

Senate Community Affairs Legislation Committee

ADDITIONAL ESTIMATES - 27 FEBRUARY 2014 ANSWER TO QUESTION ON NOTICE

Department of Human Services

Topic: Executive Coaching and Leadership

Question reference number: HS 140

Senator: Cameron

Type of question: Written

Date set by the committee for the return of answer: 24 April 2014

Number of pages: 2

Question:

I refer to HS 29 concerning executive coaching and leadership. Please update answers (a), (b) and (c).

Answer:

- a) 1) Total departmental expenditure on purchased leadership development training and executive coaching service for the period 7 September 2013 to 28 February 2014 was \$277,322.
- 2) Leadership development and coaching programmes are available to all department executive level employees and senior executive service officers. Access is prioritised according to development needs agreed between the individual and their manager during formal performance management discussions or promotion/transfer to a new classification or function.
- 3) The number of employees utilising leadership training programmes and executive coaching services in the period 7 September 2013 to 28 February 2014 is 124.

A summary by programme type and classification level is provided below:

Programme Type	Number utilising the services	Employee Classification
SES leadership development	44	Senior Executive Service
Executive leadership development	79	Executive Level Officers
Executive coaching	1	Senior Executive Service
TOTAL	124	

Formal study leave was not accessed by senior executive service officers or executive level employees to attend purchased leadership training programs.

- 4) The names of all service providers engaged to deliver leadership development training and coaching services in the period 7 September to 28 February 2014 are listed below:
- Australian Public Service Commission (APSC).
 - Australia New Zealand School of Government (ANZSOG).
 - Bendelta Pty Ltd.
 - Nous Group Pty Ltd.
 - Social Leadership Australia.
 - Vantage Point Consulting Pty Ltd.
- b) 1) The executive coaching and leadership training services purchased by the Department of Human Services in the period 7 September 2013 to 28 February 2014 were for the design and development of leadership programmes, for facilitation and/or programme delivery and for the provision of coaching services.
- 2) The majority of employees utilising these services did so as part of a group with the exception of coaching, which was accessed as a one-on-one service.
- 3) The department has identified that 123 employees accessed leadership development programmes and one employee accessed coaching services.
- 4) The total number of hours involved in leadership development training and coaching was 2,579 hours. hours (10 SES Band 2 officers undertook 304 hours, 33 SES Band 1 officers undertook 684 hours and 79 Executive Level staff undertook 1,589 hours of leadership development. One SES Band 3 officer undertook 2 hours of coaching services).
- 5) The total amount spent on the provision of coaching services was \$739. The total amount spent on leadership development training was \$276,583.
- 6) Fees for executive coaching were charged on an hourly rate basis and leadership training services were charged on a complete package rate basis.
- c) 1) The department attempts to use internal venues wherever suitable premises are available. There were no external venues used by the department. A range of external venues were used by the service providers. The department does not have this list.
- 2) See response to question (c)(1).
- 3) See response to question (c)(1).
- 4) There was no additional cost for external venues for leadership development arranged by the department for the period 7 September 2013 to 28 February 2014.