

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry Portfolio
Supplementary Budget Estimates 2014-15
23 October 2014

AGENCY/DEPARTMENT: DEPARTMENT OF INDUSTRY

TOPIC: Executive coaching and leadership training

REFERENCE: Written Question – Senator Ludwig

QUESTION No.: SI-200

Since Budget Estimates in June, 2014:

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 form 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

Details on executive coaching and leadership for the period 1 July 2014 to 31 October 2014 :

1. \$178,970

2. All staff from an APS 5 to Executive level classification are offered leadership training. All Executive level classifications have access to executive coaching as a component of leadership training.

3. Management Action Program (MAP) – 2 programmes

- 40 employees attended, 24 at the EL2 classification and 16 at the EL1 classification. No study leave required.

Stepping into Leadership Program

- 20 employees attended, five at the EL1 classification, 13 at the APS6 classification, and two at the APS5 classification. No study leave required.

Management to Leadership Program

- 12 employees attended, all at the EL2 classification. No study leave required.

4. Results Consulting

- a. Delivery of MAP (2 programmes) and one Management to Leadership Program
- b. All group based, with a one-on-one coaching component for MAP.
- c. 52 employees: 36 EL2s & 16 EL1s
- d. 1530 total hours, Management Action Program - 33.75 hours per employee and Management to Leadership – 15 hours per employee regardless of classification
- e. Total of \$105,138
- f. Daily rate, facilitation

ODS Management Group

- a. Design and delivery of the Stepping into Leadership program.
- b. Group based
- c. 20 employees: five EL1s, 13 APS6s & two APS5s
- d. 450 total hours, 22.5 hours per employee regardless of classification
- e. Total of \$14,882
- f. Daily rate, facilitation only

5. Management Action Program

- a. Pepper's Manor House, Bowral
- b. 40 employees; 24 EL2s, 16 EL1s
- c. 1050 total hours, 26.25 hours per employee regardless of classification
- d. Total of \$51,009 (including \$1,790 for travel)

Management to Leadership

- a. Telstra Tower Conference Rooms, Canberra
- b. 12 employees, all EL2s
- c. 180 total hours, 15 hours per employee regardless of classification
- d. \$1,686

Stepping into Leadership Program

- a. The Boat House, Canberra
- b. 20 employees: five EL1s, 13 APS6s & two APS5s
- c. 450 total hours, 22.5 hours per employee regardless of classification
- d. Total of \$6,255

6. No agreements are made.

7. This is managed by each division, the information is not held centrally to provide this level of detail would require an unreasonable diversion of resources.