

Additional file 1**Draft interview guide for semi-structured interviews.**Setting the stage

1. Can you tell me a bit about *[Innovation X]*?

Probes

- a. What does *[Innovation X]* entail? What are its components?
 - b. Was there any training or education necessary with the implementation?
 - c. Were there any policies put into place?
 - d. Were there any additional management needs or positions created?
 - e. What year was it introduced?
 - f. Was there a pilot period? If so, how long was the pilot period?
 - g. How long has it been in use (since then)? Is it still in use?
2. How did you first hear about *[Innovation X]*?
 - a. What were your initial thoughts?
 3. Why was *[innovation X]* implemented here? What need were you trying to address?
 - a. Who identified the need for this intervention *[frontline staff, hospital manager/administrators, government]*?
 - b. Who proposed *{Innovation X}* as a means of addressing this need *[frontline staff, hospital manager/administrators, government]*?
 - c. Did others perceive this need as well?

Implementation

Now I'd like to talk to you a bit about the implementation of *[Innovation X]*.

4. Can you tell me about how *[Innovation X]* was implemented?

Probes

- a. What was your role in the implementation process?
 - b. Who else was involved and what were their roles?
 - c. How were the relationships between people during the implementation process?
 - i. Examples: pre-existing, strength, coming from within or from outside, trust, respect
5. How different was *[Innovation X]* from the existing practices?
 - a. Did these differences/similarities affect the implementation process?
 - b. If so, how?
 6. Would you say that the implementation of *[Innovation X]* was initially successful?
 - a. If so, how?
 - b. If not, why not?

Sustainability

7. When I talk about sustainability of innovations, what does sustainability mean to you?
8. Would you say [*Innovation X*] has been sustained so far? Why or why not?
 - a. Was use impacted once the initially training/support ended?
 - i. If so how?
 - ii. If not, why not?
9. Has [*innovation X*] been adapted or modified at all?
 - a. If so, in what way?
 - b. Why were these modifications needed?
10. What did your program/organization do to support the ongoing use or integration of [*Innovation X*] into routine care?
 - Examples: policy or operational changes to integrate [*innovation X*] into normal worker expectations or routines
 - b. How did that help with the sustainability of [*Innovation X*]?
 - c. Engage: Did your team/program/organization try to engage people in the implementation process or the use of the new innovation?
 - d. Execute: Did the implementation process go according to the original plan?
11. What factors do you believe influence the sustainability of [*Innovation X*]?

Probes:

 - a. In what ways?
 - b. Both facilitators and barriers.
 - c. Characteristics of the innovation?
 - d. Characteristics of the people managing/leading/supporting its ongoing use?
 - e. Organizational context (ex: staffing, IT, infrastructure, organizational culture, management support, incentives, organizational mandates)?
 - f. Broader context (ex: policies, regulations, legal, political, or economic context, patient needs/preferences/characteristics)?
12. Earlier we talked about why [*Innovation X*] was implemented here and the needs it was designed to meet. What would you say has been successful in meeting the needs we talked about?
13. What other impacts has [*Innovation X*] had on your program/organization and the people who work there/with the [*Innovation*]?
 - a. What about on the patients?
14. Has there been an evaluation conducted related to the sustained use and/or impacts of [*Innovation X*]?
 - a. Are the findings from those evaluations fed back into [*Innovation X*] and used to adapt it?
 - i. If so, how so?
15. What do you think is required to ensure the continued use of [*innovation X*] moving forward?
 - a. Examples: attitudes, incentives, removal of specific barriers, financial, human resources, organizational mandates/policies