

Senate Standing Committee on Environment and Communications
Legislation Committee
Answers to questions on notice
Environment portfolio

Question No: 139

Hearing: Supplementary Budget Estimates

Outcome: Corporate

Programme: Corporate Strategies Division

Topic: Portfolio Wide – Executive Coaching and Leadership Training

Hansard Page: N/A

Question Date: 27 November 2013

Question Type: Written

Senator Ludwig asked:

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from 7 September 2013 to date:

1. Total spending on these services
2. The number of employees offered these services and their employment classification
3. 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)
4. The names of all service providers engaged
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)
5. 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:

Department of the Environment¹

1. The Department offers a number of executive coaching and leadership training programmes through its central workforce development function. However, none occurred during the current reporting period. The Department does not currently have a mechanism to fully capture and record details of other devolved coaching and leadership training activities delivered across the department.

2. Nil.
3. Nil.
4. Not applicable.
5. Not applicable.

¹ Includes information for the Director of National Parks

Bureau of Meteorology

1. \$15,426.97 (including GST)

- 2.

No of employees	Employment classification
11	EL2
4	EL1
9	APS6
1	APS5
1	APS4
3	APS3

- 3.

No of employees	Employment classification	Study leave per participant
11	EL2	152.3 hours
4	EL1	66.8 hours
9	APS6	91.5 hours
1	APS5	16.7 hours
1	APS4	2 hours
3	APS3	6 hours

4.

Provider	Service provided	One-on-one or group	Number of employees	Number of hours	Amount spent	Description of fees
Developmental Dimensions International (DDI)	Leader as Coach training participant training materials and facilitation notes - 2 day face to face training	Group based	8 x EL2 4 x EL1 5 x APS6 1 x APS5	14.7 hrs pp x 8 = 117.6 hrs 14.7 hrs pp x 4 = 58.8 hrs 14.7 hrs pp x 5 = 73.5 hrs 14.7 hrs pp x 1 = 14.7 hrs	\$9,394.38 (GST inclusive)	Participant materials x 4 units (\$110 per unit, per person) Participant online module login (\$110 per registration) Instructional materials for facilitators x 4 units (\$275 per unit)
Developmental Dimensions International (DDI)	Leader as Coach training participant training materials and facilitation notes - (2 hour online module)	Group based	8 x EL2 4 x EL1 5 x APS6 1 x APS5	2 hrs pp x 8 = 16 hrs 2 hrs pp x 4 = 8 hrs 2 hrs pp x 5 = 10 hrs 2 hrs pp x 1 = 2 hrs		
Genos International Pty Ltd	Building Personal Resilience Webinar Workshop	Group based	2 x EL2 4 x APS6 1 x APS4 3 x APS3	2 hrs pp x 2 staff = 4hrs 2 hrs pp x 4 staff = 8 hrs 2 hrs pp x 1 staff = 2 hrs 2 hrs pp x 3 staff = 6 hrs	\$3,671.80 (GST inclusive)	Participant materials x 10 units Webinar facilitator fee
Liquid Learning Group Pty Ltd	Public Service Leadership Summit	Group based	1 x EL2	14.7 hrs	\$2,360.79 (GST inclusive)	Complete package

5.

Provider	Location	Number of employees	Number of hours	Costs
Developmental Dimensions International (DDI)	Agency premises	-	-	-
Genos International Pty Ltd	Agency premises	-	-	-
Liquid Learning Group Pty Ltd	The Rendezvous Grand Hotel, Melbourne	1 x EL 2	15 hours	Nil - included in total cost of training

Great Barrier Reef Marine Park Authority

1. Nil.
2. Nil.
3. Nil.
4. Not applicable.
5. Not applicable.

Murray Darling Basin Authority

1. \$22,611.88
2. Coaching and leadership training is offered to all employees at and above the EL1 classification (totaling 163 staff). Coaching is offered to APS classifications on a case by case basis.
3. During the period 7 September to 31 October 2013, 20 staff members took part in leadership training and seven staff members took part in coaching. No study leave was required.

No of employees	Employment classification	Study leave per participant
1	SES Band 2	Nil
2	EL2	Nil
22	EL1	Nil
1	APS6	Nil
1	APS5	Nil

4.

Provider	Service provided	One-on-one or group	Number of employees	Number of hours	Amount spent	Description of fees
Tempo Strategies	Leadership Development Program 3	Group based	20 x EL1	30 hours	\$21,775 (not yet invoiced)	Complete package
Tempo Strategies	Executive Coaching	One on one	1 x EL1	3 hours	\$1,211.84	Complete package
Tempo Strategies	Executive Coaching	One on one	1 x EL1	2 hours	\$815.84	Complete package
Stillwell Management Consultants	Executive Coaching	One on one	1 x SES Band 2	4 hours	\$3,520	Complete package
Margie Darcy	Executive Coaching	One on one	1 x EL 2	10 hours	\$3,850	Complete package
Margie Darcy	Executive Coaching	One on one	1 x EL2	3 hours	\$1,295	Complete package
Margie Darcy	Executive Coaching	One on one	1 x APS 5	2 hours	\$660	Complete package
Sue Adams	Executive Coaching	One on one	1 x APS 6	2 hours	\$770	Complete package

5.

Provider	Location	Number of employees	Number of hours	Costs
Tempo Strategies	Rydges Capital Hill (Leadership)	20 x EL 1	15 hours	\$6,210
Tempo Strategies	Southern Cross Club (Leadership)	20 x EL 1	15 hours	\$4,281.70
Tempo Strategies	Agency premises (executive coaching)	-	-	-
Stillwell Management Consultants	Agency premises	-	-	-
Margie Darcy	Agency premises	-	-	-
Sue Adams	Agency premises	-	-	-

National Water Commission

1. \$8,605 (including GST)

2.

No of employees	Employment classification
2	SES Band 1
6	EL 2

3.

No of employees	Employment classification	Study leave per participant
1	EL 2	Nil

4.

Provider	Service provided	One-on-one or group	Number of employees	Number of hours	Amount spent	Description of fees
Australian Institute of Company Directors	Company Directors Course	Group based	1 x EL2	38 hours	\$8,605 (GST inclusive)	Complete package

5.

Provider	Location	Number of employees	Number of hours	Costs
Australian Institute of Company Directors	Office of the Australian Institute of Company Directors	1 x EL2	38 hours	Nil - included in total cost of training

Sydney Harbour Federation Trust

1. Nil.

2. Nil.

3. Nil.

4. Not applicable.

5. Not applicable.

Clean Energy Regulator

At present, the Clean Energy Regulator does not have any centrally coordinated and purchased leadership or executive coaching programs. Individuals may have registered or purchased such services, however, the Clean Energy Regulator does not record these expenses in a way that would readily allow more detailed answers to be provided. To attempt to provide the requested level of detail would involve an unreasonable diversion of resources.

Climate Change Authority

1. \$6,600.00 (GST inclusive).

2.

No of employees	Employment classification
1	SES Band 1

3.

No of employees	Employment classification	Study leave per participant
1	SES Band 1	Nil

4.

Provider	Service provided	One-on-one or group	Number of employees	Number of hours	Amount spent	Description of fees
The Breathing Space	Executive Coaching Services	One on One	1 x SES Band 1	12 hours	\$6,600.00 (GST inclusive)	Complete package

5.

Provider	Location	Number of employees	Number of hours	Costs
The Breathing Space	Various locations	1 x SES Band 1	12 hours	Nil - included in total cost of training