



Executive Interviews Overview

Executive interviews – overview

One-on-one executive interviews provide insight into their views on topics such as understanding perspectives on HR programs, assessing alignment with organizational priorities, and gathering input on initiatives or changes. They are cost effective and can be used to complement other research methods such as surveys and focus groups. They can also be a timely way to gather executive input when their calendars do not align for a group or workshop session.

Benefits of leveraging external facilitators/interviewers:

- Strong facilitators ask objective questions while providing executives a safe, confidential space to answer.
- External facilitators help eliminate potential power dynamics between internal facilitators and participants. They can be helpful in situations where there may have been distrust, which otherwise can compromise participants' comfort or ability to provide honest input.
- Ability for external facilitators to remain neutral and unbiased, particularly around topics where internal facilitators have vested interests that hinders objectivity.

McLean & Company executive interviews provide the following:

- A comprehensive and confidential report containing relevant themes, recommendations, & verbatim comments from the executives interviewed.
- Valuable perspectives gathered from across leadership.
- Insights from experienced and knowledgeable facilitators.

Executive interviews + debrief workshop

Pre-work	Executive Interviews*	Report preparation	Debrief
• Select participants • Select debrief session participants • Schedule interviews, must occur within a two-week timeframe • Finalize questions* • Finalize communication for the executives, including topic, why it matters, what is expected of them, and any relevant pre-read materials* • Provide McLean & Company with relevant data, organizational information, etc.*	Total of 15-18 hours of 1:1 executive interviews. The interviews can range from 30 to 90 minutes, depending on the number and complexity of questions.	McLean & Company compiles results of interviews into comprehensive report.	Two-hour debrief of executive interview feedback.

*Determined during scoping.

Ad hoc executive interviews

Ad hoc executive interviews are priced in bundles of up to 6 hours, with a standard report preparation and a 1-2 hour debrief included.

Pre-work	Options per bundle of interviews	Report preparation & debrief
• Select participants • Select debrief session participants • Schedule interviews, must occur within a two-week timeframe • Finalize questions* • Finalize communication for the executives, including topic, why it matters, what is expected of them, and any relevant pre-read materials* • Provide McLean & Company with relevant data, organizational information, etc.*	Total of 5-6 hours of interviews. The interviews can range from 30 to 90 minutes, depending on the number and complexity of questions	McLean & Company compiles the feedback into a comprehensive report. McLean & Company debriefs the engagement lead and selected participants during one x 1-2 hour presentation.

*Determined during scoping.

