

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

20-21 November 2013

Question: SBT 603-607

Topic: Executive Coaching and Leadership Training

Written: 25 November 2013

Senators 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:

- 603. Total spending on these services
- 604. The number of employees offered these services and their employment classification
- 605. 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)
- 606. The names of all service providers engaged

For each service purchased from a provider listed under (606), 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)
607. 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.

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Answer:

603-606.

| | |
|------|---|
| 603. | \$168,245 |
| 604. | All employees are able to attend leadership courses that are relevant to their classification. |
| 605. | 147 employees of a variety of classifications have received coaching or executive leadership training. No study leave was granted. |
| 606. | <ul style="list-style-type: none"> • Allegany Consulting • Australia New Zealand School of Government • Australian Public Service Commission • Centre for Public Management • Coach & Co • David Butler Consulting • Dr Simon Kinsella – Corporate and Personal Coaching • Executive Leadership Australia • Right Management • Tempo Strategies |

606. a. – f.

| Allegany Consulting | |
|----------------------------|---|
| a. | Coaching and consultancy on workplace issues |
| b. | One on one |
| c. | 19 employees (4 EL 1, 8 EL 2, 4 SES Band 1, 3 SES Band 2) |
| d. | 39 hours (11hr – EL 1, 17hrs - EL2, 7hrs - SES Band 2, 4hrs - SES Band 2) |
| e. | \$20 700 |
| f. | Per hour |

| Australia New Zealand School of Government (ANZSOG) | |
|--|---|
| a. | Executive Fellows Program and Managing Regulation, Enforcement and Compliance |
| b. | Group |
| c. | 3 employees (SES Band 1) |
| d. | 259.6 hours (SES Band 1) |
| e. | \$65 429 |
| f. | Complete Package |

| Australian Public Service Commission | |
|---|---|
| a. | Various |
| b. | Group |
| c. | 8 employees (2 APS 4, 1 APS 5, 2 APS 6, 1 SES Band 1, 1 SES Band 2) |
| d. | 46.1 hours (14.84 hr – APS 4, 7.42 hr - APS 5, 14.82 hr - APS6, 7.0 hr - SES Band 1, 2 hr – SES Band 2) |
| e. | \$3 459 |
| f. | Complete Package |

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| Centre for Public Management | |
|-------------------------------------|---|
| a. | ACCC Mentoring Program |
| b. | Group |
| c. | 64 employees (1 APS 4, 6 APS 5, 11 APS 6, 21 EL1, 19 EL2, 4 SES Band 1, 1 SES Band 3, 1 Public Office holder) |
| d. | 768 hours (12 hr - APS 4, 72 hr – APS 5, 132 hr – APS 6, 2522 hr – EL1, 228 hr – EL2, 48 hr SES Band 1, 12 hr – SES Band 3, 12 hr Public Office holder) |
| e. | \$37 909 |
| f. | Group |

| Coach & Co | |
|-----------------------|--|
| a. | Coaching and consultancy on workplace issues |
| b. | One on one |
| c. | 1 employee (EL 1) |
| d. | 9 hours (EL1) |
| e. | \$3 520 |
| f. | Complete package (6 sessions) |

| David Butler Consulting | |
|--------------------------------|--|
| a. | Coaching and consultancy on workplace issues |
| b. | One on one |
| c. | 1 employee (EL 2) |
| d. | 1 ½ hours (EL2) |
| e. | \$495 |
| f. | Per hour |

| Dr Simon Kinsella – Corporate and Personal Coaching | |
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| a. | Coaching and consultancy on workplace issues |
| b. | One on one |
| c. | 1 employee (EL 1) |
| d. | 1 hour (EL1) |
| e. | \$215 |
| f. | Per hour |

| Executive Leadership Australia | |
|---------------------------------------|--|
| a. | Coaching and consultancy on workplace issues |
| b. | One on one |
| c. | 1 employee (EL 2) |
| d. | 2 hours (EL2) |
| e. | \$600 |
| f. | Per hour |

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| Right Management | |
|-------------------------|--|
| a. | APS 4-6 Leadership Program |
| b. | Group |
| c. | 43 employees (6 APS 4, 18 APS 5, 19 APS 6) |
| d. | 820.44 hours (114.48 hr - APS 4, 343.44 hr - APS 5, 362.52 hr - APS 6) |
| e. | \$31 166 |
| f. | Complete Package |

| Tempo Strategies | |
|-------------------------|---|
| a. | Coaching and consultancy on workplace issues |
| b. | One on one |
| c. | 6 employees (1 APS 5, 1 EL 1, 1 EL 2, 3 SES Band 1) |
| d. | 12 hours (APS5 – 2hrs, EL1 – 2hrs, EL2 – 2hrs, SES Band 1 – 6hrs) |
| e. | \$4 752 |
| f. | Per hour |

607.

| | |
|----|---|
| a. | APSC training venue – Woden ACT |
| b. | 7 employees (2 APS 4, 1 APS 5, 2 APS 6, 1 SES Band 1, 1 SES Band 2) |
| c. | 42.6 hours (14.84 hr – APS 4, 7.42 hr - APS 5, 14.82 hr - APS6, 3.5 hr - SES Band 1, 2 hr – SES Band 2) |
| d. | Included in course fee |

| | |
|----|---|
| a. | ANZSOG (Executive Fellows Program) – Realm Hotel Canberra |
| b. | 2 (SES Band 1) |
| c. | 222.5 hours |
| d. | Included in course fee |

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| a. | ANZSOG (Managing Regulation, Enforcement and Compliance) – UQ Business School Brisbane |
| b. | 1 (SES Band 1) |
| c. | 37.1 hours |
| d. | Included in course fee |