

**Senate Standing Committee on Education Employment and Workplace
Relations**

**QUESTIONS ON NOTICE
Budget Estimates 2013-2014**

Cross Portfolio

DEEWR Question No. EW0048_14

Senator Back provided in writing.

Refers to previous DEEWR Question No. EW0810_13

Question

Executive coaching and leadership training

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for this financial year to date: 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 5. The total number of hours involved for all employees (provide a breakdown for each employment classification) d) The total amount spent on the service e) A description of the fees charged (i.e. per hour, complete package) Where a service was provided at any location other than the department or agency's own premises, please provide: i. The location used 6. The number of employees who took part on each occasion (provide a breakdown for each employment classification) 7. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification) ii. Any costs the department or agency's incurred to use the location

Answer

DEEWR spent a total of \$425 821.24 on executive coaching and leadership training services (\$42 199.07 on executive coaching and \$383 622.17 on leadership) in the 2012-13 financial year to date (as at 31 May 2013). These services were offered to APS6, EL1, EL2 and SES officers.

Details of the amount of study leave granted for each employee are provided in DEEWR's response to Question on Notice EW0047_14, Education Expenses.

Tables 1 and 2 outline executive coaching and other leadership training services that were conducted in the 2012-13 financial year to date by provider and classification. The tables also outline whether the services provided were at a location other than the Department.

Please note that the Australian Public Service Commission programs listed in table 4 did not incur GST as the payments were between government related entities and were covered by an appropriation.

Table 1 Executive coaching expenditure for DEEWR, 2012-13 financial year (as at 31 May 2013)

Executive coaching							
Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
Full Circle Feedback Pty Ltd	1:1	Canberra	5	SES	22.5	\$19,997.05	Package
Geoff Garrett and Associates Pty Ltd Executive Coaching and Shadowing	1:1	Canberra	1	SES	11.5	\$9,002.02	Package
Jeff Whalan Learning Group Pty Ltd Learning Circle Annual membership	1:1	Canberra	1	SES	1 year membership	\$13,200.00	Package
Totals			7		34	\$42,199.07	

Table 2 Leadership training expenditure for DEEWR 2012-13 financial year (as at 31 May 2013)

Leadership Training							
Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
Australia and New Zealand School of Government Executive Fellows Program	Group	Sydney	1	SES	112.5	\$28,380.00	Package
Australia and New Zealand School of Government Towards Strategic Leadership Program	Group	Sydney	1	EL	75	\$19,800.00	Package
Australian National University Eight Days Immersion Study Tour - China	Group	China	2	SES	120	\$26,089.80	Package

Leadership Training							
Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
Australian Public Service Commission Career Development Assessment Centre	Group	Canberra	6	EL	195	\$70,500.00 (GST Free)	Package
Australian Public Service Commission Leading Australia's Future in Asia	Group	Canberra, PNG and Tonga	2	SES	300	\$42,000.00 (GST Free)	Package
Australian Public Service Commission SES Band 2 Talent Development Program	Group	Canberra	3	SES	March to December 2013	\$54,300.00 (GST Free)	Package
Effective People Pty Ltd Coaching Skills for Managers (Leadership Program)	Group	Canberra	18	APS - EL	135	\$3,569.06	Participant

Leadership Training							
Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
Full Circle Feedback Pty Ltd 360 Degree Feedback Program	1:1	Canberra	85	SES	130.5	\$63,151.31	Package
Total Leaders and Coach Solutions Pty Ltd Coaching for High Performance (Leadership Program)	Group	Canberra	17	APS - EL	127.5	\$4,435.00	Participant
Wisdom Pty Ltd Coaching and Mentoring (Leadership Program)	Group	Canberra	20	APS - EL	150	\$4,150.00	Participant

Leadership Training							
Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
Yellow Edge Pty Ltd Design, Development and Delivery of DEEWR Leadership Excellence Program	Group	Canberra	18	APS - EL	441	\$16,830.00	Package
Yellow Edge Pty Ltd Design, Development and Delivery of DEEWR Leadership Mastery Program	Group	Canberra	18	EL	468	\$17,417.00	Package
Yellow Edge Pty Ltd Global Leadership Program - China	Group	China	2	SES	120	\$33,000.00	Package
Totals			193		2,374.5	\$383,622.17	