

TOOL DESCRIPTION

Driver Statement



A Driver statement is an agile tool that helps an individual or a group of people to clarify the goal of and motivation behind an initiative.

A driver is thereby the motive of a person/group to act in a particular situation. It can serve as a starting point for more specific goals, a vision or a purpose and can change over time.

In change processes or any kind of project regardless of its size, a Driver Statement is an easy-to-use tool that can be used to initiate a discussion between participants that allows people to align their perceptions of the status quo and to discuss the issues they see related to it (“Present Situation”) as well as to the needs of the group and the desired outcome (“Desired State”).




This activity directs the focus toward four aspects:

- What is happening right now?
- This leads to ...
- What there should be is ...?
- Which should lead to ...?

Is important to not overcomplicate the responses and to describe the main messages in simple, clear language.

Duration 45–60 min	Participants 2–15 people	Facilitation templates, post-it notes, pens
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Driver Statement | Process

Individual reflection 10–15 min 	Presentation 20–30 min 	Developing a common vision 15 min 
<p>Allow participants to first individually reflect on the aspects of the Driver Statement by using the template.</p>	<p>Ask all participants to share their insights with the group. The facilitator should collect the input on post-it notes, grouping similar points to create a common picture.</p> <p>If the group is too large, carry out this step in smaller groups and then ask the groups to present and identify common aspects in the plenary session.</p>	<p>The facilitator then identifies the common aspects and introduces a discussion of the topics where differences might have appeared. The outcome of the discussion is documented and the Driver Statement is finalized after the workshop (by the project lead or a volunteer), sent to the group for feedback, and then presented in the next project meeting.</p>

Driver Statement | **Template**

PRESENT SITUATION	What is happening right now [my observation]	
	This leads to ... [effect on our group]	
DESIRED STATE	What there should be is ... [need of our group]	
	Which should lead to ... [impact on our group]	

Note: Describe the main message in simple words.