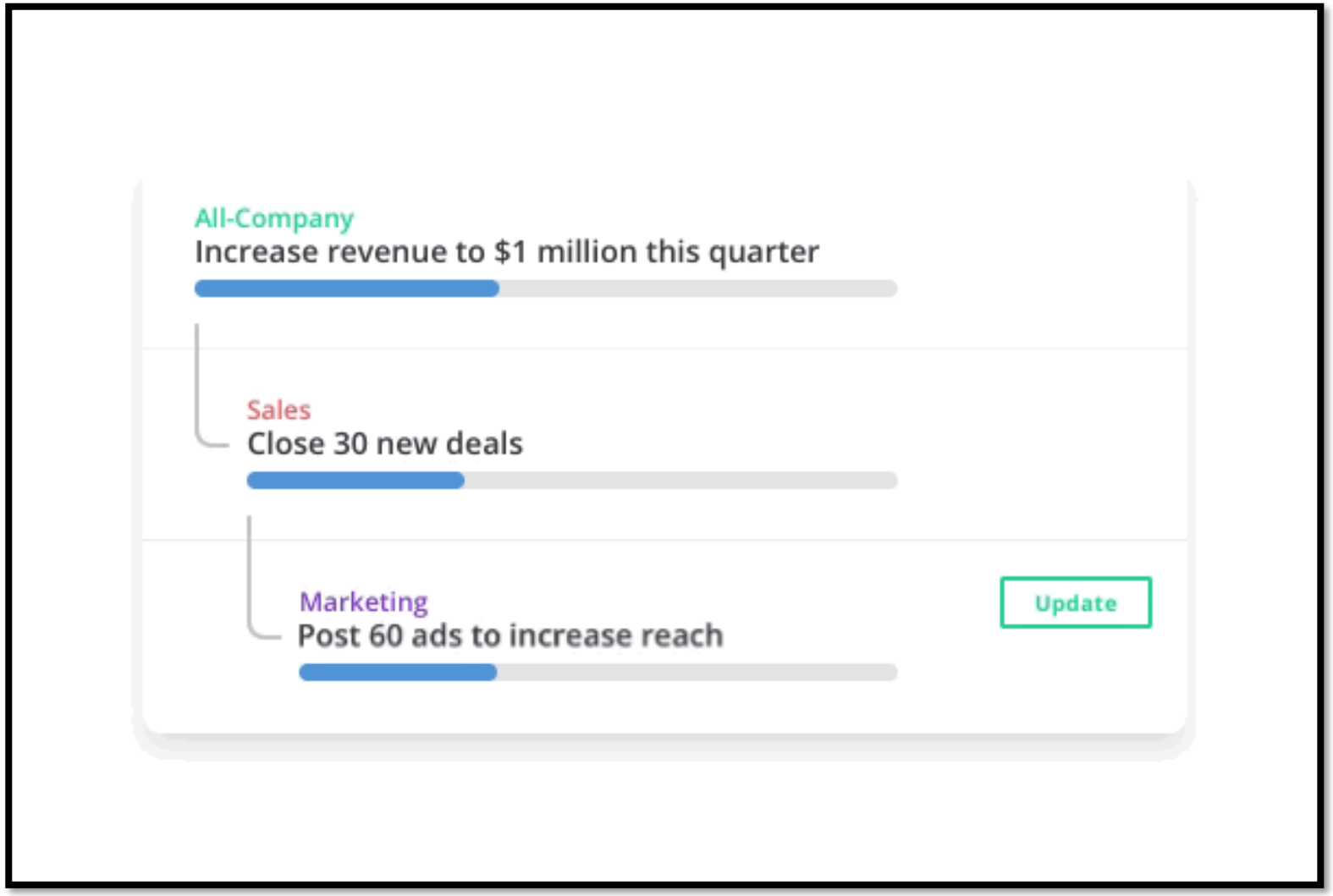
- **Actual Progress**:
Indicated by the progress bar itself and the % denoted against it. You will also find the actual progress percentage right below the progress bar as well.

- **Expected Progress**:
Indicated by the grey vertical line on the progress bar.





Manual Check-ins



Check-ins are updates you make to share progress on your OKRs. When you update progress on a Key Result, it automatically updates the status of the parent objective(s) as appropriate.

Transparency: A core tenant of OKRs is that anyone can view the goals and progress at any level of the company, from CEO to individual contributor, fostering accountability and collaboration.

OKR Status

- Status will be calculated based on the progress updates of that specific objective or key result
- If all the key results of an objective have 'Postponed' or 'Closed' as the status, then the parent objective's status will automatically be marked as 'Postponed' or 'Closed' respectively irrespective of the Progress %
- The default progress ranges within Viva Goals
- A progress bar customization setting using which admins can override the current automatic scoring system.
- If (Expected Progress - Aggregate Progress > 25%), then At Risk
- If (Expected Progress - Aggregate Progress > 0% & <=25%), then Behind
- If (Expected Progress - Aggregate Progress <= 0%), then On Track

Organizational goal-setting with Viva Goals

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Visibility

Line of sight into what teams are working on and what progress is being made, surfacing dependencies / roadblocks & reducing silos

Focus

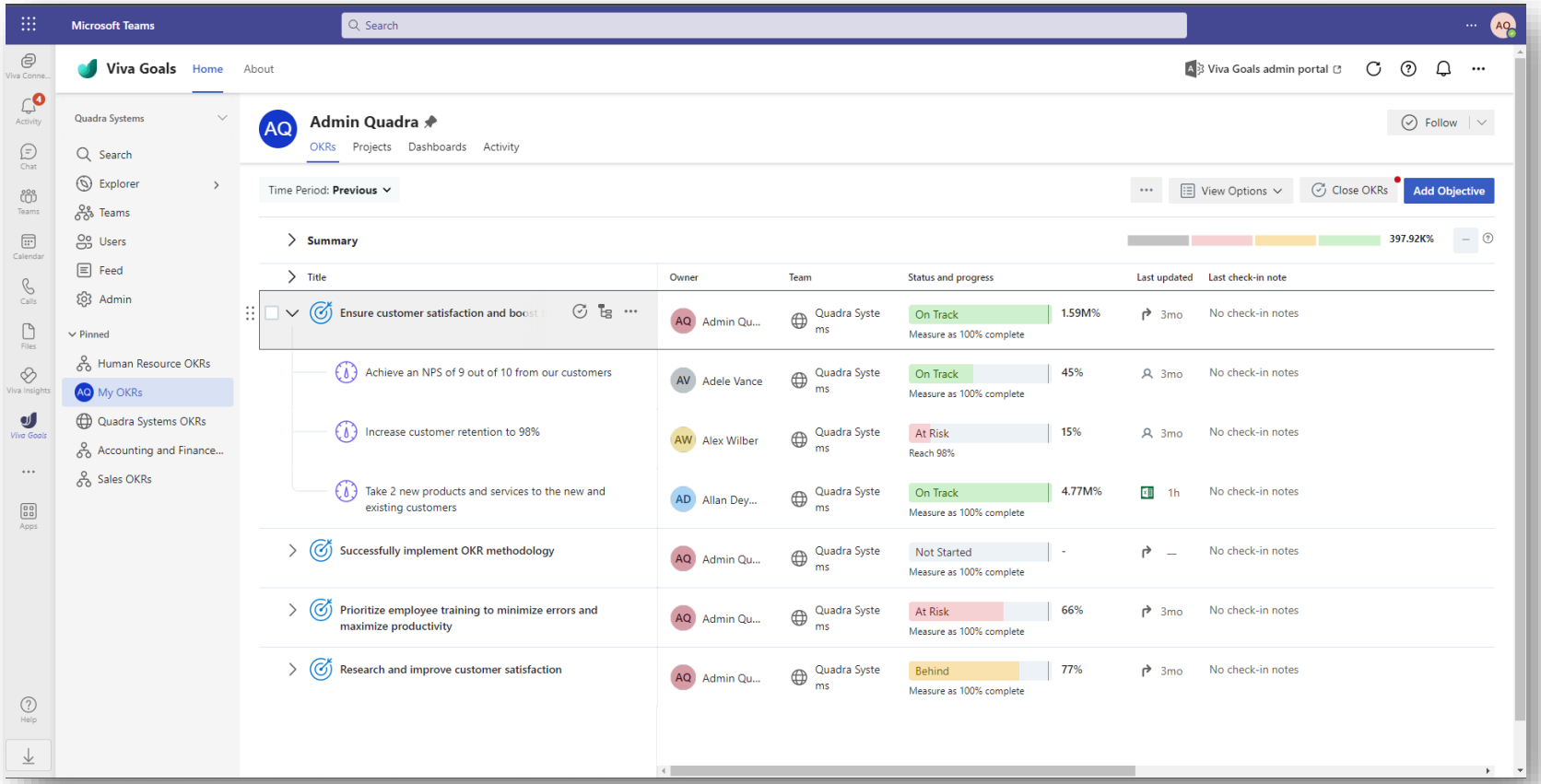
Defined prioritization of team's goals with clear ownership of those across the team, often 3 to 5 objectives or missions per team

Adaptability

Faster and better decision-making based on dynamic real-time data and updates from integrated tools.

Alignment

Ensuring that leaders & teams are aligned to the right purpose and workstream & communicating on connected goals



How Viva Goals helps, from strategy to execution

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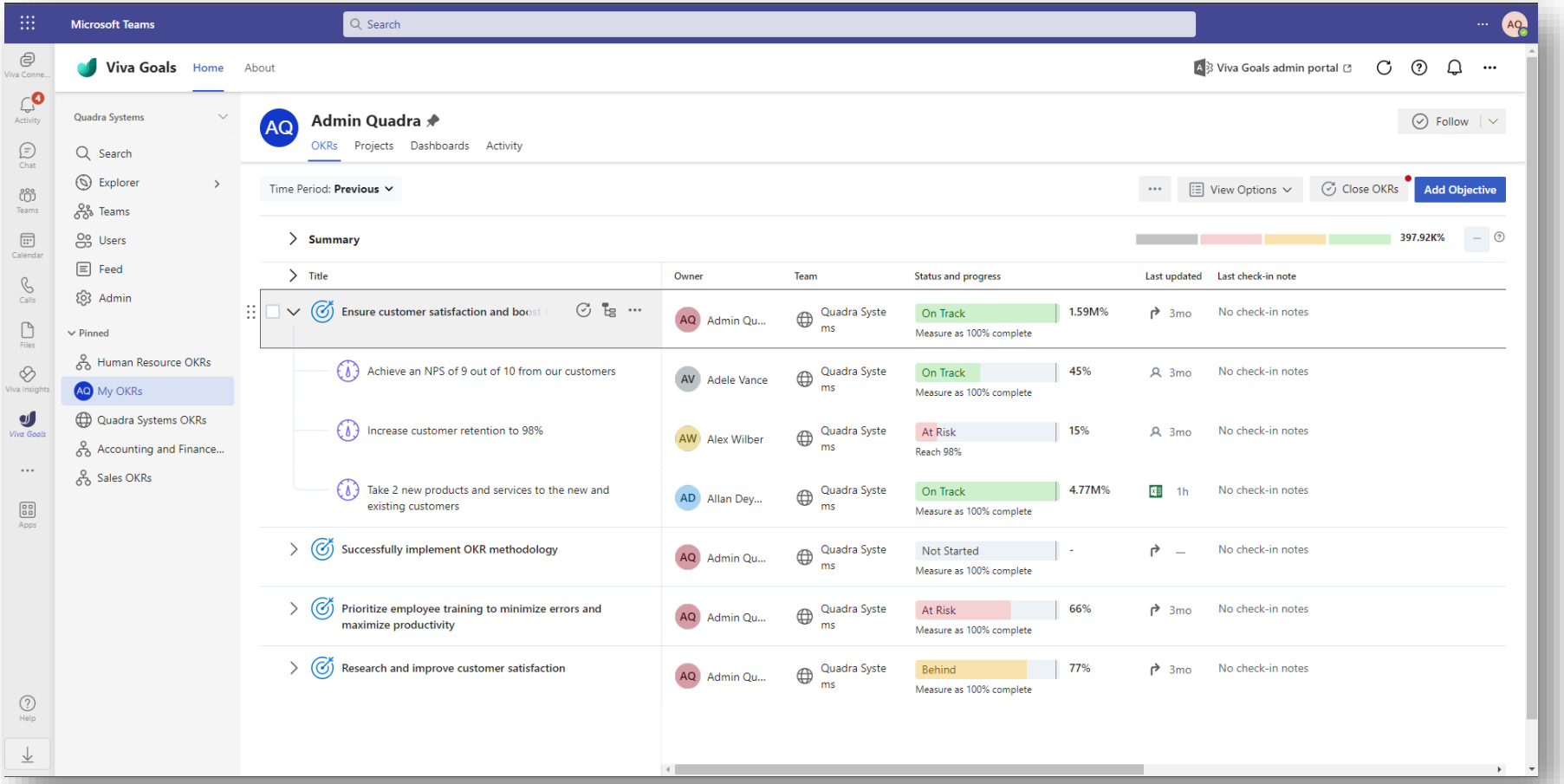
Connect employees to organizational goals with increased visibility and alignment

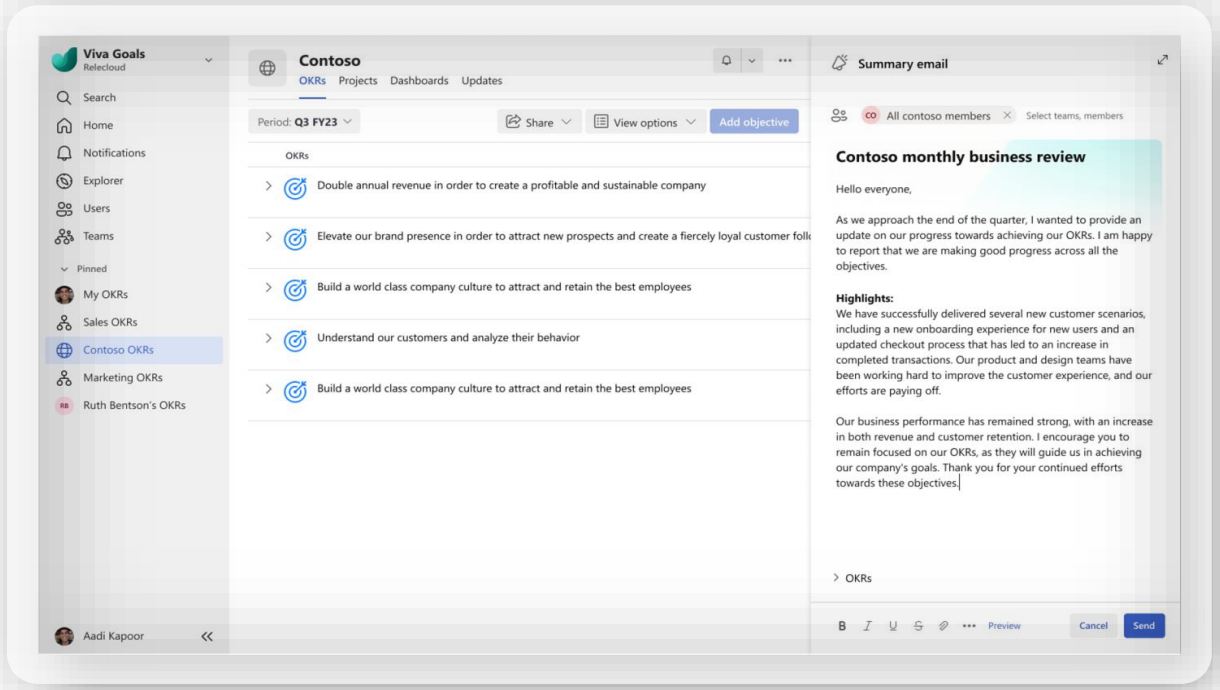
Manage, track, and share your team goals from one central, secure location

Bring goals into the flow of everyday work with integrations into your existing toolset



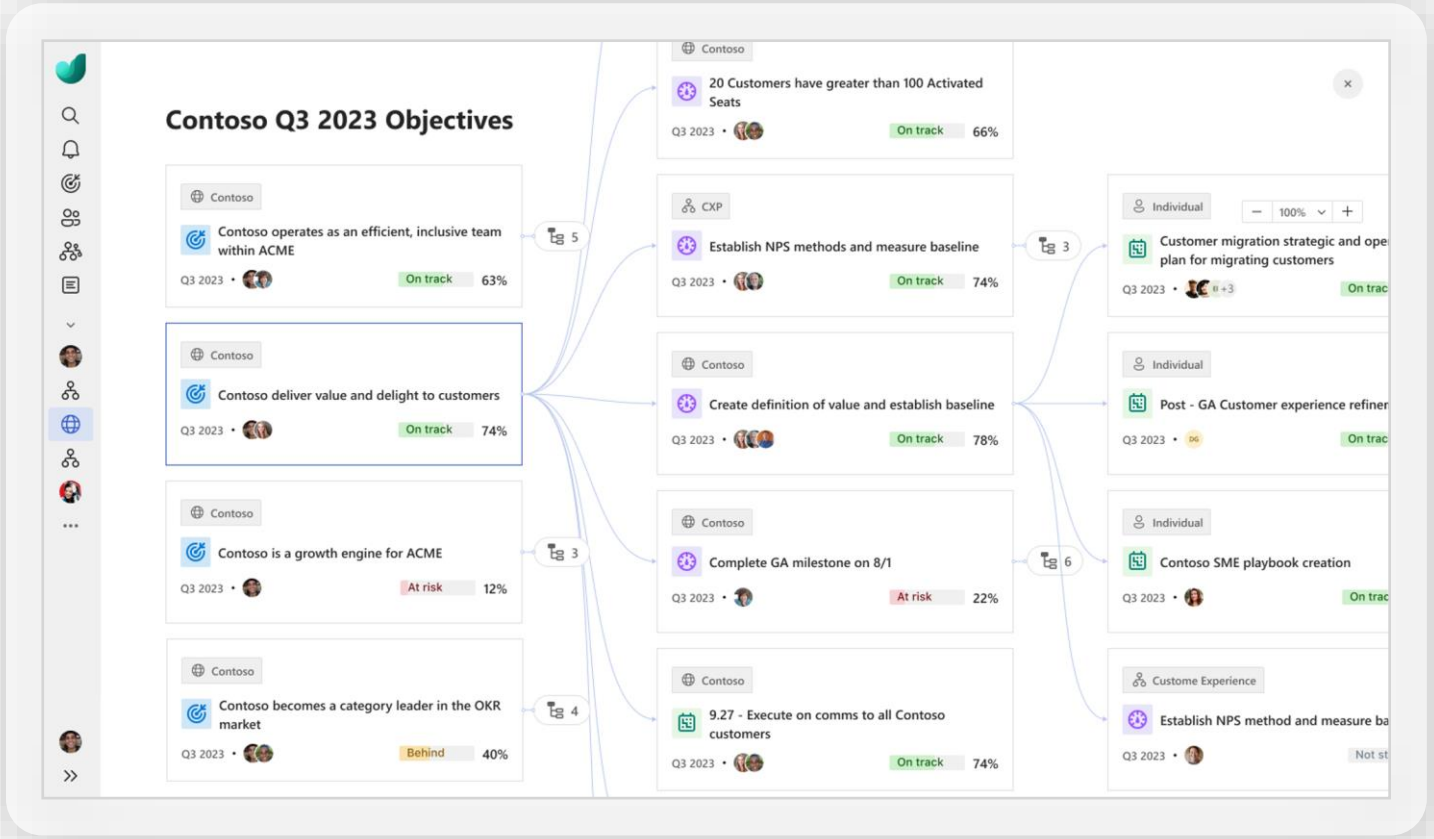
Manage, track and share your team goals from one central, secure location

- Create, approve and review your team goals across your organization with the right rhythms of business
- Share and broadcast your teams' goals with easy export into PowerPoint, customizable dashboards and broadcasting feature to share in email
- Protect your data with built-in security and data privacy controls



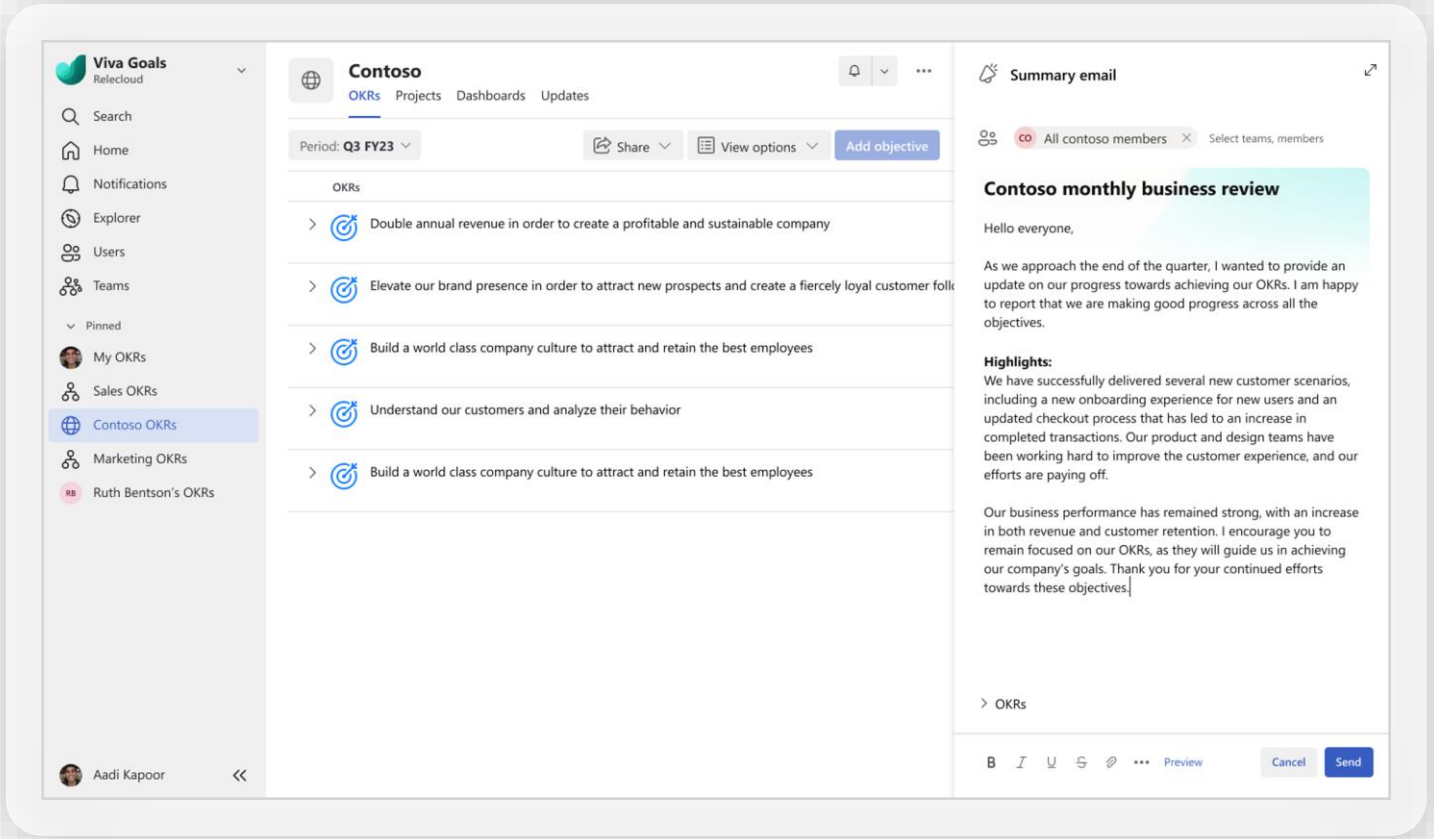
Alignment across all levels of the organization

Provide clarity and visualize how all levels of the organization are connected on their strategic priorities across company goals to team and individual goals



Keep everyone in the loop

Update team members when new goals activity occurs in a timely manner, when new goals get created, or when existing goals make progress with a one-click broadcast or export goals status to team presentations or business reviews in PowerPoint and Excel



Goals integrated in your existing flow of work

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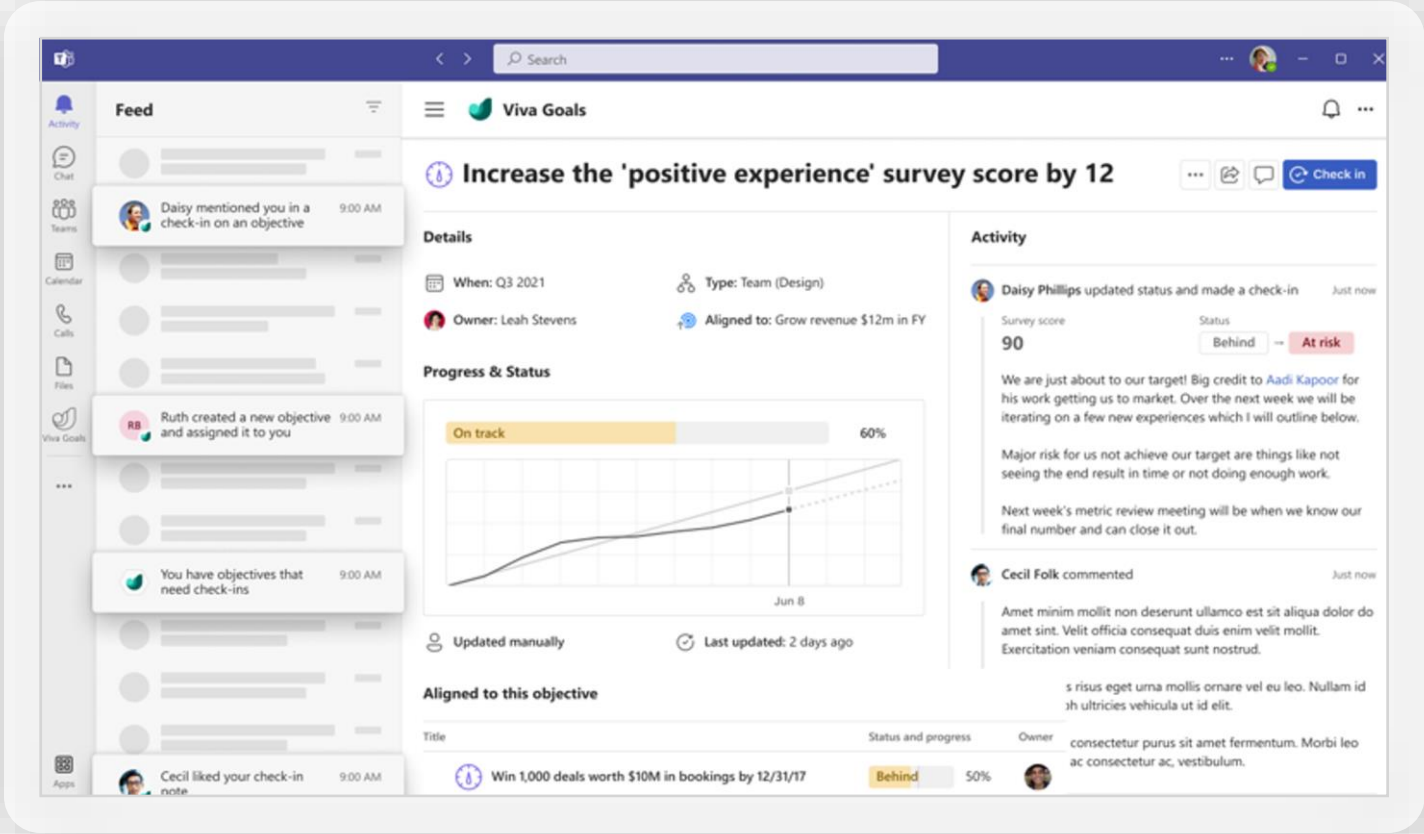
Set up data integrations with 30+ of the most popular apps to automatically update the check-ins to always have the most accurate representation of goals progress



Simplified goal-setting and check-ins with next-gen AI

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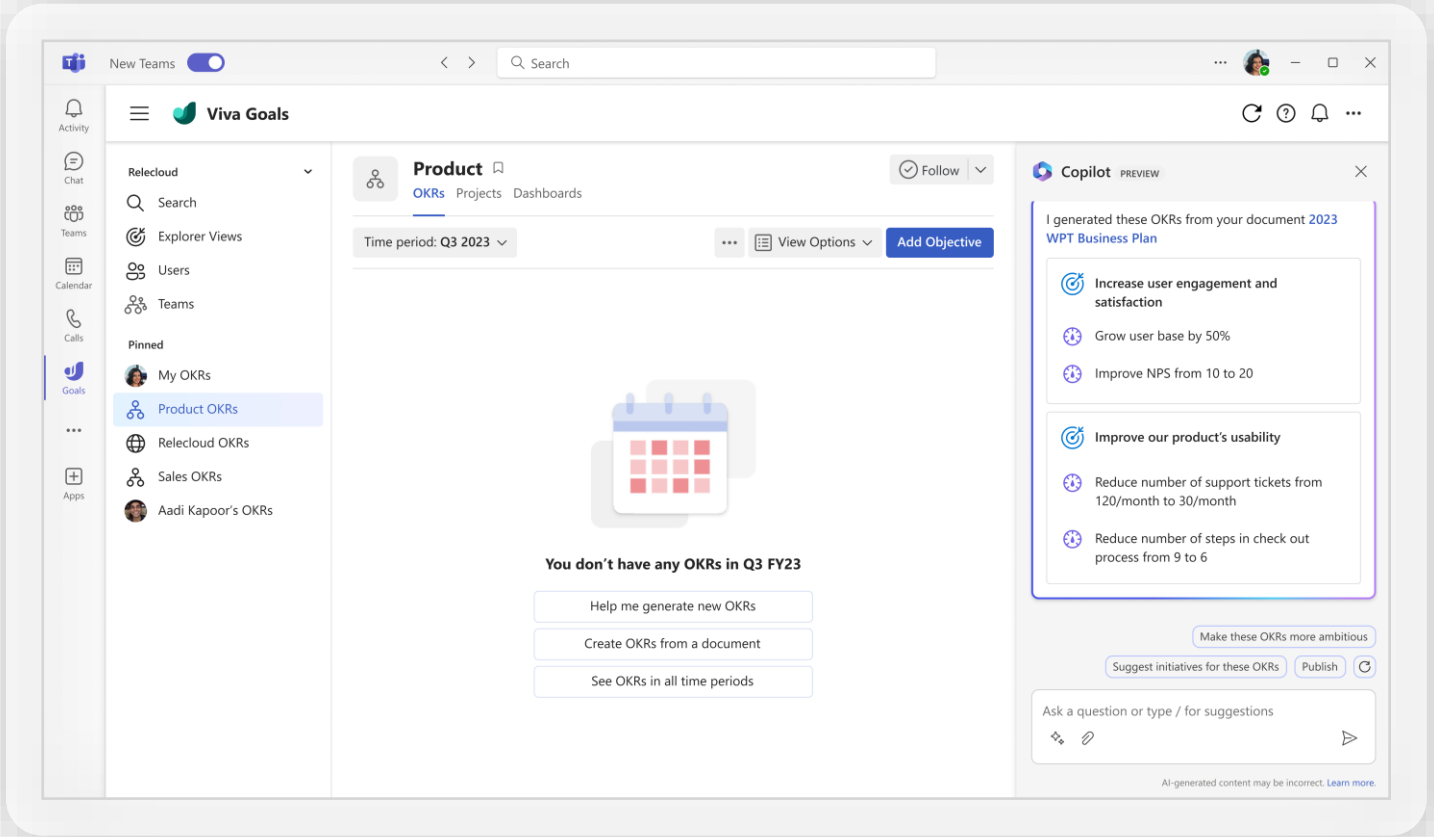
Generate goals recommendations from existing strategy documents, refine suggestions with conversational AI, and publish progress summaries based on contextual data with Copilot



Bring goals into the flow of everyday work with integrations into your existing toolset

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- Access, check-in and communicate your goals via the Viva Goals app and within chat for Microsoft Teams.
- Automatically update your goals with data integrations into your performance, task and project management applications.
- Integrations include both Microsoft and non-Microsoft applications.

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Thank You