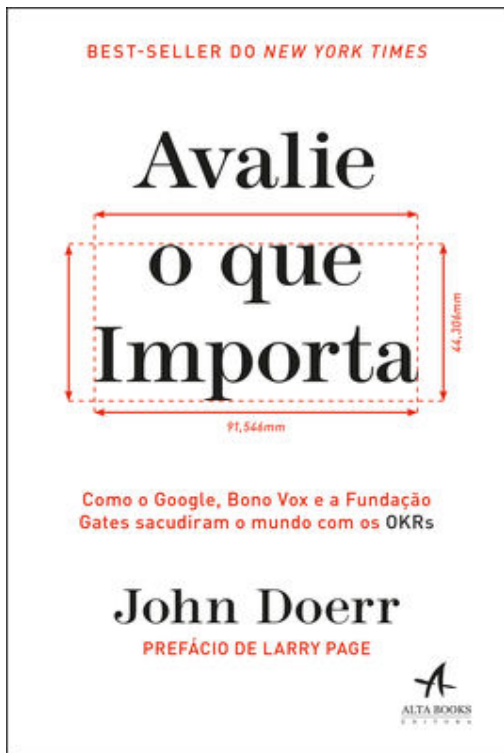


# Avalie o Que Importa Baixar (PDF or ePub)

## John Doerr GRATIS



O lendário capitalista de risco, John Doerr, revela como o sistema de Objetivos e Resultados-chaves (OKRs) ajudou gigantes da tecnologia, como Intel e Google, a alcançarem um crescimento exponencial — e como ele pode ajudar qualquer organização a prosperar.

No outono de 1999, John Doerr se reuniu com os fundadores de uma startup, a quem ele acabara de doar 12,5 milhões de dólares, o maior investimento de sua carreira. Larry Page e Sergey Brin tinham uma tecnologia incrível, energia empreendedora e ambições altíssimas, mas nenhum plano de negócios real. Para o Google mudar o mundo (ou mesmo sobreviver), Page e Brin tiveram que aprender a fazer escolhas difíceis para manter a equipe no caminho certo. Eles teriam que saber quando interromper propostas destinadas a falhar. E precisavam de dados oportunos e relevantes para acompanhar o progresso — para avaliar o que importava.

Doerr ensinou-lhes sobre uma abordagem comprovada de excelência operacional: Objetivos e Resultados-chave. Ele havia descoberto os OKRs na década de 1970 quando atuava como engenheiro da Intel, onde o lendário Andy Grove ("o maior administrador de sua ou de qualquer outra época") dirigia a empresa mais bem-sucedida que Doerr já tinha visto. Mais tarde, como capitalista de risco, Doerr compartilhou as ideias de Grove com mais de cinquenta empresas e onde quer que o processo fosse fielmente praticado, funcionava.

Nesse sistema, os objetivos definem o que se busca alcançar e os resultados-chave são como esses objetivos de prioridade máxima serão atingidos com ações específicas e mensuráveis dentro de um prazo definido. As meta são transparentes para toda a organização, do porteiro ao CEO.

Os benefícios são profundos. Os OKRs concentram esforços e promovem a coordenação. Eles mantêm os funcionários no caminho certo, unificam e fortalecem toda a empresa. Por consequência, os OKRs aumentam a satisfação no local de trabalho e aumentam a retenção.

Avalie o Que Importa compartilha uma ampla g

**título** : Avalie o Que Importa  
**Autor** : John Doerr  
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# Top 15 Melhores Bri Livros [FREE]:

## [PDF] Mister

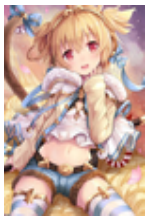


<http://new.beebok.info/br-1459426526/mister.html>

Uma nova história de amor apaixonante escrita pela autora que arrebatou milhões de corações no mundo todo com a Trilogia Cinquenta tons de cinza Depois de vender 7 milhões de livros só no Brasil e de ter três de suas obras transformadas em filmes de...

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## [PDF] You're my favorite (back)



<http://new.beebok.info/br-1469341828/you-re-my-favorite-back.html>

These whispers, including demons victory laugh at Korea 都 yuan heard it, but he wants to, as long as to support himself, had all power, don't need to care about other people think!

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## [PDF] 乌龙法师 (2)



<http://new.beebok.info/br-1465962505/乌龙法师-2.html>

瑟巴里帝国边境的附属小公国斯穆里司公国的边境小村的小道上, 正有一个濒死的难民在挣扎着向前走着。因为难民太多, 瑟巴里帝国边境的各个路口都封锁了

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## [PDF] 乌龙法师 (1)



<http://new.beebok.info/br-1465961184/乌龙法师-1.html>

瑟巴里帝国边境的附属小公国斯穆里司公国的边境小村的小道上, 正有一个濒死的难民在挣扎着向前走着。因为难民太多, 瑟巴里帝国边境的各个路口都封锁了

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## [PDF] 豆蔻



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## [PDF] 老屋新邻(2)



<http://new.beebok.info/br-1465944398/老屋新邻-2.html>

那是电线杆上的一张广告, 和淋病梅毒老中医之类的宣传单贴在一起。由于时间太久的缘故, 那张纸的边缘已经变得破破烂烂了, 而上面的字却历经风吹雨淋屹立不摇。

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## [PDF] 老屋新邻(1)



<http://new.beebok.info/br-1465942437/老屋新邻-1.html>

那是电线杆上的一张广告, 和淋病梅毒老中医之类的宣传单贴在一起。由于时间太久的缘故, 那张纸的边缘已经变得破破烂烂了, 而上面的字却历经风吹雨淋屹立不摇。

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## [PDF] 风月道起(1)

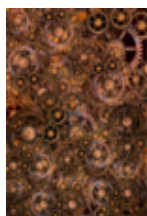


<http://new.beebok.info/br-1465929259/风月道起-1.html>

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## [PDF] Iron tusks(2)



<http://new.beebok.info/br-1468457326/iron-tusks-2.html>

Near the bottom of the barren desert, in a laboratory, a group of academics dressed in white scientific clothes are concentrating on their busy work.

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## [PDF] Military school days



<http://new.beebok.info/br-1469345410/military-school-days.html>

Di Rui, who was left alone, looked at the calendar on the wall, and his black eyes slowly drooped down, hiding the shadows that passed through his eyes.

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## [PDF] Grey Wolf with Black Abdomen (Part Two)



<http://new.beebok.info/br-1469339462/grey-wolf-with-black-abdomen-part-two.html>

When he told Sun Wei that he wanted to take Fu with him for supper, Fu didn't think too much about it. He thought that there was a beautiful girl of about the same age, so he knew him with Fu .

---

### [PDF] Grey Wolf with Black Abdomen (Part I)



<http://new.beebok.info/br-1469331700/grey-wolf-with-black-abdomen-part-i.html>

All the children in the line lost their voice and pushed their heads down one by one to speed up their speed. Fu was their three little thorns. He was a terrible fellow for the junior pupils.

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### [PDF] Slave Contract for Mechatron Warriors (5)

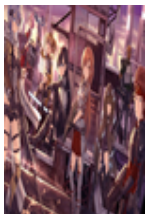


<http://new.beebok.info/br-1469330207/slave-contract-for-mechatron-warriors-5.html>

When I heard it, I hummed softly and rubbed the waist of small building and said, "What's the big deal? When I practiced the difficult movements before, the longest time was a month. You've only been a few days."

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### [PDF] 本命之气 (1)

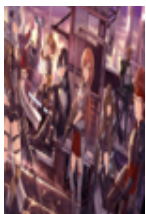


<http://new.beebok.info/br-1465960138/本命之气-1.html>

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### [PDF] 本命之气 (2)



<http://new.beebok.info/br-1465959761/本命之气-2.html>

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