

**Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Industry, Innovation and Science Portfolio  
2015-16 Additional Budget Estimates  
11 February 2016

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**DEPARTMENT:** DEPARTMENT OF INDUSTRY, INNOVATION AND SCIENCE

**TOPIC:** Executive coaching and leadership training

**REFERENCE:** Written Question – Senator Ludwig

**QUESTION No.:** AI-43

Since the change of Prime Minister on 14 September, 2015:

Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

- 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. 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)
- 5) 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
- 6) 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?
- 7) For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

**ANSWER**

1. \$340,059.
2. All staff from APS5 through to SES classifications are offered leadership training opportunities. All Executive level and SES classifications have access to executive coaching as a component of leadership training.

3-5. A breakdown is provided in the attached table with the following information:

- Number of employees
- Employee classification
- Number of hours involved
- Service providers
- One-on-one or group based
- Breakdown of cost
- Locations/external facilities used

6. No agreements are made.

7. This information is included in the attached table where available. Centrally held information will only incorporate study taken under the department's Studies Assistance Policy. All other study undertaken/costs incurred are managed by each division, and to provide this level of detail would require an unreasonable diversion of resources.

Initiative	Number of Employees	Group / Individual	Classification	Location	Service Provider	Time	Total Spend
Management to Leadership	10	Group	EL1 & EL2	QLD State Office	Results Consulting	2 days (October)	\$8,046.99
Management Action Program Facilitation	13	Group	EL1 & EL2	Bowral	Results Consulting	5.5 days plus coaching (over 3 months)	\$66,842.50
Management Action Program Venue Hire	13	Group	EL1 & EL2	Bowral	Peppers Bowral	4 days (September)	\$26,000
Stepping into Leadership Facilitation	17	Group	APS5 (3) APS6 (10) EL1 (4)	Canberra	ODS	3 days (November)	\$14,824
Stepping into Leadership Venue Hire / Catering	17	Group	APS5 (3) APS6 (10) EL1 (4)	Canberra	Boathouse by the Lake	3 days (November)	\$6,210
Coaching	1	Individual	A/g SES Band 1	N/A	Interaction	2 hours (September)	\$910
ANZSOG	2	Individual & Group	SES Band 1 & EL2	Melbourne	ANZSOG	2 year post grad Jan 2016 - Dec 2017	\$91,858.70
SES Scholarship	1	Individual	SES Band 1	Philadelphia	Wharton Business School	1 month (Sep / Oct)	\$25,633
Grad Certificate in Management	17	Group	2nd Yr Graduate	University of Canberra	University of Canberra	1 year part-time (4 units in total)	1 unit \$2125 x 17 = \$36,125 (4 units in total over 10 months)
Grad Certificate in Management	27	Group	2nd Yr Graduate (19) EL1 (2) APS6 (6)	University of Canberra	University of Canberra	1 year part-time (4 units in total)	1 unit \$2178.13 x 27 = \$58,809 (4 units in total over 10 months)
Studies Assistance	Number of Employess	Individual	Breakdown by classification	Location	Service Provider	Up to 8 hours study leave per week dependant on	\$600 bursary x 8 = \$4,800

						course of study	
Master of Public Policy & Management	1	individual	APS6	Melbourne	University of Melbourne	Ongoing	
Master of Public Policy	1	individual	APS6	Canberra	ANU	Ongoing	
Bachelor of Business	1	individual	APS5	Sydney	University of Central QLD	Ongoing	
Diploma of Leadership & Management	1	individual	APS6	Canberra	CIT Reid, Canberra	Ongoing	
Grad Cert Change Management	1	individual	APS5	Sydney	Aust Grad School Mngmt	Ongoing	
MBA	1	individual	APS6	Sydney	UNSW	Ongoing	
Grad Cert in Organisational Change	1	individual	APS6	Melbourne	Charles Sturt University	Ongoing	
Bachelor of Agriculture / Bus Mgt	1	individual	APS6	Canberra	Charles Sturt University	Ongoing	