

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

20 November – 21 November 2013

Question: SBT 613-617

Topic: Executive coaching and Leadership training (APRA)

Written: 25 November 2013

Senators LUDWIG and WONG asked:

613. 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 *:

- 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.

614. For each service purchased from a provider listed under 613 d), 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).

615. 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 incurred to use the location.

** to 30 November 2013.*

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Answer:

613. a) The total expenditure on the Australian Prudential Regulation Authority's (APRA's) executive coaching and/or other leadership training services from 1 September 2013 to date* was \$78,769.
- b) and c) 33 managers have participated in leadership training and /or executive coaching. The employment classification of participants in leadership training included Level 4 Managers, Level 5 Senior Managers and General Managers. No study leave was granted for participation in executive coaching and/or other leadership training services.
- d) Service providers for executive coaching and leadership training from 1 September 2013 to date* include:
- Holloway Consulting Pty Ltd;
 - UGM Consulting Pty Ltd;
 - Secondnature International Pty Ltd;
 - Australian and New Zealand School of Government ; and
 - The Donington Group Pty Ltd.
614. a) and b) Service providers for executive coaching and leadership training from 1 September 2013 to date* include:
- Holloway Consulting Pty Ltd – leadership development programs, group-based;
 - UGM Consulting Pty Ltd - leadership development programs, group-based;
 - Secondnature International Pty Ltd - leadership development program, group-based;
 - Australian and New Zealand School of Government – executive development program, group-based; and
 - The Donington Group Pty Ltd- coaching services, one-on-one.
- c) to f) APRA does not record the requested data in a way that would readily allow answers to be provided to these questions. To attempt to provide this level of detail would involve unreasonable diversion of APRA's resources.
615. See response to 614. c) to f) above.