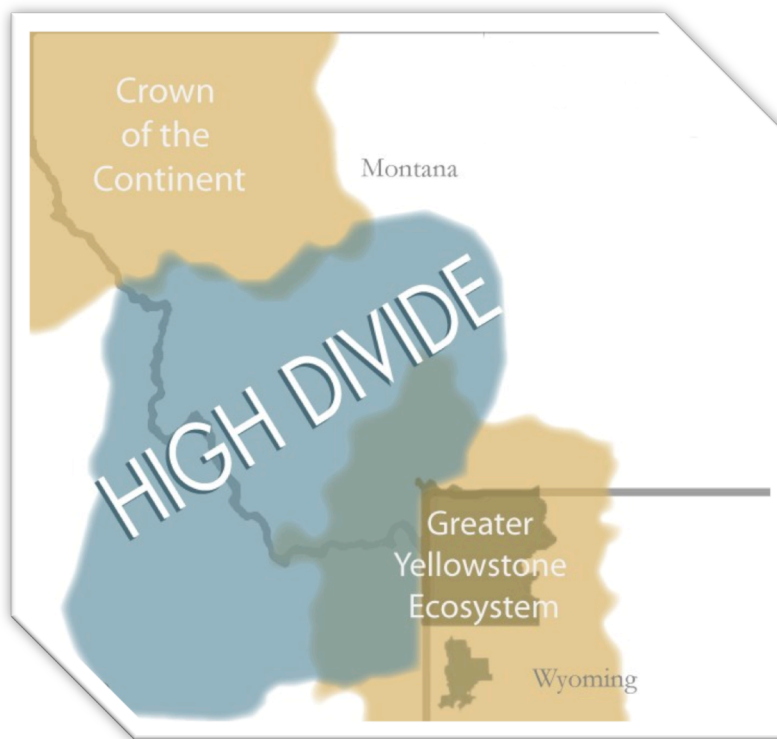


# Impact Report: Organizational capacity building and conservation outcomes in the High Divide Region

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Prepared for:  
Future West

By:  
Wylie Carr & Shawn Johnson  
Center for Natural Resources & Environmental Policy  
The University of Montana

## **Appendix A: Interview Guide**

### **Assessing the Impacts of the High Divide Capacity Building Program**

#### **Participant Interview Guide**

##### ***Introduction and explanation of study:***

- The High Divide Capacity Building Program Steering Committee hired the Center for Natural Resources & Environmental Policy at the University of Montana to explore the impact of the program with respect to on-the-ground conservation outcomes.
- As a participant in the High Divide Capacity Building Program, I would like explore with you: (1) how you think about organizational effectiveness and on-the-ground conservation success; and (2) how well the capacity building program contributed to such success.
- As you know, the capacity building program was designed to help strengthen the organizational capacity of community-based conservation groups in the region. The initiative sought to do so through an initial needs assessment, trainings and webinars, and easily accessed funding via small grants.
- I have 10 questions for you today. Our conversation should not take more than an hour.
- Your honest reflections on the program and its impacts on your organization are critical to producing a useful evaluation for the sponsors and conveners of the capacity building initiative as well as your fellow participants.
- The interviews and all information in them will be completely anonymous. Your name and/or any other potentially identifying information will not be used in any products related to this evaluation effort.
- We would like to record the interview so we can refer back to the information you provide and make sure we have captured your thoughts and opinions accurately. Please let me know if you would prefer not to have this conversation recorded.

##### ***Interview Questions:***

- 1) Please introduce yourself and tell me a little bit about what your organization does in the High Divide Region.
- 2) How did you hear about the High Divide capacity building program? What were you hoping to improve by participating in the program?
- 3) To what extent have you been involved in the High Divide capacity building program?
- 4) How would you define success for your organization? How important are on-the-ground conservation outcomes to you in defining that success?

- 5) In what ways do you think the capacity building program helped your organization be more successful?
  - Do you think your organization has more capacity as a result of your participation in the program? If so, in what ways?
- 6) Do you think the capacity you gained through this program helped you achieve any on-the-ground conservation outcomes? If so, how?
- 7) How important was the capacity building program to your organization?
  - What was the most valuable part of the program for your organization?
- 8) What other options do you have for obtaining the kind of assistance, training and grant funding that was provided through this program?
- 9) If future capacity building efforts are offered, what recommendations do you have for content (tools, topics, skills, etc.)? And delivery (workshops, training, exchange program, expert help, small grants, etc.)?
- 10) Is there anything else that you would like to discuss in relation to the capacity building program?