

Senate Standing Committee on Environment and Communications
Answers to Senate Estimates Questions on Notice
Budget Estimates Hearings May 2014
Broadband, Communications and the Digital Economy Portfolio
Australian Broadcasting Corporation

Question No: 90

Program No. ABC

Hansard Ref: In writing

Topic: Executive Coaching and Leadership Training

Senator Ludwig 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
5. 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 (provide a breakdown for each employment classification)
 - e. The total amount spent on the service
 - f. A description of the fees charged (i.e. per hour, complete package)
6. Where a service was provided at any location other than the department or agency's own premises, please provide:
 - a. The location used
 - b. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
 - c. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - d. Any costs the department or agency's incurred to use the location

7. In relation to education/executive coaching and/or other leadership training services paid for by the department what agreements are made with employees in regards to continuing employment after training has been completed?
8. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title

Answer:

Leadership training at the ABC between 25 February and 1 July 2014 was provided by Senior Management participation in the Strategic media Leadership Series and the Advanced Leadership Development Program (ABC in-house).

Please note that programs are not scheduled to correlate with the financial year, and are not scheduled on an annual basis. Both the programs identified above commenced during this reporting period (25/2/14 to 1/7/14) and are scheduled to be completed in 2015.

The Strategic Media Leadership Series was designed in-house and targets specific skills and capabilities required in managing fast paced, ever changing media environments. Fifteen participants are involved from across the ABC. Participants are selected in accordance with the ABC talent management process.

The Advanced Leadership Development Program was designed by the ABC in conjunction with external leadership consultants and targets development of capabilities required by strategic level leaders. Sixteen participants are involved from across the ABC. Participants are selected in accordance with the ABC talent management process.

The table below provides further details on these services:

Question	Advanced Media Leadership Series																
1. Total spend on Services 25 February to 1 July 2014	\$80,447																
2. The number of employees offered these services and their employment classification	<p>Staff are selected via the ABC talent management process and have been identified as high-potential for leadership.</p> <p>The number and classifications of these employees are as follows:</p> <table style="margin-left: 40px; border: none;"> <tr> <td>Admin/Professional Band 9</td> <td style="text-align: right;">2</td> </tr> <tr> <td>Content Maker Band 6</td> <td style="text-align: right;">1</td> </tr> <tr> <td>Content Maker Band 8</td> <td style="text-align: right;">2</td> </tr> <tr> <td>Senior Executive Band 1</td> <td style="text-align: right;">3</td> </tr> <tr> <td>Senior Executive Band 2</td> <td style="text-align: right;">13</td> </tr> <tr> <td>Senior Executive Band 3</td> <td style="text-align: right;">7</td> </tr> <tr> <td>Senior Executive Band 4</td> <td style="text-align: right;">3</td> </tr> <tr> <td>Total</td> <td style="text-align: right;">31</td> </tr> </table>	Admin/Professional Band 9	2	Content Maker Band 6	1	Content Maker Band 8	2	Senior Executive Band 1	3	Senior Executive Band 2	13	Senior Executive Band 3	7	Senior Executive Band 4	3	Total	31
Admin/Professional Band 9	2																
Content Maker Band 6	1																
Content Maker Band 8	2																
Senior Executive Band 1	3																
Senior Executive Band 2	13																
Senior Executive Band 3	7																
Senior Executive Band 4	3																
Total	31																
3. The number of employees who have utilised these services and their employment classification	<p>Total: 31</p> <ul style="list-style-type: none"> • 15 in the Strategic Media Leadership Series • 16 in the Advanced Leadership Development Program 																

<p>4. The names of all service providers engaged</p>	<ul style="list-style-type: none"> • The Learning Factor • The NOUS Group • Michael Page • Strategic Human Resource Consulting • AXIS People Development • Peak Performance Learning • Coach and Co. • Human Synergistics • CPP Asia Pacific
<p>5. For each service purchased from a provider in (4) provide:</p> <p>a. name and nature of service</p> <p>b. whether the service was one on one or group based</p> <p>c. the number of employees who received the service</p> <p>d. Total number of hours for all employees</p> <p>e. Total spent on service</p> <p>f. Description of fees charged</p>	<p>a) Provider: The Learning Factor</p> <p>b) group based</p> <p>c) 15</p> <p>d) 360 hours</p> <p>e-f) This information is commercial in confidence</p> <p>a) Provider: The NOUS Group</p> <p>b) group based</p> <p>c) 16</p> <p>d) 384 hours</p> <p>e-f) This information is commercial in confidence</p> <p>a) Provider: Michael Page</p> <p>b) individual</p> <p>c) 3</p> <p>d) 6 hours</p> <p>e-f) This information is commercial in confidence</p> <p>a) Provider: Strategic Human Resource Consulting</p> <p>b) individual</p> <p>c) 2</p> <p>d) 4 hours</p> <p>e-f) This information is commercial in confidence</p> <p>a) Provider: AXIS People Development</p> <p>b) individual</p> <p>c) 4</p> <p>d) 8 hours</p> <p>e-f) This information is commercial in confidence</p> <p>a) Provider: Peak Performance Learning</p> <p>b) individual</p> <p>c) 2</p> <p>d) 4 hours</p> <p>e-f) This information is commercial in confidence</p> <p>a) Provider: Coach and Co</p> <p>b) individual</p> <p>c) 4</p> <p>d) 8 hours</p> <p>e-f) This information is commercial in confidence</p> <p>a) Provider: Human Synergistics</p> <p>b) individual online 360 feedback tool</p> <p>c) 31</p> <p>d) 31 hours (approximately)</p> <p>e-f) This information is commercial in confidence</p> <p>a) Provider: CPP Asia Pacific</p>

	<p>b) individual c) 31 d) 20 hours (approximately) e-f) This information is commercial in confidence</p>
<p>6. Where a service was provided at any location other than the department or agency</p> <p>(i) location used (ii) Number of employees (iii) Total number of hours involved for all employees who took part (iv) Any costs incurred</p>	<p>i) Saxons Training Facilities – Sydney ii) 31 employees – 24 hours each iii) Six days room hire and catering iv) This information commercial in confidence</p>
<p>7. In relation to education/executive coaching and/or other leadership training services paid for by the department what agreements are made with employees in regards to continuing employment after training has been completed?</p>	<p>None</p>
<p>8. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title</p>	<p>Records are not kept for graduate or post graduate study which is approved on a Divisional basis.</p>