

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2012-13 Budget Estimates Hearings

Outcome Number: Cross

Question No: 466

Topic: Executive coaching and leadership training

Hansard Page: Written

Senator McKenzie asked:

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:

- 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:

The name and nature of the service purchased.

Whether the service is 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)

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

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Answer:

Department Response

In order to respond to the level of detail requested, the Department would be required to allocate extensive resources to gather this information. Information which is readily collated is below.

1. The total cost for participation in the programs, from 1 July 2011 to 21 June 2012, for which information has been reported, is **\$476,332** (GST inclusive).
2. Figures for the number of employees offered these services, and their classifications are not available.
3. There were **227** employees utilising the services. Their employment classifications are included in the attached table.
4. Names of service providers engaged are in the attached table.

For each service purchased from a provider the following information is provided in the attached table:

1. The name and nature of the service purchased.
2. Whether the service is one-on-one or group based.
3. The number of employees who received the service and their employment classification.
4. The total number of hours involved for all employees.
5. The total amount spent on the service.
6. A description of the fees charged (i.e. per hour, complete package).

Where an internal course was delivered off site from FaHCSIA premises, the location is provided in the attached table. The location of all other activities is not readily available.

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Portfolio Body Response

1. The total cost for participation in the programs, from 1 July 2011 to 21 June 2012, for which information has been reported is **\$60,400.21***.
2. Figures for the number of employees offered these services and their classifications are not available.
3. There were **108** employees utilising the services. Their employment classifications are included in the attached table.
4. Names of service providers engaged are in the attached table.

For each service purchased from a provider the following information is provided in the attached table:

1. The name and nature of the service purchased.
2. Whether the service is one-on-one or group based.
3. The number of employees who received the service and their employment classification.
4. The total number of hours involved for all employees.
5. The total amount spent on the service.
6. A description of the fees charged (i.e. per hour, complete package).

- * This figure does not include Indigenous Business Australia (IBA). IBA advised that its data sets are not directly aligned to the requested data and to provide the additional level of detail requested in this question would divert limited resources from the service delivery of client outcomes. Details of IBA's aggregated study assistance and learning and development (training courses) for the period 1 July 2011 to 20 June 2012 are provided in response to Question on Notice 465.

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Name of Service	Provider	Nature of Service	Group/ 1 on 1	Number of days/hrs	Attendees	Classification	Total Cost – course (GST inclusive)	Location
Coaching	Centre for Public Management Pty Ltd	Coaching	1 on 1	12 hours	4	EL 2	\$5,452	
Executive Coaching	Yellow Edge P/L	Coaching	1 on 1	4 hours	1	EL1	\$1,980	
Executive Coaching	Team Systems	Coaching	1 on 1	5 hours	1	EL2	\$2,200	
Executive Coaching	Right Management	Coaching	1 on 1	5 hours	1	EL1	\$3,075	
Executive Coaching	Effective People	Coaching	1 on 1	3 hours	1	EL2	\$1,228	
Executive Coaching	Yellowedge	Coaching	1 on 1	1 hour	1	EL1	\$495	
Executive Coaching	Team Systems	Coaching	1 on 1	3 hours	1	EL2	\$1,760	
Executive Coaching	Team Systems	Coaching	1 on 1	1 hour	1	EL1	\$440	
Executive Coaching	Team Systems	Coaching	1 on 1	4 hours	1	EL2	\$2,640	
Individual Development Plans	Directions for Change	Coaching	1 on 1	3 days	22	EL2	\$9,573	
Transition to EL1	APSC	Coaching	Group	1 day	1	APS6	\$352	
Public Sector Leadership Summit	Workplace Training Advisory Australia	Conference	Group	2 days	10	EL 2	\$19,950	National Convention Centre, Canberra
Leadership Extension Program - Planning	Directions for Change	Consultancy	Group	17 hours	8	EL 2	\$9,230	
Access Your Leadership Capabilities	APSC	Leadership	1 on 1	5 hours	1	EL2	\$565	
Discovery Women as Leaders	OCPE/NT Government	Leadership	1 on 1	17 days	1	SES	\$3,150	
Indigenous Career Trek	APSC	Leadership	1 on 1	2 days	1	EL1	\$544	
Leading & Managing Small Teams	APSC	Leadership	1 on 1	3 days	1	EL1	\$1,874	

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Leading your team	APSC	Leadership	1 on 1	2 days	1	EL1	\$129
Management to Leadership	CPM	Leadership	1 on 1	4 days	1	EL2	\$1,564
Professional PS – EL1 master class	APSC	Leadership	1 on 1	3 days	1	EL1	\$4,350
ANZSOG Executive Fellows Program	ANZSOG	Leadership	Group	19 days	1	SES	\$27,500
Assess your Leadership Capabilities	APSC	Leadership	Group	1 day	2	APS6 & EL1	\$320
Assess Your Leadership Capabilities	APSC	Leadership	Group	1 day	3	APS6- EL2	\$695
Canberra Cranlana PS Colloquium	Cranlana	Leadership	Group	5 days	1	SES	\$4,700
Cranlana Colloquium	Cranlana	Leadership	Group	6 days	2	EL2	\$9,900
EL1 Transition	APSC	Leadership	Group	1 day	1	APS6	\$635
Essentials for New Team Leaders	APSC	Leadership	Group	2 days	1	APS6	\$1,245
Essentials for New Team Leaders	APSC	Leadership	Group	2 days	1	APS6	\$1,245
Essentials for New Team Leaders	APSC	Leadership	Group	2 days	1	APS6	\$1,245
Essentials for New Team Leaders	APSC	Leadership	Group	2 days	1	APS6	\$1,245
Executive Leadership Dimensions	APSC	Leadership	Group	3.5 days	1	SES	\$1,377
Executive Leadership Dimensions EL2 Residential	APSC	Leadership	Group	3 days	1	EL2	\$4,690
Executive Level Learning Network	APSC	Leadership	Group	1 day	1	EL2	\$70
Indigenous Career Trek Program	APSC	Leadership	Group	2 days	1	APS6	\$748

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Leadership Extension Program Residential	CPM	Leadership	Group	3 days	22	EL2	\$58,603	The Carrington Inn, Bungendore NSW
Leadership for Change Agents	ANZOG	Leadership	Group	1 day	1	EL2	\$510	
Leadership Training	P7 Consulting	Leadership	Group	1 day	5	APS6 – EL2	\$1836	
Leading & Managing Remote Teams	Odyssey	Leadership	Group	2 days	2	EL1	\$1,450	
Leading and Managing Small Teams	APSC	Leadership	Group	3 days	2	EL1 / 2	\$2,525	
Leading Your Team	APSC	Leadership	Group	2 days	1	EL1 – EL2	\$624	
Professional PS – EL1 Master class	APSC	Leadership	Group	2 days	2	EL1 - EL2	\$2,576	
Public Sector Young Leaders Conference	Workplace Training Advisory Australia	Leadership	Group	1 day	1	APS6	\$315	
Residential	In-house	Leadership	Group	3 days	36	SES	\$118,944	The Carrington Inn, Bungendore NSW
Results Based Accountability 101	Anglicare WA	Leadership	Group	1 day	1	EL1 – EL2	\$215	
Shaping Strategic Thought	APSC	Leadership	Group	1 day	1	EL1	\$459	
The 4-D System	UXC Consulting	Leadership	Group	1 day	1	EL2	\$493	
Winning that SES Job	Executive Intelligence Group	Leadership	Group	1 day	6	EL 2	\$12,100	EIG, Braddon ACT
Winning That SES Job	Executive Intelligence Group	Leadership	Group	1 day	10	EL2	\$23,000	EIG, Braddon ACT
Public Sector Leadership Summit	Workplace Training Advisory Australia	Package	Group	2 days	10	EL2/A/g SES	\$24,146	

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SES Networks – New Directions – Ministers Views	APSC	Seminar	Group	2 hours	2	SES	\$239	
SES Seminar Series	APSC	Seminar	Group	2 hours	1	SES	\$115	
Women’s Leadership Forum	Women and Leadership Australia	Seminar	Group	2 days	1	APS6	\$795	
Coaching Skills for Senior Managers	Centre for Public Management Pty Ltd	Training	Group	4 days	10	EL2/A/g SES	\$20,077	
Coaching Skills for Senior Managers	Centre for Public Management Pty Ltd	Training	Group	2 days	10	EL 2	\$16,327	CPM Offices, Macquarie ACT
Leadership Residential	CPM	Training	Group	3 days	22	EL2	\$63, 890	The Carrington Inn, Bungendore NSW
Shaping Strategic Thought	APSC	Leadership	Group	1 day	1	EL2	\$417	
Executive Level Learning Network	APSC	Leadership	Group	1 day	1	EL2	\$510	
TOTAL					227		\$476,332	

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Portfolio Body Response

The Portfolio Body responses are listed in the table below.

Portfolio Body	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
Aboriginal Hostels Limited	McCarthy Mentoring	Dawn Walker	Coaching	1 on 1	Not provided	1	SES	\$3025.00	Canberra
Anindilyakwa Land Council	Nil								
Australian Institute of Family Studies	People development training	Proteus Leadership Centre	Leadership	Group	1 day	17	APS6 to SES	\$4,500	Melbourne
	Australian Government Leadership Network Conference	Australian Public Service Commission	Leadership	Group	2 days	3	EL1 to SES	\$3136.35	Melbourne
	New Leadership Horizons – SES Residential Program	Australian Public Service Commission	Leadership	Group	3 days	1	SES	\$7180.00	Sutton Forest

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Portfolio Body	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
	International Women’s Day Event	UN Women	Leadership	Group	0.25 days	10	APS3 to EL2	\$749.36	Melbourne
	Business and leadership coaching	Win-Win Workplace Strategies	Coaching	1 on 1	0.53 days	1	EL2	\$1200.00	Melbourne
Central Land Council	Mediation Workshop	LEADR	Training	Group	5 days	1	SOGA	\$2,838	Alice Springs
Equal Opportunity for Women in the Workplace Agency	Managerial Self Development	Macquarie Graduate School of Management	Leadership	Group	35 hrs	1	EL1	\$3660	NSW
	EL2 Transition	Australian Public Service Commission	Leadership	Group	15 hrs	2	EL2	\$1270	ACT
	EL1 Masterclass	Australian Public Service Commission	Leadership	Group	22.5 hrs	1	EL1	\$4290	ACT
	Essentials for New Team Leaders	Australian Public Service Commission	Leadership	Group	15 hrs	1	APS5	\$1245	ACT
	EL1 Transition	Australian	Leadership	Group	7.5 hrs	1	EL1	\$635	ACT

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Portfolio Body	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
		Public Service Commission							
Indigenous Land Corporation	Nil								
Northern Land Council	Nil								
Outback Stores Pty Ltd	Director's Course	Australian Institute of Company Directors	Development Program	Group	3	2	CEO, CFO	\$11,700	Darwin
Social Security Appeals Tribunal	The Leadership Toolkit 2011	Women in Leadership	Course	Group	1 day	2	APS4, APS 6	\$1500	Adelaide
	2011 Australian Government Leadership Network (SA) Conference	Australian Government Leadership Network	Course	Group	1 day	1	EL1	\$380	Adelaide
	Coaching and Mentoring	AIM	Course	Group	2 days	1	APS4	\$895	Adelaide

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Portfolio Body	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
	Experienced Supervisor	AIM	Course	Group	3 days	1	APS6	\$1220	Perth
	The Adelaide Leadership Journey	Women and Leadership Australia	Course	Group	1 day	1	APS6	\$650	Adelaide
	First Time Supervisors	IPAA Queensland	Course	Group	1 day	2	APS 4 (x2)	\$1420	Brisbane
	Professional Styles Reports	Saville	Psychometrics	1 on 1	2 days	4	APS 6 (x3), EL1	\$704	Sydney
Tiwi Land Council	Nil								
Torres Strait Regional Authority	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	5.75hrs	1	EL1	\$977.50	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	5.75hrs	1	EL1	\$977.50	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1.25hrs	1	EL1	\$212.50	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	2.5hrs	1	EL1	\$425.00	Thursday Island

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	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	3.5hrs	1	EL1	\$595.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	3hrs	3	APS5 & up	\$510.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1hrs	1	EL1	\$170.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1.5hrs	1	EL2	\$255.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1hrs	1	EL1	\$170.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1hrs	1	EL1	\$170.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	1.5hrs	2	EL1	\$340.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	7	5	APS5, EL1	\$850.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	.5	1	EL1	\$170.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1.25	1	APS5	\$170.00	Thursday Island

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	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1.75	1	EL1	\$170.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1.25	1	EL1	\$170.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	2.75	2	APS5, EL1	\$340.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1.5	1	EL1	\$170.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1.25	1	EL1	\$170.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	.25	1	EL1	\$170.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	.25	1	EL1	\$170.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	2.5	2	EL1	\$340.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	2.25	2	EL1	\$340.00	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	.5	1	EL1	\$170.00	Thursday Island

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Portfolio Body	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
Wreck Bay Aboriginal Community Council	Regional Leadership Conference	FaHCSIA	Leadership	Group	2/8	19	Staff & Community Members	\$0	Murramarang
	National Leadership Conference	FaHCSIA	Leadership	Group	5/8	2	Staff Members	\$0	Cairns