

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2013-14 Budget Estimates Hearings

Outcome Number: Cross

Question No: 374

Topic: Executive Coaching and Leadership Training

Hansard Page: Written

Senator Smith 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:
 - 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
5. The total number of hours involved for all employees (provide a breakdown for each employment classification)
- d) The total amount spent on the service
- e) 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:
 - i. The location used
6. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
7. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - ii. Any costs the department or agency's incurred to use the location

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Answer:

In order to respond to the level of detail required in the Question on Notice, the Department and Portfolio Bodies would be required to allocate extensive resources to gather this information. However, information which is readily available is provided below.

For the financial year to 31 May 2013, the total cost of these services for which information has been reported for the Department is \$556,166 (GST inclusive).

Attachment A provides the available information in response to questions three and four. Figures for the number of employees offered these services, and their classifications, are not available.

Information regarding portfolio bodies is at **Attachment B**.

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Executive Leadership Training & Coaching July 2012 – May 2013

Attachment A

Name of Service	Provider	Nature of Service	Group/1on1	Number of days/hrs	Attendees	Classification	Total Cost – course (GST incl)	Location
Winning That SES Job	Executive Intelligence Group	Training	Group	1 day	21	SESB1, EL2	\$54,902	EIG, Braddon ACT
Coaching Skills for Managers	Centre for Public Management Pty Ltd	Training	Group	2 days	21	SESB1, EL2	\$21,311	In house
Manager Development Program	Yellow Edge	Training	Group	14 days	116	EL2, SPAO, EL1, APS6	\$125,789	Yellow Edge, Barton, ACT
Leading and Managing Small Teams	APSC	Training	Group	3 days	1	APS6	\$3,410	APSC, Aviation House, Woden, ACT
Australia and New Zealand School of Government (ANZSOG) – Executive Masters of Public Administration (EMPA)	ANZSOG	Masters Program	Group	3 days	4	EL2	\$68,785	Canberra
ANZSOG – Executive Fellowship Program (EFP)	ANZSOG	Masters Program	Group	2 days	2*	SESB1	\$51,600	Various
Community Development Building	Criterion	Conference	Group	2 days	1	EL1	\$3,266	Darwin, NT
EL1 Masterclass non-residential	APSC	Training	Group	3 days	2	EL1	\$4,711	Old Parliament House
Executive Level Transition - EL2					1	EL1	\$699	APSC, Aviation House, Woden, ACT

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Name of Service	Provider	Nature of Service	Group/1on1	Number of days/hrs	Attendees	Classification	Total Cost – course (GST incl)	Location
Essentials for new team leaders	APSC	Training	Group	2 days	3	APS6, APS5, APS4	\$4,292	APSC, Aviation House, Woden, ACT
Influencing skills for executive levels	APSC	Training	Group	1 day	1	EL2	\$699	APSC, Aviation House, Woden, ACT
EL1 Transition Course	APSC	Training	Group	1 day	1	EL1	\$635	APSC, Aviation House, Woden, ACT
Leading and Managing Small Teams	APSC	Training	Group	3 days	1	EL1	\$3,410	APSC, Aviation House, Woden, ACT
Public Sector Leadership Summit	APSC	Conference	Group	2 days	22	SESB1, EL2	\$28,600	Sydney, NSW
Leadership & Strategy	CPM	Residential	Group	3 days	23	EL2, EL1	\$53,888	Bungendore, NSW
Executive Coaching**	Various including: Best Practice Consulting Amanda Horne P/L Margie Darcie Deborah May P/L, Team Systems Best Practice Consulting Dawn Casey Molmore and	Coaching	1 on 1 and group	72 hours	88	SESB2, SESB1, EL2, EL1, APS6, APS5, APS4, APS3, APS2	\$29,875	Various

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Name of Service	Provider	Nature of Service	Group/1on1	Number of days/hrs	Attendees	Classification	Total Cost – course (GST incl)	Location
	Allmand Rosetta Consulting							
2013 LEP Orientation	Directions for Change	Leadership	Group	4 hours	18	SESB1, EL2, SPAO	\$467	FaHCSIA, Centraplaza, Canberra
LEP Residential Program	Centre for Public Management	Leadership	Group	3 days	19	SESB1, EL2, SPAO	\$59,784	The Carrington Inn, Bungendore
LEP Seminar Series	Internal	Leadership	Group	1 hour	100	SESB1, EL2, SPAO, PLO, EL1, APS6	\$0	FaHCSIA, Tuggeranong Office Park Auditorium, Canberra
Professional Development Workshop	External	Workshop	Group	6 hours	1	EL1	\$324	ACT
Executive Level Leadership Network (ELLN) Seminar	APSC	Seminar	Group	2 hours	1	EL2	\$132	ACT
Leading and Managing for Results	External	Training	Group	8 hours	1	EL1	\$432	QLD
Leading and Managing for Results M3	External	Training	Group	9 hours	1	EL1	\$459	QLD
Executive Leadership Directions	External	Training	Group	30 hours	1	EL2	\$2,318	NSW
SES Band 1 Leadership Program	APSC	Training	Group	9 hours	1	SESB1	\$20,000	ACT
Leading and Managing for Results	External	Training	Group	4 hours	1	EL1	\$216	QLD

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Executive Level Transition (EL1)	External	Training	Group	9 hours	1	EL1	\$366	ACT
Vital Conversations Training Program	External	Training	Group	16 hours	17	SES1, EL2, EL1	\$15,296	Melbourne, VIC
Working Effectively to Achieve Results	Magical Learning	Training	Group	1 hour	4	EL1, APS6, APS5	\$500	Brisbane, QLD
				TOTAL	474	TOTAL	\$556,166	

*In previous QON (257), 1 participant was recorded; however, current data indicates 2 participants.

**The information collated for executive coaching is only what is readily available. As work areas fund their own coaching, it is difficult to gain an accurate costing.