**Steps Description**

**Identify Individual Drivers**

1.1. Individually, list all the motivations bringing your organization to join the partnership. These are your individual drivers.

1.2. Organize your list of individual drivers along the Driver Hierarchy Pyramid:

- **Core**: These drivers are critical to fulfill your organization’s mission and/or to deliver your value proposition.
- **Strategic**: These drivers will be important to execute on your organization’s future growth strategies.
- **Aspirational**: These drivers will help you build towards a longer term vision.

**Define Partnership Goals**

2.1. Share your drivers with your partner(s). Take turns explaining each one and its position on the pyramid.

2.2. Identify any drivers that are shared by more than one partner. These are your common drivers.

2.3. Identify among the remaining individual drivers those that are essential for any of the partners to move forward with the partnership. These are your individual must-have drivers. Identify them with a star or a colored sticker.

The combination of the common drivers and the individual must-have drivers makes the list of partnership goals that all partners should commit to.

**Establish Partnership commitments**

3.1. Together, fill in the Partnership Commitment Matrix with the details for your agreed upon partnership goals. These are the partnership goals that all partners will commit to make happen. This commitment means that all partners become equally accountable for working towards each one of the partnership goals. For each goal, discuss and clarify:

- **WHAT**: value do we expect the partnership to generate in order to fulfill this goal?
- **WHO**: are the individuals or organizations who will receive this value?