

Senate Standing Committee on Environment and Communications
Answers to Senate Estimates Questions on Notice
Supplementary Budget Estimates Hearings December 2014
Communications Portfolio
Australian Broadcasting Corporation

Question No: 645

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 1 July 2014 and 31 December 2014 was provided by Senior Management participation in the Strategic Media Leadership Series (SMLS) and the Advanced Leadership Development Program (ALDP). These are leadership programs designed in-house by the ABC.

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 2014 and are scheduled to be completed in 2015.

The Strategic Media Leadership Series was designed in-house and targets specific skills and capabilities required for being a manager in fast paced, ever changing media environments. Thirteen 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	Leadership Series
1. Total spend on Services 1 July 2014 to 31 December 2014	\$107,401
2. The number of employees offered these services and their employment classification	Staff are selected via the ABC talent management process and have been identified as high-potential for leadership.
3. The number of employees who have utilised these services and their employment classification	Total = 29 <ul style="list-style-type: none"> • 13 in the Strategic Media Leadership Series • 16 in the Advanced Leadership Development Program
4. The names of all service providers engaged	<ul style="list-style-type: none"> • Human Synergistics • Hemsley Fraser • Icon • The NOUS Group • Career Envision • Strategic Human Resource Consulting • AXIS People Development

	<ul style="list-style-type: none"> • Peak Performance Learning • Coach and Co. • Strategic Research and Growth • Meaning Business • Redbean Pty Ltd
<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>Provider: Human Synergistics – provided a 2 hour workshop session at the SMLS Residential Module to 13 employees, and provided GSI diagnostic tool materials for the ALDP.</p> <p>This information is commercial in confidence.</p> <p>Provider: Hensley Fraser – provided a 2 hour workshop session at the SMLS Residential Module to 13 employees.</p> <p>This information is commercial in confidence.</p> <p>Provider: Icon – Dr. Bem Le Hunte provided a 2 hour workshop session at the SMLS Residential Module to 13 employees.</p> <p>This information is commercial in confidence.</p> <p>Provider: The NOUS Group – provided total of 3 days workshop facilitation in the ALDP to 16 employees.</p> <p>Each participant attended 24 hours of training on a group basis.</p> <p>This information is commercial in confidence.</p> <p>Provider: Career Envision – provided one-to-one coaching to 3 people</p> <p>Each participant attended 3 hours of coaching on an individual basis.</p> <p>This information is commercial in confidence.</p> <p>Provider: Strategic Human Resource Consulting – provided one-to-one coaching to 2 people</p>

Each participant attended 3 hours of coaching on an individual basis.

This information is commercial in confidence.

Provider: AXIS People Development – provided one-to-one coaching to 4 people

Each participant attended 3 hours of coaching on an individual basis.

This information is commercial in confidence.

Provider: Peak Performance Learning – provided one-to-one coaching to 2 people

Each participant attended 3 hours of coaching on an individual basis.

This information is commercial in confidence.

Provider: Coach and Co. – provided one-to-one coaching to 4 people

Each participant attended 3 hours of coaching on an individual basis.

This information is commercial in confidence.

Provider: Strategic Research and Growth – provided a 2 hour workshop session at the ALDP.

16 participants attended 2 hours of training.

This information is commercial in confidence.

Provider: Meaning Business – provided a 1.5 hour workshop session at the ALDP.

16 participants attended 1.5 hours of training.

This information is commercial in confidence.

Provider: Redbean Pty. Ltd. – provided a 1.5 hour workshop session at the ALDP.

	<p>16 participants attended 1.5 hours of training.</p> <p>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>Saxons Training Facilities – Sydney 16 employees – 24 hours each 3 days room hire and catering This information commercial in confidence</p> <p>Sydney Conference and Training Centre 13 Employees – 27 hours each (residential program) 3 days room hire, accommodation and catering 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>Not applicable.</p>