

Activity: Creating a Driver Diagram

Goal

- **To assemble a driver diagram** from the pieces provided in your envelope

Activity

- **Identify** and **organize** how pieces relate to each other
 - **Aim** (the goal)
 - **Primary Drivers** (the “what” – the big levers to reach the aim)
 - **Change Ideas** (specific changes to the normal way of doing business)

Questions

- **How** would you articulate the theory from each change idea to aim?
- **Which** pieces are distracting?

Common Misconceptions

MISTAK

Treating primary and secondary drivers as though they were the singular focus of improvement

Describing secondary drivers at too high a level (e.g. an entire training or recruitment system, rather than some aspect of it)

Vague change ideas

SOLUTIO

Describing the driver simply as a noun, something that can move in any direction

Test each secondary driver by asking, “Could we take direct action on this?”

Change ideas should be concrete and actionable

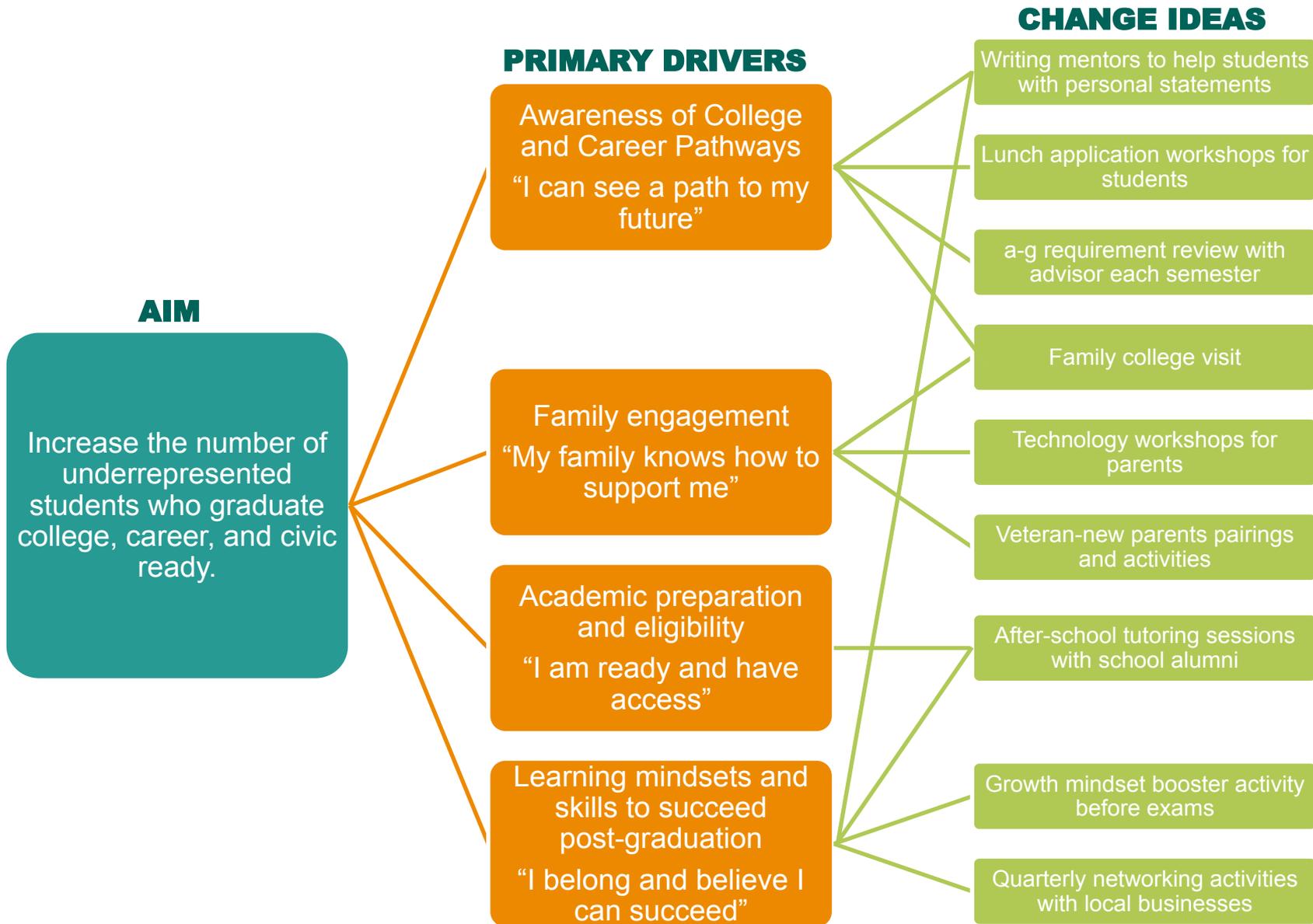


Figure 20. Key High Tech High improvement projects aligned to driver diagram.