

# 2025 Electoral Programme – Co-President of Volt Europa

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## Executive Summary

### Volt is at a turning point.

Volt Europa has achieved something extraordinary in less than a decade. Today, we have five Members of the European Parliament, over 300 elected representatives across Europe, and strong communities driving real change across the continent.

Yet we are now entering a more demanding and crucial phase.

**The next few years will determine whether we translate our potential into lasting political impact or remain a strong idea that never fully scaled.**

Three priorities stand out:

1. **Stronger European alignment**  
so we operate truly as one party across countries
2. **Connecting electoral growth with real impact**  
ensuring mandates translate into visible societal change, and vice versa
3. **Building the organisational capacity to scale sustainably**  
through leadership, structures and resources

At the same time, we need **sharper focus**. As we grow, we cannot afford fragmentation, internally or in our activities. If we want to be taken seriously as a European political force, we need clearer direction, stronger coordination, and more disciplined execution.

The coming years offer a unique window of opportunity. The transition to a European Political Party will strengthen our position, unlock resources, and enable us to compete more effectively at European level. The 2029 European elections provide a clear focal point to align our efforts and build momentum across countries.

Volt is entering a new phase, **from momentum to maturity**.

Scaling successfully now requires leadership that can align people, set direction, and turn ambition into coordinated European impact.

I am running to help lead Volt through this transition, so we become not just a promising movement, but a **lasting political force in Europe**.

## **Introduction: Volt at a Turning Point**

Across conversations with our leadership, local teams, communities and elected officials, one shared feeling stands out: **something is shifting.**

We are no longer a small, agile movement experimenting with a new idea. We are becoming a European political organisation, and that changes what is required from us.

The challenge we are facing is no longer about proving that Volt can exist. It is about whether we can operate effectively at scale.

Scaling brings a different kind of complexity:

- more coordination across countries and levels
- more need for clarity and prioritisation
- more pressure on people, structures and decision-making

At the same time, expectations are rising, internally and externally.

This creates tensions that are visible across the organisation: questions of alignment, focus, capacity and direction.

These are not signs of failure. **They are signs of growth.**

But they require a shift in how we operate.

If we address them well, Volt has the potential to become something truly unique: a political party that not only advocates for European cooperation, but actually makes it work across borders in practice.

If we do not, we risk falling short of what we set out to build.

**This is the moment where that difference will be decided.**

## 1. The European Paradox: Becoming the European Party

**Volt was founded to overcome fragmentation in Europe.** Yet as we grow, we are starting to experience similar challenges within our own organisation.

Different chapters operate in very different realities. National perspectives often dominate. Smaller chapters are not always sufficiently heard. Priorities diverge, coordination is inconsistent, and at times trust between different parts of the movement weakens.

In other words, **we are facing a European paradox inside Volt itself.**

The irony is clear, but so is the opportunity.

Ultimately, this is not just a structural challenge, but a leadership one. We will not always agree, and that is part of being a political movement. But we need to get better at turning disagreement into progress instead of fragmentation, and at **maintaining trust and a shared sense of direction even in difficult moments.**

If we get this right, Volt can become a living example of European cooperation.

To operate as a true European party, we need to move beyond loose coordination and towards much stronger alignment amongst ourselves. That means focusing on a few key shifts:

- **Stronger internal communication and inclusive decision-making**  
improved information channels and more delegation systems across chapters and levels, so all Volt teams feel informed, involved and represented
- **Clearer European strategic direction and sharper prioritisation**  
so we reduce noise and focus on what really matters
- **More deliberate support for smaller and developing chapters**  
because we cannot credibly call ourselves a European party if our strength is concentrated in only a few countries
- **More consistent cross-border collaboration**  
moving from parallel national efforts to coordinated European action

Today, a majority of Volt's work happens locally, which is a strength. But too often, **local action still feels disconnected from a broader European effort.**

We need to change that. Currently, I lead the Pan-European Action team, which already shows what is possible when elected representatives, local teams and communities work together across countries on shared priorities. This is the model we should scale.

Volt should consistently operate by our simple principle: **think European, act local.**

If we want to be taken seriously as a European political force, we need to operate like one, internally as well as externally.

## 2. Aligning Societal Impact and Electoral Growth

As Volt grows, a second tension becomes more visible: **how we define success.**

For some, the priority is clear: electoral growth. More mandates, more seats, more visibility. This is necessary, because political power ultimately comes from representation.

At the same time, many members are motivated by something deeper. They joined Volt not only to win elections, but to create meaningful change, strengthen democracy, and address the major challenges Europe and the world are facing. As we scale, some feel that a stronger focus on growth risks losing that sense of purpose.

**I believe this is the wrong way to look at it.**

Electoral success and societal impact are not in conflict. They depend on each other. We need impact to earn trust and votes, and mandates to turn that trust into real change. At the same time, we need to be more focused in how we create that impact.

Volt has a strong culture of grassroots initiatives and societal engagement. That is one of our greatest strengths. But as we grow, we cannot afford to move in too many disconnected directions. If we want to scale and be taken seriously as a political force, our actions need to connect to a clear direction and shared purpose.

That means anchoring our initiatives in what Volt stands for: strengthening Europe's ability to act, deepening cooperation, and addressing key challenges such as climate change, economic transformation, security, democracy and geopolitical stability.

A stronger and more united Europe is not an end in itself. It is a prerequisite for having real impact in the world.

### What this means in practice

To grow sustainably, we need to strengthen the link between what we stand for and what we deliver.

That means:

- **Being consistent and clearer about why Volt exists**  
and the role we play in strengthening democracy and enabling Europe to act
- **Making impact more visible and tangible**  
especially at local level, where people directly experience politics
- **Connecting local action to a broader European mission**  
so members and voters see how their efforts contribute to something bigger
- **Focusing our efforts and growth on what reinforces our shared direction**  
ensuring our work is not scattered, but builds coherent political impact and attracts people who want to contribute

Volt was never meant to be a party for its own sake. It was created to build a stronger, more united and more effective Europe.

That means we must remain both a serious political actor that wins elections and shapes policy, and a movement that inspires people and creates real-world impact.

If we get this balance right, growth will not dilute our purpose, it will amplify it.

### 3. Building Capacity, Leadership and a Strong Organisation

As Volt grows, a third challenge becomes increasingly visible: **our organisational capacity**.

Volt is largely driven by volunteers, many of whom carry significant responsibility with limited resources. Across conversations, the same concerns come up repeatedly: burnout, overstretched teams, limited support, and the difficulty of sustaining long-term engagement.

At the same time, we are asking the organisation to scale further. That creates pressure.

If we want Volt to grow sustainably, we need to invest more deliberately in people, leadership and structures.

#### What this means in practice

- **Better supporting candidates, elected officials and new leaders**  
providing more structured onboarding, training and ongoing support so people can succeed in their roles and grow into leadership, especially in smaller chapters and developing teams
- **Building more professional support structures (paid positions) where needed**  
reducing pressure on volunteers and ensuring continuity as we scale
- **Expanding and diversifying leadership**  
actively encouraging and supporting more women and people from diverse backgrounds to step into leadership roles

Sustainable growth is not only about expanding. It is about building an organisation that people can contribute to over time without burning out.

At the same time, **we need to strengthen our internal culture**.

As we grow, **disagreements and tensions are inevitable**. But when they become overly dominant or destructive, they can discourage people from stepping into leadership, weaken trust, and shift focus away from what we are trying to achieve.

Leadership has a responsibility here: to address challenges where needed, but also to **create an environment where constructive collaboration, mutual respect and shared purpose are stronger than internal friction**.

If we want Volt to scale, we need to build a culture where people feel supported, valued and confident to take on responsibility.

That includes actively identifying and supporting the next generation of leaders across Europe, and ensuring they have the backing they need to succeed and stay engaged.

## Conclusion: My Strategic Priorities for the Next Phase

Volt is entering a new phase. The coming years are not about defining our ambition, but about delivering on it. This requires clearer focus, stronger alignment, and disciplined execution across the organisation.

The next European Volt leadership should prioritise a small number of key areas that will determine whether Volt successfully scales into a lasting European political force.

### What we need to focus on

- **Providing clear political direction and focus**  
aligning the organisation around shared priorities and reducing fragmentation, so we move forward with greater clarity and consistency
- **Strengthening European alignment and coordination**  
ensuring that chapters, teams and elected officials operate more as one, with stronger collaboration across countries and levels
- **Preparing for the next European elections as a unifying milestone**  
using the 2029 elections as a clear focal point to align efforts, build momentum and strengthen Volt's presence across Europe
- **Successfully delivering the transition to a European Political Party**  
as part of the Shine 29 strategy, unlocking funding, strengthening our political positioning, and enabling Volt to compete effectively at European level

The transition to an EUPP is a critical step in this phase. It provides the legal and financial foundation to scale Volt's impact, strengthens our credibility at European level, and enables us to compete more effectively with other political actors.

At the same time, the next European elections offer a unique opportunity to unite the movement behind a shared goal. If we align our efforts early, we can build momentum, strengthen our presence across countries, and translate our ambition into concrete political results.

## Why I Am the Right Leader for This Moment

Volt is entering a scaling phase. Scaling requires more than ambition. It requires alignment, clarity, and the ability to turn strategy into coordinated execution across countries and levels.

### This is where my experience lies.

Across my professional career, I have focused on **aligning complex international organisations, bringing together diverse stakeholders** with different interests, and **building the structures** needed to **deliver impact at scale**. I have worked in a global professional services environment advising large organisations on transformation, communication and stakeholder alignment across countries and functions. I later contributed to global **sustainability, purpose, inclusion and social impact** initiatives, helping align large, multinational organisations around shared direction.

Today, I work in a **global leadership role within a multinational organisation, shaping strategy and engagement** across a large, international workforce. I lead teams, manage priorities and resources, and drive large-scale initiatives that align regions, business units and functions around shared goals.

**At Volt, I apply this experience directly.** As **Pan-European Action Lead**, I design and coordinate cross-border initiatives that bring together elected officials, local teams and communities to act on shared priorities. This has given me a practical understanding of both the opportunities and the challenges of operating as a truly European movement.

Beyond my professional experience, I bring a genuinely **international perspective**. Having grown up and worked across countries, cultures and contexts, I am used to navigating different realities, bridging perspectives and building trust across divides.

At the same time, I combine this with a strong **understanding of grassroots dynamics**. I have worked both in highly professional environments and supported volunteer-driven, grassroots organisations. I know how to build structures, but also how to mobilise people, inspire engagement and create momentum beyond formal hierarchies.

My leadership style is grounded in clarity, trust and execution. I set direction, bring people along, and create the conditions for others to do their best work.<sup>1</sup>

Most importantly, I am deeply motivated by **Volt's purpose**. I believe that many of the defining challenges of our time, from climate change to security and geopolitical stability, can only be addressed through a stronger and more united Europe.

**I am running to help Volt take the next step, from momentum to lasting political power.**

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<sup>1</sup> References and public recommendations available on [LinkedIn profile](#)