

Supplemental Table 1. Discussion Guide

1. What is your current professional role? How has your job changed since you completed the programme? Can you say more about that? What led to those changes?
2. Think back to when you first completed the programme. What aspects of the experience did you find most relevant to your professional role at the time? Can you give an example of how you applied the learning in your work?
3. Thinking about your current role, what aspects of the programme do you find most relevant? Can you give an example of how you apply the learning in your work recently?
4. What relationships did you develop during the programme? Do you maintain any of those relationships? How would you describe the impact of these relationships on your work?
5. How did the programme differ from subsequent leadership trainings/development programmes you have completed? Please be as specific as possible.
6. Has your perspective on the programme benefits evolved as you have gained distance from the programme or advanced in your career? And if so, can you talk about how?
7. How would you describe the value of the programme to someone you were mentoring today?
8. After reflecting on your experience with the programme. Is there anything else you would like to share?

Probes: Can you tell me more about that? What did not work so well? What was not as worthwhile? What was not as relevant?