

# PRELIMINARY INTERVIEWS WITH FACILITATION TEAM CANDIDATES FOR MRRIC PLANNING GROUP PROCESS

Here's some information to help you prepare for the upcoming preliminary interviews with facilitation team candidates for the MRRIC Planning Group process:

**Time:** 8:30am - 5:30pm

**Date:** Wednesday, March 28<sup>th</sup>

**Location:** Doubletree Hotel, 1616 Dodge Street, Omaha, NE

**Contacts:** Mike Eng, U.S. Institute for Environmental Conflict Resolution: (520) 901-8542 or (520) 940-2320, cell

## **Schedule**

Please arrive between 8:00am and 8:30am so we can get settled in and be prepared to go over the interview process with everyone at 8:30am. The first interview will start at 9:00am. We'll conduct two 75-minute interviews in the morning. We'll take a short lunch break. A buffet lunch will be provided to Planning Group members in the Doubletree Restaurant. In the afternoon, we'll conduct the final two interviews. An opportunity will be made available for any members of the public to provide comments on the candidate teams. We will then discuss your impressions of all the candidate teams. We will finish up by 5:30pm.

To be fair to all the candidates, if you wish to participate on the Interview Panel, please plan to attend for the entire day. Please do not contact the candidates in advance of the interviews.

## **Interview Panel**

The Interview Panel will consist of the current members of the Drafting Team for the MRRIC Planning Group who were able to attend the meeting. All current members of the Drafting Team and the Review Panel have been invited to submit written comments on the candidates' proposals, if they were unable to attend the meeting.

Drafting Team members participating on the Interview Panel should have carefully reviewed all the proposals of the facilitation team candidates in advance of the interviews.

## **Format of the Interviews**

Mike Eng, Senior Program Manager with the U.S. Institute for Environmental Conflict Resolution will moderate the interviews and facilitate the discussion at the end of the day. Interview Panel members will take turns in asking questions of the candidate teams. If you like, you may ask the same question of all the candidates, or you may want to ask a question that is specific to a particular team or their proposal. We will complete as many rounds of questions as time allows, while reserving the last 10 minutes of the 75-minute interview for the candidate teams to ask questions of the Interview Panel members

## **Focus of the Your Interview Questions**

In carefully evaluating all the proposals received, the U.S. Institute is highly confident that all the candidate teams asked to be interviewed are highly qualified to facilitate the MRRIC Planning Group process. While some on the Interview Panel may wish to seek further clarification regarding the relevant experience of team members, it is recommended that the interview questions primarily focus on their proposed approaches to the Planning Group process, and evaluating the compatibility of their personal communication styles, as well as their potential for broad acceptability with all the different interested and affected stakeholders in the basin. Any concerns about potential bias or perceived conflicts of interest should also be explored.

## **Debriefing the Interviews**

At the conclusion of the interviews, the U.S. Institute will ask about your impressions of the different candidate teams, along with your initial preferences, including whether you would consider any of the teams to be unacceptable. The U.S. Institute will consider this input, along with written comments on the proposals submitted by other members of the Drafting Team and the Review Panel, in determining whether there is a potential need to recruit additional facilitation teams.

## **Selection Decision on a Facilitation Team**

The final selection decision on a facilitation team for the MRRIC Planning Group process will not be determined until the Planning Group has been fully convened.

Thanks again for your assistance!