

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2011-12 Supplementary Estimates Hearings

Outcome Number: Cross

Question No: 66

Topic: Executive Coaching and Leadership Training for the Year 2010-11

Hansard Page: Written

Senator McKenzie asked:

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 year 2010-11:

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

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
- d) The total number of hours involved for all employees
- e) The total amount spent on the service
- f) 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
- ii. The number of employees who took part on each occasion
- iii. The total number of hours involved for all employees who took part
- iv. Any costs the department or agency's incurred to use the location

Answer:

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

- The cost for the period 1 July 2010 to 30 June 2011 for participation and delivery was \$687,122 (GST inclusive). Participation information on Leadership Programs is provided in the following table.
- There were 320 employees utilising the services, their employment classifications are included in the attached table.
- Names of service providers engaged are in the attached table.

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

- The name and nature of the service purchased;
- Whether the service was 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 is not available;
- The total amount spent on each service;
- All offerings were complete packages, except for the mentoring which was per hour.

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Period 1 July 2010 to 30 June 2011

Name of Service	Provider	Nature of Service	Group/ 1 on 1	Participants	Classification	Total Cost
Conflict Resolution	Australian Public Service Commission (APSC)	Seminar	Group	1	EL1	\$1,245
Influencing	APSC	Seminar	Group	1	EL1	\$635
"A Tool Kit for New Managers" course	Centre for Continuing Education (University of Sydney)	Seminar	Group	2	APS4	\$1,494
APSC Leadership Programs	APSC	Training Programs	one on one	66	SES	\$58,325
APSC Leadership Residential Program	APSC	Residential	Group	4	SES	\$38,015
SES Band 1 Leadership Residential Program	Centre for Public Management (CPM)	Residential	Group	38	SES1	\$161,000
EL2/Network EL1 Leadership Residential Program	CPM	Residential	Group	44	EL2/EL1	\$135,372
Leadership Extension Program	CPM	Residential	Group	13	EL2/Acting SES B1	\$76,128
Shaping Strategic Thought	Delaney Foresight and Associates	Development Program	Group	11	EL2/Acting SES B1	\$2,310
Leadership Extension Program Orientation	Directions for Change	Program Orientation	Group	14	EL2/Acting SES B1	\$3,510
Collaborative Policy Formulation and Advice	People & Strategy	Development Program	Group	12	EL2/Acting SES B1	\$4,820
Individual Development Plan	Directions for Change	Coaching	one on one	13		\$7,560
Executive Learning Group	WHON Pty Ltd	Development Program	Group	1	EL2	\$8,100
Mentoring	Arenelle Pty Ltd	Mentoring	one on one	9	EL1 & EL2	\$11,900
Leadership training	APSC	Training Program	Group	1	EL1	\$1,132
Managing Strategy	Australian Institute of Management	Module	Group	1	EL1	\$2,200
Managing Marketing	Australian Institute of Management	Module	Group	1	EL1	\$1,500

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Managing People	Australian Institute of Management	Module	Group	1	EL1	\$2,200
Directors Course	Australian Institute of Company Directors	Director Course	Group	2	EL2	\$8,215
Management Program	University of SA	Professional	Group	1	EL1	\$5,500
Leadership	University of Adelaide	Professional	Group	1	EL1	\$390
Legal Workshop	Australian Corporation Lawyers Association	Leadership	Group	1	EL1	\$268
SES Seminar Series	APSC	Leadership	Group	3	SES	\$345
Leading Bold Change	Global Achievers	Change Management	Group	2	SES1 & SES2	\$1,790
Leader to Leader Series	APSC	Leadership	Group	2	EL2	\$170
Shaping Strategic Thinking	APSC	Strategic Thinking	Group	1	EL1	\$635
Senior Executive Orientation (Aboriginal Hostels Limited)	In-house	N/A	Group	1	SES1	0
Aboriginal & Torres Strait Islander Leadership	Criterion Conferences	Leadership/Diversity	Group	1	EL1	\$3,079
Decision Makers	APSC	Decision Makers	Group	1	EL-SES	\$1,350
SES Orientation	APSC	SES Orientation	Group	1	SES 1 and SES 2	\$2,273
New Team Leaders	APSC	New Team Leaders	Group	1	EL 1 & EL2	\$566
Executive Coaching Program	Macquarie University	Coaching Skills	Group	1	SES	\$3,500
Executive Training Course	Sydney University	Executive Training	Group	2	SES	\$3,395
Leadership Seminar Series	In-house	N/A	Group	55	SES & EL2	\$2,000
Australian and New Zealand School of Government (ANZSOG) programs – (Executive Masters in Public Administration, Executive Fellowship Program, and Towards Strategic Leadership)	ANZSOG	Leadership	Group	4	SES & EL2	\$82,640

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Career Development Assessment Centre	APSC	Leadership	Group	2	EL2	\$25,850
Cranlana Colloquium	Cranlana	Leadership	Group	4	SES & EL2	\$19,360
Leadership Across Borders	APSC	Leadership	Group	1	SES	\$8,350