

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

4 – 6 June 2013

Question: BET 422-424

Topic: Executive Coaching and Leadership Training

Written 17 June 2013

Senator BUSHBY asked:

422. In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for this financial year to date:
- Total spending on these services
 - The number of employees offered these services and their employment classification
 - The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted (provide a breakdown for each employment classification)
 - The names of all service providers engaged
423. For each service purchased from a provider listed under (4), please provide:
- The name and nature of the service purchased
 - Whether the service was one-on-one or group based
 - The number of employees who received the service and their employment classification
 - The total number of hours involved for all employees (provide a breakdown for each employment classification)
 - The total amount spent on the service
 - A description of the fees charged (i.e. per hour, complete package)
424. Where a service was provided at any location other than the department or agency's own premises, please provide:
- The location used
 - The number of employees who took part on each occasion (provide a breakdown for each employment classification)
 - The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - Any costs the department/agency incurred to use the location

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Answer:

422.

- a. As at 31 May 2013 the total spent on executive coaching and leadership training services in the current financial year was \$386,295.72.
- b. Leadership training was offered to all staff at the EL1 – SESB 3 classifications in the department. The number of staff at each of these classifications is detailed below:

SES Band 1-3	88
EL 2	164
EL 1	213

Executive coaching is available to all SES staff. Where a specific development need has been identified, and cannot be met through other means, Executive Level staff are also able to access executive coaching services.

- c. Please refer to question 423(a). Please note that due to the nature of these programs, staff do not need to access study leave to participate.
- d. Vantage Point Consulting Pty Ltd
Bendelta Pty Ltd
Interaction Consulting Group
Directions for Change Pty Ltd
Yellow Edge Pty Ltd
The Leader Factor
Deborah May Pty Ltd
Australian Public Service Commission

423.

- a. Please refer to the tables below:

Executive Coaching

Provider	# Participants	Levels	Costs	Venue
Vantage Point Consulting Pty Ltd	2	SES Band 2 SES Band 3	\$2,187.50	No additional cost
Deborah May Pty Ltd	15*	Executive Level 2 SES Band 1 – Band 3	\$61,650	No additional cost
Interaction Consulting Group	1	SES Band 1	\$1,090.92	No additional cost
Directions for	2	SES Band 2	\$1,460.86	No additional cost

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Change		SES Band 3		
The Leader Factor	1	SES Band 1	\$1,800	No additional cost
Yellow Edge Pty Ltd	1	Executive Level 2	\$1,800	No additional cost

* This number is an approximate as coaching services were provided at a group level following training.

Leadership

Provider	# Participants	Levels	Program Costs	Venue
Australian Public Service Commission	18	2 X Executive Level 1 3 X Executive Level 2 10 X SES Band 1 1 X SES Band 2 2 X SES Band 3	\$124,423.59	No additional cost
Bendelta Pty Ltd	25	Executive Level 1 Executive Level 2	\$57,357.85	\$11,772.39
Deborah May Pty Ltd	222	Executive Level 2 SES Band 1 – Band 3	\$134,525.00	No additional cost

- b. Executive coaching is a combination of group based and a one on one arrangement. Leadership training is based on group sessions.
- c. Please see response at 423(a). Providing a further level of detail would involve an unreasonable diversion of departmental resources.
- d. To attempt to provide this level of details would involve an unreasonable diversion of departmental resources.
- e. Please see response at 423(a).
- f. Fees for executive coaching are based on a per hour cost. Fees for Leadership training are based on a complete package.

424.

- a. The venue for the leadership training (Management Development Program) was the Pavilion on Northbourne.

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- b. Please see response at 423(a).
- c. The Management Development Program involved 7 contact days, or 52.5 hours of training. To attempt to provide a further level of details would involve an unreasonable diversion of departmental resources.
- d. The venue hire for the Pavilion was \$11,772.39 (GST inclusive). The venue costs include room hire, catering and costs of audio visual equipment.