

**Senate Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**Treasury Portfolio**  
Budget Estimates 2014  
3 June to 5 June 2014

**Department/ Agency:** ABS

**Question:** BET 1262-1266

**Topic:** Executive Coaching and Leadership Training

**Reference:** Written – 12 June 2014

**Senator:** Ludwig

**Question:**

1262. In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Additional Estimates in February, 2014 to date:
- a) Total spending on these services
  - b) The number of employees offered these services and their employment classification
  - c) 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)
  - d) The names of all service providers engaged
1263. For each service purchased from a provider listed under (1262d), 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)
1264. 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
1265. 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?
1266. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

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**Answer:**

*Note: Answers BET 1262-1266 relate to both Executive Coaching and Leadership Training Services for this period 6 March – 12 June 2014*

1262-1264.

**Executive Coaching**

- The total spend was \$13,830.00 for Executive Coaching
- Executive Coaching is available, on request, to all Executives and SES level employees
- There were a total of ten employees offered this service; eight Executive Level 1s, three Executive 2s and two SESB1. Study Leave is not offered for Executive Coaching.

**Leadership Training**

- The total spend was \$223,500 for Leadership Training
- Leadership Training was offered to selected Executive Level 2 and SESB1 level employees
- There were a total of 20 employees offered this services; eight SESB1 and 12 Executive Level 2s. Study leave is not offered for Leadership Training

<b>Executive Coaching</b>				
Link Learning	One-on-one	2 x EL1	2 hours	\$800.00
JennGen Consulting	One-on-one	1x SESB1	4 hours	\$1,600.00
		2 x EL2	8 hours	\$4,581.00
Global Corporate Compliance Pty Ltd	One-on-one	1 x EL1	1 hours	\$214.50
BC Learning Solutions	One-on-one	1 x EL1	4 hours	\$1,375.00
Flanagan Brown-Greaves Pty Ltd	One-on-one	1 x SESB1	6 hours	\$2,437.00
		1 x EL2	2 hours	\$660.00
		3 x EL1	6 hours	\$1,777.50
Yellow Edge Consulting	One-on-one	1 x EL1	1 hour	\$385.00
	<b>All one-on-one</b>	<b>10 employees</b>	<b>21 hours (all charged per hour)</b>	<b>\$13,830.00</b>
<b>Leadership Training</b>				
Flanagan Brown-Greaves Pty Ltd	Five day program	8 x SESB1 12 x EL2	45 hours	\$157,000.00

- Coaching Services were held on Agency premises
- Leadership Training was delivered external to agency premises:

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- Crowne Plaza Canberra
- 20 staff, 8 x SESB1, 12 x EL2
- 45 hours
- Venue cost \$45,000.00

1265. All relevant training is part of normal working conditions of employment

1266. There were no requests for graduate or post graduate study leave for Executive Coaching or leadership training during this period.