

**Senate Standing Committee on Environment and Communications
Legislation Committee
Answers to questions on notice
Environment portfolio**

Question No: 272
Hearing: Supplementary Budget Estimates
Outcome: Corporate
Programme: Corporate Strategies Division
Topic: PORTFOLIO WIDE EXECUTIVE COACHING AND LEADERSHIP TRAINING - SERVICE PROVIDERS
Hansard Page: N/A
Question Date: 29 October 2014
Question Type: Written

Senator Ludwig asked:

Since Budget Estimates in June, 2014, please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

1. 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 (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)
2. 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

Answer:

Department of the Environment

1.
 - a. Centre for Public Management – Executive Level Leadership and Management training
 - b. Group based
 - c. and d.

No of employees	Employment classification	Hours involved
61	Executive Level 1	22.5 per person

e. \$129,500 (including GST)

f. Complete package

1.

a. Team HR (Australia) Pty Ltd – APS 6 Leadership and Management training

b. Group based

c. and d.

No of employees	Employment classification	Hours involved
88	APS Level 6	15 per person

e. \$52,360 (including GST)

f. Complete package

1.

a. Mortimore, Allmand and Associates – executive coaching

b. Individual

c. and d.

No. of employees	Employment classification	Hours involved
1	SES Band 3	15

e. \$770 (including GST)

f. Complete package

1.

a. Crawford School of Public Policy, ANU – ANU Crawford Leadership Forum

b. Group

c. and d.

No. of employees	Employment classification	Hours involved
1	SES Band 3	15

e. \$995 (including GST)

f. Complete package

1.

a. Jeff Whalan Learning Group – Poplar Executive Learning Group

b. Group

c. and d.

No. of employees	Employment classification	Hours involved
2	SES Band 1	60

e. \$8,395 (including GST)

f. Complete package

1.

a. Executive Central – Executive coaching

b. Individual

c. and d.

No. of employees	Employment classification	Hours involved
1	SES Band 1	90

e. \$8,000 (including GST)

f. Complete package

1.

a. Bendelta – Leadership Circle Profile

b. Individual

c. and d.

No. of employees	Employment classification	Hours involved
1	SES Band 1	4.5

e. \$3,500 (including GST)

f. Complete package

1.

a. Australian Public Service Commission – Leading Australia’s Future in the Asia-Pacific

b. Group

c. and d.

No. of employees	Employment classification	Hours involved
1	SES Band 1	112

e. \$50,000 (including GST)

f. Complete package

1.

a. Australian Public Service Commission – SES Band 1 Leadership Development Programme (Cohort 8)

b. Group

c. and d.

No. of employees	Employment classification	Hours involved
1	SES Band 1	64

e. \$10,000 (including GST)

f. Complete package

1.

a. Grahame Cook consulting Pty Ltd – Professional Coaching

b. Individual

c. and d.

No. of employees	Employment classification	Hours involved
1	SES Band 1	3

e. \$840 (including GST)

f. Per hour

2.

a. Centre for Public Management Pty Ltd – 14 Childers Street, Canberra

b. and c.

No of employees	Employment classification	Hours involved
61	Executive Level 1	22.5 per person

d. Nil

2.

a. Team HR (Australia) Pty Ltd – University House, 1 Balmain Crescent, Acton

b. and c.

No of employees	Employment classification	Hours involved
88	APS Level 6	15 per person

d. Nil

2.

a. Mortimore, Allmand & Associates – John Gorton Building, Department of the Environment

b. and c.

No of employees	Employment classification	Hours involved
1	SES Band 3	15 per person

d. Nil

2.

a. Crawford School of Public Policy, ANU – J.G. Crawford Building, Lennox Crossing, ANU, Acton

b. and c.

No of employees	Employment classification	Hours involved
1	SES Band 3	15 per person

d. Nil

2.

a. Jeff Whalan Learning Group – Brisbane, Sutton Forest

b. and c.

No of employees	Employment classification	Hours involved
1	SES Band 1	45 per person
1	SES Band 1	15 per person

d. Nil

2.

a. Executive Central – John Gorton Building, Department of the Environment

b. and c.

No of employees	Employment classification	Hours involved
1	SES Band 1	90 per person

d. Nil

2.

a. Bendelta - John Gorton Building, Department of the Environment

b. and c.

No of employees	Employment classification	Hours involved
1	SES Band 1	4.5 per person

d. Nil

2.

a. Australian Public Service Commission – Various locations

b. and c.

No of employees	Employment classification	Hours involved
1	SES Band 1	112 per person

d. Nil

2.

a. Australian Public Service Commission – Aviation House, Woden, ACT

b. and c.

No of employees	Employment classification	Hours involved
1	SES Band 1	64 per person

d. Nil

2.

a. Grahame Cook Consulting Pty Ltd – John Gorton Building, Department of the Environment

b. and c.

No of employees	Employment classification	Hours involved
1	SES Band 1	3 per person

d. Nil

Bureau of Meteorology

1. Developmental Dimensions International (DDI)

a. Leader as Coach participant training materials and online module logins and Leader as Coach facilitator accreditation

b. Group based.

c. and d.

No of employees	Employment classification	Hours involved
17 (2 days face-to-face training)	13 x EL1	14.7 per person
	3 x APS6	14.7 per person
	1 x APS5	14.7 per person
17 (2 hour online module)	13 x EL1	2 per person
	3 x APS6	2 per person
	1 x APS5	2 per person
1 (3 days face-to-face accreditation training)	1 x EL1	22.05 per person

e. \$21,165.65 (including GST)

f.

- Participant materials (4 modules) and online module logins (\$11,808.50)
- Facilitator accreditation and materials (\$5,155.15)
- External facilitator for 1 day of the 2 day workshop (\$4,202)

1. Interaction Consulting Group

a. Living with Change one-day facilitated Workshop

b. Group based.

c. and d.

No of employees	Employment classification	Hours involved
20 (1 day face-to-face)	5 x EL1	7.35 per person
	5 x APS6	
	4 x APS5	
	4x APS4	
	2 x APS3	

e. \$5,980 (including GST)

f.

- Participant materials (\$134pp - \$2,680 total)
- Facilitator fee (\$3,300)

1. Franklin Covey Australia and New Zealand

a. The 5 Choices to Extraordinary Productivity 2-day workshop materials, online testing and resources access

b. Group based.

c. and d.

No of employees	Employment classification	Hours involved
16 (2 day face-to-face training)	2 x EL2	14.7 hrs per person
	6 x EL1	
	6 x APS6	
	2 x APS5	

e. \$12,940 (including GST)

f.

- Participant materials (\$395pp - \$6,320 total)
- Facilitator fee (\$6,620)

1. Extend Training, ResolutionsRTK, Converge International

a. a. Building Personal Resilience (one day programme) and Positively Manage Workplace Conflict (one day programme)

b. Group based.

c. and d.

No of employees	Employment classification	Hours involved
Building Personal Resilience 42 (1 day face-to-face training)	1 x EL2	7.35 per person
	14 x EL1	
	10 x APS6	
	10 x APS5	
	2 x APS4	
	5 x APS3	
Positively Manage Workplace Conflict 14 (1 day face-to-face training)	4x EL2	7.35 per person
	6 x EL1	
	4 x APS6	

e. \$10,078 (including GST)

f.

- Building Personal Resilience – This workshop was run in 2 separate cohorts.
 - Resources (\$16pp – \$704 total, including 4 copies for non-attendees)
 - Facilitation fee (\$5,600)
 - Workshop preparation (\$500)
- Positively Manage Workplace Conflict –
 - Resources (\$16pp – \$224 total).
 - Facilitation fee (\$2,800)
 - Workshop preparation (\$250)

1. Genos International Pty Ltd

a. Building Personal Resilience Webinar and Resolving Conflicts Webinar

b. Group based.

c. and d.

No of employees	Employment classification	Hours involved
Building Personal Resilience 7 (2 hour online webinar)	2 x APS6 2 x APS 5 3 x APS 3	2 hrs per person
Resolving Conflicts 9 (2 hour online webinar)	2 x EL2 1 x EL1 4 x APS 6 2 x APS 5	2 hrs per person

e. \$4,400 (including GST)

f.

- Webinar facilitation fee (\$2,200 x 2 - \$4,400 total).

1. Australian Public Service Commission
 - a. Employee participation on group based APSC development courses:
 - Writing Essentials
 - Influencing and Negotiating in the APS
 - Developing Cabinet submissions
 - SES Band 1 Talent Development Programme
 - b. Group based.
 - c. and d.

No of employees	Employment classification	Hours involved
4 (1 day program)	1 x EL1 1 x APS 6 1 x APS 5 1 x EL2	7.35 hrs per person
1 (2 days training)	1 x SES1	14 .7

- e. \$15,380 (GST exempt)
- f.
 - Individual workshop participant fee (\$595 x 4 - \$2,380.00 total)
 - SES Orientation program participant fee (\$13,000.00)

2. No other locations were utilised during this time period.

Clean Energy Regulator

1.
 - a. The provider for the Clean Energy Regulator's management and leadership development program is Interaction Consulting Pty Ltd. Other executive coaching and leadership training undertaken by agency staff is not centrally coordinated or recorded in a way that would readily allow details to be provided.
 - b. Group based
 - c. and d.

No of employees	Employment classification	Hours involved
3	SES B2	32
3	SES B1	32
25	EL2	32

e. The total cost of this service was \$68,295 (GST inclusive).

f. Complete package.

2.

a. The location used for this program was Clifton's Operations Pty Ltd, Canberra City.

b. and c.

No of employees	Employment classification	Hours involved
3	SES B2	32
3	SES B1	32
25	EL2	32

d. \$13,803 (GST inclusive).

Climate Change Authority

1.

a. The Australian Public Service Commission

b. Group based

c. and d.

No of employees	Employment classification	Hours involved
1	EL 2	15

e. \$1165 (GST inclusive).

f. Complete package

2.

a. Department of Education, 414 La Trobe Street Melbourne.

b. and c.

No of employees	Employment classification	Hours involved
1	EL2	15

d. No costs involved.

Great Barrier Reef Marine Park Authority

1. Nil
2. Not applicable

Murray-Darling Basin Authority

1. Four service providers were engaged in the period 1 May to 30 September 2014:
 - Tempo Strategies
 - Margie Darcy
 - Hume Consulting Group
 - Workforce Strategies

Tempo Strategies

- a. Leadership Development Program (EL 1 and EL 2)
- b. Group based
- c. and d. see table below

No of employees	Employment classification	Hours involved
16	EL 1	36 hours each
15	EL 2	36 hours each

- e. \$65,092.50 (GST inclusive).
- f. Complete package

Margie Darcy

- a. Executive Coaching
- b. One on one
- c. and d. see table below

No of employees	Employment classification	Hours involved
2	EL 1	10 hours each)

- e. \$7,700.00 (GST inclusive)
- f. Complete package

Hume Consulting Group

- a. Executive Coaching
- b. One on one
- c. and d. see table below

No of employees	Employment classification	Hours involved
1	EL 2	1 hour total

e. \$330.00 (GST inclusive)

f. Per hour

Workforce Strategies

- a. Executive Coaching
- b. One on one
- c. and d. see table below

No of employees	Employment classification	Hours involved
1	EL 2	1 hour total
1	EL 1	6 hours total

e. \$2,546.50 (GST inclusive)

f. Complete package

Tempo Strategies

- a. Executive Coaching
- b. One on one
- c. and d. see table below

No of employees	Employment classification	Hours involved
19	EL 2	35.5 hours total
21	EL 1	41 hours total

e. \$34,633.50 (GST inclusive)

f. Complete package

Tempo Strategies

- a. Manager as Coach Pilot Program
- b. Group based
- c. and d. see table below

No of employees	Employment classification	Hours involved
18	EL 2	9 hours total

e. \$11,490.00 (GST inclusive)

f. Complete package

2.

a. Southern Cross Club (Woden ACT)

b. and c. see table below

No of employees	Employment classification	Hours involved
16	EL 1	15 hours (Module 2 only)

d. \$3,144.80 (GST Inclusive)

a. National Museum of Australia (New Acton ACT)

b. and c. see table below

No of employees	Employment classification	Hours involved
14	EL 2	15 hours (Module 1 only)

d. \$9,918.00 (GST inclusive)

a. Hellenic Club of Canberra (Woden ACT)

b. and c. see table below

No of employees	Employment classification	Hours involved
14	EL 2	15 hours (Module 2 only)

d. \$3,694.80 (GST inclusive)

National Water Commission

1. The National Water Commission did not purchase any executive coaching or leadership training services during the period 1 February to 30 April 2014.

2. Not applicable.

Sydney Harbour Federation Trust

1. RogenSi

a. Developing Extraordinary Leaders

b. Group

c. and d.

No of employees	Employment classification	Hours involved
8	5xSES, 3xEL2	64hrs SES-40, EL2-24

e. \$14,230 (GST inclusive)

f. Complete package

2. Nil response