

1. What is your title at work and how long have you been in this position?
2. What are you responsible for in your work?
3. We are interested in your experience of leadership. Think about a problem you were involved in solving in your work where your leadership was important to what happened. Tell me about that. We are interested in the details and your experience of the situation.
  - What was the problem? What was the goal?
  - How did the decision to work on this challenge come about?
  - How did you first approach addressing the challenge?
  - What did you hope to accomplish?
  - What kinds of bumps in the road were there along the way?
  - Who was involved in this effort?
  - Can you describe how the members of the team worked together?
  - Did your relationship with any individuals (either on the team or outside of the team) change as you were working on this project?
  - What were outcomes of the work?
4. What factors do you think made this project successful (or led to its failure or slow progress)?
  - Was there any sort of turning point where you felt like the right pieces fell into place in order for the project to be successful?
5. What kinds of unintended consequences (either positive or negative) occurred? Any surprises?
6. Looking back, is there anything you might have done differently?
7. We are interested in your experience of being a leader in the health sector in your country. Is there anything else we should have asked to help us understand your experience better?