

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

20-21 November 2013

Question: SBT 593-597

Topic: Executive Coaching and Leadership Training

Written: 25 November 2013

Senator LUDWIG and WONG asked:

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from 7 September 2013 to date:

- 593. Total spending on these services
- 594. The number of employees offered these services and their employment classification
- 595. 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)
- 596. 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)
597. 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:

- 593. Total spending on executive coaching and leadership training services from 7 September – 25 November 2013 was \$148,238.45.

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594. Executive coaching was available to all staff at the SES Band 1 – 3 classifications. Leadership training was offered to all staff at the EL1 – SES Band 3 classifications. Staff numbers at these classifications can be found in the following table:

SES Band 1-3	87
EL 2	146
EL 1	192

595. Please refer to the table at 596(a). Due to the nature of these programs, staff do not need to access study leave to participate.

596.

- a. Please refer to the table below:

Provider	Service	Participants	Levels	Cost	Venue
Deborah May Pty Ltd	Executive Coaching	6	1 X SES Band 1 3 X SES Band 2 2 X SES Band 3	\$5,650	No additional cost
Australian Public Service Commission	Leadership Training (various)	9	2 X EL2 6 X SES Band 1 1 X SES Band 2	\$34,417	No additional cost
Vantage Point Consulting Pty Ltd	Leadership Training – <i>Treasury Executive Leadership Program</i>	18	EL2	\$92,118	\$17,614.55
Bendelta Pty Ltd	Leadership Training – <i>Management Development Program</i>	25	24 X EL1 1 X EL2	\$16,053.45	\$4,307.80

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- b. Executive coaching is usually a one on one arrangement. Leadership training is based on group sessions.
- c. Please see response at 596(a).
- d. To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.
- e. Please see response at 596(a).
- f. Fees for executive coaching are based on a per hour cost. Fees for leadership training are based on a complete package.

597.

- a. The venue for the Management Development Program was the Brassey Hotel, Barton. The venue for the Treasury Executive Leadership Program was the Ibis Styles Eaglehawk Resort, Sutton.
- b. Please see response at 596(a).
- c. These two programs included both formal contact hours and informal group-based work. To attempt to determine the total time commitment for each participant would involve an unreasonable diversion of departmental resources.
- d. Please see response at 596(a).