

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

17 October – 18 October 2012

Question: SBT 1455-1460

Topic: Executive Coaching and Leadership Training (ASIC)

Written: Received from Committee – 26 October 2012

Senator BUSHBY asked:

1455. 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 (26 October 2012):

- a. Total spending on these services
- b. The number of employees offered these services and their employment classification
- c. 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)
- d. The names of all service providers engaged

1456. For each service purchased from a provider listed under (4), please provide:

- a. The name and nature of the service purchased
- b. Whether the service is one-on-one or group based
- c. The number of employees who received the service and their employment classification
- d. The total number of hours involved for all employees (provide a breakdown for each employment classification)
- e. The total amount spent on the service
- f. A description of the fees charged (i.e. per hour, complete package)

1457. Where a service was provided at any location other than the department or agency's own premises, please provide:

- a. The location used
- b. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
- c. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
- d. Any costs the department or agency's incurred to use the location

1458. In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for 2011-12:

- a. Total spending on these services
- b. The number of employees offered these services and their employment classification
- c. 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)
- d. The names of all service providers engaged

1459. For each service purchased from a provider listed under 1458(d), please provide:

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- a. The name and nature of the service purchased
 - b. Whether the service is one-on-one or group based
 - c. The number of employees who received the service and their employment classification
 - d. The total number of hours involved for all employees (provide a breakdown for each employment classification)
 - e. The total amount spent on the service
 - f. A description of the fees charged (i.e. per hour, complete package)
1460. Where a service was provided at any location other than the department or agency's own premises, please provide:
- a. The location used
 - b. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
 - c. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - d. Any costs the department or agency's incurred to use the location

Answer:

1455.

- a. ASIC's total spend on these services was \$147,662
- b. General management training was offered to all levels of staff (approximately 1900 staff in total). Senior Management Development Centres were designed for Executive Level 2 staff with people management responsibilities (approximately 120 staff). Individual coaching was provided to selected Executive Level 2 and SES staff who it was determined would benefit from coaching as part of their individual development plans. Attendance at the Executive Fellows program at The Australian and New Zealand School of Government (ANZSOG) was endorsed for one SES staff member as part of his individual development plan.
- c. Please refer to attached spreadsheet for Executive Coaching & Leadership Training (Attachment 2). No study leave was provided for these activities, as they were undertaken in work hours.
- d. Please refer to attached spreadsheet for Executive Coaching & Leadership Training (Attachment 2).

1456. Please refer to attached spreadsheet for Executive Coaching & Leadership Training (Attachment 2).

1457. ASIC did not utilise any external locations for these programs.

1458.

- a. ASIC's total spend on these services was \$321,370.
- b. General management training was offered to all levels of staff (approximately 1900 staff in total). Senior Management Development Centres were designed for Executive Level 2 staff with people management responsibilities (approximately 120

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staff). Individual coaching was provided to selected Executive Level 2 and SES staff who it was determined would benefit from coaching as part of their individual development plans.

- c. Please refer to attached spreadsheet for Executive Coaching & Leadership Training (Attachment 1).
 - d. Please refer to attached spreadsheet for Executive Coaching & Leadership Training (Attachment 1).
1459. Please refer to attached spreadsheet for Executive Coaching & Leadership Training (Attachment 1).
1460. ASIC did not utilise any external locations for these programs.