

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Resources, Energy and Tourism Portfolio

Budget Estimates

28 May 2012

Question: BR54

Topic: Executive Coaching and Leadership Training

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Senator Bushby asked:

1. 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:
 - 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
2. For each service purchased from a provider listed, 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)
3. 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**

1. a) Leading Through Coaching for SES: \$33,313.39
Individual Coaching Sessions for SES: \$11,759.67.
- b) Leading Through Coaching services were offered to all 33 SES employees within the Department as follows:

Classification:	Number of Positions:
SESB3	1
SESB2	8 (1 Temp)
SESB1	24 (2 Temp)
TOTAL	33

Individual coaching was offered to all SES, only 5 Senior Executives at the SES Band 1 level took part.

- c) All participation was in standard hours and no study leave was granted. 21 Senior Executive officers participated in the Leading Through Coaching program consisting of the following classification levels:

Classification:	Number of Positions:
SESB3	1
SESB2	8
SESB1	12
TOTAL	21

- d) The following service providers were engaged in relation to executive coaching and leadership training:
 1. Australian Public Service Commission
 2. Centre for Public Management (CPM)
 3. Executive Central Pty Ltd
 4. Australian and New Zealand School of Government (ANZSOG)
 5. Executive Coaching Institute
 6. Rosetta Consulting Pty Ltd

2. **Attachment A** provides a breakdown of each service provider, including the name and nature of the service, costs, participants and their classification, total hours of participation, and the delivery method.
3. a) Training took place on the Department's premises, except on one instance where training took place at the Waldorf Conference Facility, Canberra City.
- b) SES Band 1: 12
- c) Two half day sessions of 4 hours each with a total of 8 hours.
- d) The cost to the Department was \$858 for both the sessions.

Tourism Australia

1.
 - a) Total spend on these services was \$5,000.
 - b) One Band 5 employee was offered this training.
 - c) One Band 5 employee utilised this training. No study leave was granted.
 - d) The service provider was Stepshift.

2.
 - a) The nature of the training was for Executive Coaching.
 - b) The service was delivered on a one-on-one basis.
 - c) As above in question 1 b) and 1 c) – one Band 5 employee.
 - d) Monthly sessions of 1-2 hours duration for 12 months.
 - e) \$5,000 in total was spent on this service.
 - f) This was a complete package.

3. This executive coaching session was provided at Tourism Australia.

Geoscience Australia

1.
 - a) Total spend on these services was \$132,272.80.
 - b) All employees are able to request coaching and leadership training.
 - c) All participation was in standard hours, no extra study leave was granted. The breakdown of employees utilising these services:

Classification	Leadership Training	Executive Training
APS1-6	0	0
EL1	12	0
EL2	17	6
SES Band 2	0	1
Total	29	7

- d) The service provider in all instances was Joint Strategies Pty Ltd.

2.
 - a) Joint Strategies Pty Ltd were contracted to run the Geoscience Australia leadership program 'GeoPlus'.
 - b) The leadership training was a group based leadership development program.
 - c) Refer to the answer to question 1 c).
 - d) The breakdown of employees who received executive coaching is as follows:

Classification	Average Hours
APS1-6	0
EL1	0
EL2	3.2
SES Band 2	5
Total	7.2

- e) Refer to the answer to question 1 a).
 - f) Fees were charged as a package for Leadership training and per hour for Executive coaching.
- 3.
- a) All Leadership training was conducted offsite at Tuggeranong Homestead, Johnston Drive, Richardson, ACT, 2905.
 - b) Refer to the answer to 1 c) for Leadership training participants.
 - c) Refer to the answer to 2 d) for hours.
 - d) The location costs were included in the package costs.