

Senate Community Affairs Legislation Committee

SUPPLEMENTARY BUDGET ESTIMATES - 20 OCTOBER 2011 ANSWER TO QUESTION ON NOTICE

Department of Human Services

Topic: Executive Coaching and Leadership Training 2010-11

Question reference number: HSW 29

Senator: McKenzie

Type of question: Written

Date set by the committee for the return of answer: 9 December 2011

Number of pages: 4

Question:

- a) In relation to the purchase of executive coaching and/or other leadership training services purchased by each portfolio department and agency, please provide the following information for the financial year 2010-2011:
 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.
 4. The names of all service providers engaged.
- b) For each service purchased from a provider listed under (4), please provide:
 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 (ie. per hour, complete package).
- c) Where a service was provided at any location other than the department or agency's own premises, please provide:
 1. The location used.
 2. The number of employees who took part on each occasion.
 3. The total number of hours involved for all employees who took part.
 4. Any costs the department or agency incurred to use the location.

Answer:

- a)
 1. \$1,893,787.50.
 2. Leadership development and coaching programs are generally available to all portfolio executive level employees (Executive Level 1, Executive Level 2, Senior Executive Service Band 1, 2 and 3).

3. A total of 653 employees utilised leadership and coaching services. The breakdown by classification level and study leave access for each program offered is provided below.

Program	Number	Classification	Study leave per employee
Diploma of Human Resource Management	1	Executive Level 1	64hrs
Introduction to Project Management	1	Executive Level 1	8 hrs
Professional Business Writing	1	Executive Level 1	8 hrs
Results through People	5 32 157 137	Senior Executive Service Band 1 Executive Level 2 Executive Level 1 Australian Public Service Level 5/6	24 hrs
Partners and Leaders	56	Executive Level 2	36 hrs
Public Sector Management Program	20	Executive Level 1	8 hrs
Collaborative Policy Formulation and Stakeholder Engagement	38 26	Executive Level 2 Executive Level 1	16 hrs
Preparing to appear before Parliamentary Committees	14	Senior Executive Service Band 1	8 hrs
Maintaining Effective Relations with the Senate	48	Executive Level 1	4 hrs
Executive Coaching	14 38 5 15	Executive Level 2 Senior Executive Service Band 1 Senior Executive Service Band 2 unknown	2-8 hrs
Leading Australia's Future in Asia	2	Senior Executive Service Band 2	120 hrs
ANZSOG Executive Fellows Program	2	Senior Executive Service Band 2	80 hrs
ANZSOG Executive Masters in Public Administration	4	Executive Level 2	Not recorded
Leadership across Borders	2	Senior Executive Service Band 2	300 hrs
Leading across Boundaries	2	Senior Executive Service Band 2	24 hrs
New Leadership Horizons	7	Senior Executive Service Band 1	24 hrs
Transforming Leadership	11	Senior Executive Service Band 1	24 hrs

Program	Number	Classification	Study leave per employee
SES Orientation	8	Senior Executive Service Band 1	24 hrs
Cranlana Colloquia	3	Senior Executive Service Band 1	40 hrs
Australian Davos Connection (ADC) Summit	4	Senior Executive Service Band 1	16 hrs

4. The service providers engaged to deliver leadership development and coaching services in financial year 2010-11 are listed below.

Executive Learning and Development	Executive Coaching
Results Consulting P/L	Amanda Horne
Institute of Public Administration	Bull and Bear
Sydney Writers Centre	Coach and Co
Ross Begbie and Associates P/L	Directions for Change
The Nous Group P/L	Eugene Joubert
Flinders University	Executive Leadership Australia
Laurie Wilson and Associates P/L	Jeff Whalan Learning Group
Directions for Change P/L	Jelk Solutions
The Department of the Senate	Margaret Darcey
Australian Public Service Commission	Team Systems
Australian Graduate School of Government	Veritas Alliance
Cranlana	VT Coach P/L
ADC Leadership	Whon P/L
	Yellow Edge P/L

- b) 1. Design and development of leadership programs, for facilitation and program delivery services, and for the provision of coaching services.
2. The majority of executives accessing these services did so as part of a group with the exception of coaching which was predominantly accessed as a one-on-one service.
3. See (a)(3).
4. The total number of study leave involved for all employees was 14,121 hours.
5. The total amount spent on the provision of leadership development services was \$1,630,567.50 of which \$263,220.00 was for coaching services.
6. The fees charged were a package rate.
- c) 1. The location of external leadership development occurring in non-departmental venues is provided below.

External Venues
Twin Towers Club, Wharf St, Tweed Heads, New South Wales
433 on Logan, 433 Logan Road, Stones Corner, Queensland
The Eltham Gateway, 1339 Main Road, Eltham Victoria
The Glades, 270 Hillsborough Rod, Warners Bay, New South Wales
The Old Woolstore, 1 Macquarie St, Hobart, Tasmania

Hemisphere Centre, 488 South Road, Moorabbin, Victoria

Crown Plaza, 32 Mitchell St Darwin, Northern Territory

Forrest Place Centre, 242 Murray St, Perth, Western Australia

The Clifton Suites on Northbourne, Canberra, Australian Capital Territory

The CPM Training Centre, 9 Lawry Place, Macquarie, Australian Capital Territory

Dept of Senate, Parliament House, Canberra, Australian Capital Territory

2. The total number of employees who attended leadership development in non-departmental premises was 320.
3. A total of 25,981 hours of leadership development and coaching was undertaken overall, with 7,316 hours occurring in non-departmental venues. No participants accessed coaching services outside departmental premises.
4. \$96,243.