WEBINAR MODULE 2

Updating Your OKRs for the Hamiltonian System

Aligning Priorities with Sovereign American Capability

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What You Will Leave With

- Clarity on the difference between goals and the OKR system that effectuats them
- A frame for redesigning OKRs around productive sovereignty
- Practical examples of rewritten Objectives and Key Results
- A simple exercise you can run with your leadership team

The Critical Distinction

**OKRs are not the goals themselves.
They are a system for translating direction into coordinated execution.**

When the system is aimed at the wrong outcomes, even strong effort produces misaligned results.

Most current OKR systems still optimize for short-term cost reduction, activity volume, or pure financial metrics — the same logic the financialization era rewarded.

The Productive Pragmatism Frame

Any system used to drive execution — including OKRs — must be re-oriented to these principles

01 **Sovereign Productive Base**
Build and control critical capabilities inside the United States

02 **Merit & Capability**
Develop real skill among American citizens with long-term stake

03 **Directed Improvement**
Capital flows toward domestic capacity, not temporary labor extraction

04 **People, Process, Place**
High-capability American workers + advanced processes + domestic locations

Workforce Reality

Heavy reliance on temporary or short-cycle non-sovereign labor for core roles often undermines institutional knowledge, innovation culture, and creative problem-solving.

Diagnostic Questions for the OKR System

1. Which roles are truly critical to productive capacity over the next 3–5 years?

2. What percentage of those roles are filled by long-term American workers vs. temporary labor?

3. Are our current OKRs reinforcing long-term capability or simply managing short-term headcount?

4. Do our Key Results reward capability growth and innovation, or only cost and speed-to-fill?

Location & Domestic Capacity

The Hamiltonian priority: strengthen domestic productive capacity whenever feasible.

1. Does this location choice increase or decrease long-term domestic capability?
2. How does it affect our ability to set and achieve meaningful goals around workforce quality and innovation?
3. Are we treating non-domestic options as temporary bridges toward greater American capacity, or as permanent low-cost substitutes?

OKR Redesign Principles

Clarifying the System

Objectives = directional goals · Key Results = measurable evidence of progress
OKRs as a whole = the operating system that translates strategy into coordinated execution

Hamiltonian Redesign

- Objectives should explicitly strengthen domestic productive capacity, sovereign workforce development, and innovation-driven productivity

- Key Results should measure capability growth, retention of high-skill American talent, expansion of domestic capacity, and genuine process or technology innovation

- Avoid Key Results that only reward lower unit labor cost or maximum headcount flexibility

Practical Examples

BEFORE

Reduce production labor cost by 12%

AFTER

Increase the share of critical production roles filled by long-term American talent while improving output per labor hour through process innovation

BEFORE

Fill 100% of open technical roles within 45 days

AFTER

Build and graduate internal or partnership pipelines that supply critical technical roles with American workers within 12 months

Innovation Example – Robotics & Higher-Skill Work

Agricultural or industrial robotics that handle repetitive physical tasks can reduce dependence on low-skill temporary labor while creating higher-skill American roles in:

→ Robotics engineering & systems integration

→ Maintenance and continuous improvement

→ Process control and optimization

The OKR system should reward measurable gains in productivity that expand high-capability domestic employment — not headcount reduction alone.

Exercise

Take one current company or departmental OKR.

Re-write the Objective and its Key Results so the system now drives productive sovereignty rather than labor arbitrage or short-term financial metrics.

Ask: Does this OKR strengthen domestic capability and high-skill American roles, or does it simply optimize for cheaper or more flexible labor?

Three Highest-Leverage Moves

1. Audit your current top-level OKRs and identify which ones still optimize for labor arbitrage or pure cost extraction.

2. Re-write at least one major OKR so the system explicitly rewards domestic capability, American workforce development, and innovation-driven productivity.

3. Align the redesigned OKRs with the Business Model Canvas updates covered in Module 1.

The Series Arc

Canvas → OKRs → Operating Model → Value Streams → Workforce Strategy

Next Steps

If you would like support turning these ideas into a concrete 90-day execution plan or ongoing Chief of Staff-style implementation help, reach out directly.

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