

Why are interviews conducted with stakeholders?

Interviews with members of governing board

To understand

- If they are satisfied with the effort of the organisation.
- Whether there is a feeling that responsibilities are not shared and some members are indifferent.
- If they feel the need to modify the strategies.
- If they are satisfied about the governance of the organisation.

Interviews with representatives of funding agencies and individual donors

To find out

- If they are satisfied with the work of the organisation, and how the money is spent.
- If the reports including financial statements are provided in time.
- If the expenditure matches with the budget.

Interviews with beneficiaries/community

To know

- If the beneficiaries have clarity about the objectives of the organisation.
- The expectations of beneficiaries and programmes of organisation match or not.
- Perception of beneficiaries about the staff implementing the programme- sincere, honest, dishonest, arrogant, non sympathetic etc.
- Perception of the beneficiaries about sustainability of the organisation.
- Perception of the beneficiaries about governing board and its members.

Group discussions with staff

- Understanding of the vision and mission of the organisation.
- Understanding ones role and responsibilities in the project.
- Communication within the organisation- open or closed.
- Discussion about HR policy if any
- Growth opportunities- yes or no