

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Supplementary Budget Estimates
2014 - 2015

Department/Agency: ACCC

Question: SBT 923-929

Topic: Executive coaching and leadership training

Reference: written - 30 October 2014

Senator: Ludwig, Joe

Question:

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:

923. Total spending on these services
924. The number of employees offered these services and their employment classification
925. 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)
926. The names of all service providers engaged. For each service purchased from a provider listed under (926), 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)
927. 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
928. 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?
929. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

923.	\$26 149
924.	All employees are able to attend leadership courses that are

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	relevant to their classification.
925.	52 employees of a variety of classifications have received coaching or executive leadership training. No study leave was granted.

926.	<p>Names of Service providers engaged:</p> <ul style="list-style-type: none"> • Allegany Consulting • ANZSOG • Australian Institute of Management Education and Training • David Butler Consulting • Executive Leadership • Lavender Strategies • Tempo Strategies
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Allegany Consulting	
a.	Coaching and consultancy on workplace issues
b.	One-on-one
c.	4 employees (1 EL2, 2 SES Band 1 and 1 SES Band 2)
d.	10.5 hours (3hrs – EL2; 2.5hrs – SES Band 1; 5hrs – SES Band 2)
e.	\$6 300
f.	Per hour

ANZSOG	
a.	Driving high performance: Managing organisations and people
b.	Group
c.	2 employee (SES Band 2 and EL2)
d.	15 hours (7.5 SES Band 1 and 7.5 EL2)

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e.	\$4 544
f.	Complete package

Australian Institute of Management Education and Training	
a.	Mentoring program workshops
b.	Group
c.	39 employees (4 APS5, 5 APS6, 13 EL1, 13 EL 2, 2 SES Band 1, 1 SES Band 2, 1 Commissioner)
d.	224 hours (20 APS5, 28 APS6, 76 EL1, 80 EL2, 8 SES Band 1, 4 SES Band 2, 8 Commissioner)
e.	\$9 091
f.	2 workshops

David Butler Consulting	
a.	Coaching Service
b.	One-on-one
c.	1 employee (EL2)
d.	1.5 hours (EL2)
e.	\$454
f.	Per hour

Executive Leadership	
a.	Coaching Services
b.	One-on-one
c.	1 employee (EL2)
d.	4.5 hours (EL2)
e.	\$1 602

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f.	Per hour
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Lavender Strategies	
a.	Coaching and consultancy on workplace issues
b.	One on one
c.	2 employees (EL 2 and SES Band 1)
d.	7 hours (4 EL2, 3 SES Band 1)
e.	\$2 772
f.	Per hour

Tempo Strategies	
a.	Coaching and consultancy on workplace issues
b.	One on one
c.	3 employees (2 EL 2 and SES Band 1)
d.	3.5 hours (2.5 EL2, 1 SES Band 1)
e.	\$1 386
f.	Per hour

927.

a.	ANU (Driving high performance: Managing organisations and people)
b.	2 employees (EL2 and SES Band 2)
c.	15 hours (7.5 EL2 and 7.5 SES Band 2)
d.	Included in course fee

928. There are no specific agreements made with employees concerning continuing employment after training has been completed.

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929. There was no graduate or post graduate study undertaken in the areas of executive coaching or leadership training during this period.