

INSTRUCTOR GUIDE

ODE Workshop

Facilitate an outcome-oriented engineering scorecard

Facilitator objective

Help engineering leaders create a decision-oriented scorecard without metric gaming or reporting accumulation.

Guardrail: A metric earns a place only when it improves understanding, a decision, or an outcome.

Agenda

Metrics inventory

25 min

Signal review

30 min

Metric-to-outcome map

35 min

ODE scorecard build

45 min

90-day experiment

30 min

Review cadence

20 min

Module 1: Metrics Inventory

What is measured, why, by whom, and for what decision?

Facilitator prompts

What decision does this support? What behavior could this metric distort? What evidence is missing? What will change if the signal moves?

Notes and decisions

Module 2: Signal Review

Classify actionable, supporting, noise, vanity, and trophy metrics.

Facilitator prompts

What decision does this support? What behavior could this metric distort? What evidence is missing? What will change if the signal moves?

Notes and decisions

Module 3: Metric-to-Outcome Mapping

Trace Metric → Decision → Outcome; retire unsupported metrics.

Facilitator prompts

What decision does this support? What behavior could this metric distort? What evidence is missing? What will change if the signal moves?

Notes and decisions

Module 4: ODE Scorecard Build

Select balanced signals for Value, Velocity, Quality, and Trust.

Facilitator prompts

What decision does this support? What behavior could this metric distort? What evidence is missing? What will change if the signal moves?

Notes and decisions

Module 5: 90-Day Experiment

Define changed review behavior, evidence, owner, and review point.

Facilitator prompts

What decision does this support? What behavior could this metric distort? What evidence is missing? What will change if the signal moves?

Notes and decisions

Module 6: Quarterly Review Design

Create a repeatable evidence-to-decision cadence.

Facilitator prompts

What decision does this support? What behavior could this metric distort? What evidence is missing? What will change if the signal moves?

Notes and decisions

Use note: Proposed ODM workshop material. Adapt to context. Do not use to rank individuals or teams.