

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2012-13 Supplementary Estimates Hearings

Outcome Number: Cross

Question No: 380

Topic: Executive Coaching and Leadership Training

Hansard Page: Written

Senator Boyce asked:

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for 2011-12:

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 from 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).

Where a service was provided at any location other than the department or agency's own premises, please provide:

- i. The location used;
- ii. The number of employees who took part on each occasion (provide a breakdown for each employment classification);
- iii. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
- iv. Any costs the department or agency's incurred to use the location.

Answer:

In order to respond to the level of detail requested, the Department and Portfolio Bodies would be required to allocate extensive resources to gather this information. However, information which is readily available is provided in the table below.

The total cost of these services for the 2011-12 financial year, for which information has been reported, is \$496,142 (GST incl.).

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There were 231 employees utilising the services, their employment classifications are included in the table.

Names of service providers engaged are included in the table at **Attachment A**.

Information regarding portfolio bodies is at **Attachment B**.

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Attachment A

Name of Service	Provider	Nature of Service	Group/1on1	Number of days/hrs (1day = 7.5 hrs)	Attendees	Classification	Total Cost – course (GST inclusive)	Location
Access Your Leadership Capabilities	APSC	Leadership	1 on 1	5 hours	1	EL2	\$565	
ANZSOG Executive Fellows Program	ANZSOG	Leadership	Group	19 days	1	SES	\$27,500	Sydney
Assess your Leadership Capabilities	APSC	Leadership	Group	1 day	2	APS6 & EL1	\$320	
Assess Your Leadership Capabilities	APSC	Leadership	Group	1 day	3	APS6- EL2	\$695	
Canberra Cranlana PS Colloquium	Cranlana	Leadership	Group	5 days	2	SES Band 1	\$10,340	Old Parliament House Canberra
Career Development Assessment Centre	APSC	Leadership	Group	5 days	1	EL2	\$12,925	APSC
Coaching	Centre for Public Management Pty Ltd	Coaching	1 on 1	12 hours	4	EL 2	\$5,452	
Coaching Skills for Senior Managers	Centre for Public Management Pty Ltd	Training	Group	4 days	10	EL2/A/g SES B1	\$20,077	
Coaching Skills for Senior Managers	Centre for Public Management Pty Ltd	Training	Group	2 days	10	EL 2	\$16,327	CPM Offices, Macquarie ACT
Cranlana Colloquium	Cranlana	Leadership	Group	6 days	2	EL2	\$9,900	Old Parliament House Canberra
Discovery Women as Leaders	OCPE/NT Government	Leadership	1 on 1	17 days	1	SES	\$3,150	

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EL1 Transition	APSC	Leadership	Group	1 day	1	APS6	\$635	
Essentials for New Team Leaders	APSC	Leadership	Group	2 days	1	APS6	\$1,245	
Essentials for New Team Leaders	APSC	Leadership	Group	2 days	1	APS6	\$1,245	
Essentials for New Team Leaders	APSC	Leadership	Group	2 days	1	APS6	\$1,245	
Essentials for New Team Leaders	APSC	Leadership	Group	2 days	1	APS6	\$1,245	
Essentials for New Team Leaders	APSC	Leadership	Group	2 days	1	APS6	\$1,245	
Executive Coaching	Yellow Edge P/L	Coaching	1 on 1	4 hours	1	EL1	\$1,980	
Executive Coaching	Team Systems	Coaching	1 on 1	5 hours	1	EL2	\$2,200	
Executive Coaching	Right Management	Coaching	1 on 1	5 hours	1	EL1	\$3,075	
Executive Coaching	Effective People	Coaching	1 on 1	3 hours	1	EL2	\$1,228	
Executive Coaching	Yellowedge	Coaching	1 on 1	1 hour	1	EL1	\$495	
Executive Coaching	Team Systems	Coaching	1 on 1	3 hours	1	EL2	\$1,760	
Executive Coaching	Team Systems	Coaching	1 on 1	1 hour	1	EL1	\$440	
Executive Coaching	Team Systems	Coaching	1 on 1	4 hours	1	EL2	\$2,640	
Executive Leadership Dimensions	APSC	Leadership	Group	3.5 days	1	SES B1	\$1,377	
Executive Leadership Dimensions EL2 Residential	APSC	Leadership	Group	3 days	1	EL2	\$4,690	
Executive Level Learning Network	APSC	Leadership	Group	1 day	1	EL2	\$70	
Executive Level Learning Network	APSC	Leadership	Group	1 day	1	EL2	\$510	
Indigenous Career Trek	APSC	Leadership	1 on 1	2 days	1	EL1	\$544	

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Indigenous Career Trek Program	APSC	Leadership	Group	2 days	1	APS6	\$748	
Individual Development Plans	Directions for Change	Coaching	1 on 1	3 days	22	EL2	\$9,573	
Leadership Extension Program - Planning	Directions for Change	Consultancy	Group	17 hours	8	EL 2	\$9,230	
Leadership Extension Program Residential	CPM	Leadership	Group	3 days	22	EL2	\$58,603	The Carrington Inn, Bungendore NSW
Leadership for Change Agents	ANZSOG	Leadership	Group	1 day	1	EL2	\$510	
Leadership Residential	In-house	Leadership	Group	3 days	36	SES	\$118,944	The Carrington Inn, Bungendore NSW
Leadership Residential	CPM	Training	Group	3 days	22	EL2	\$63,890	The Carrington Inn, Bungendore NSW
Leadership Training P7 Consulting		Leadership	Group	1 day	6	APS6 – EL2	\$1,836	
Leading & Managing Remote Teams	Odyssey	Leadership	Group	2 days	2	EL1	\$1,450	
Leading & Managing Small Teams	APSC	Leadership	1 on 1	3 days	1	EL1	\$1,874	
Leading and Managing Small Teams	APSC	Leadership	Group	3 days	2	EL1 / 2	\$2,525	
Leading your team	APSC	Leadership	1 on 1	2 days	1	EL1	\$129	
Leading Your Team	APSC	Leadership	Group	2 days	1	EL1 – EL2	\$624	
Management to Leadership	CPM	Leadership	1 on 1	4 days	1	EL2	\$1,564	
Professional PS – EL1 master class	APSC	Leadership	1 on 1	3 days	1	EL1	\$4,350	
Professional PS – EL1 Master class	APSC	Leadership	Group	2 days	2	EL1 - EL2	\$2,576	

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Public Sector Leadership Summit	Workplace Training Advisory Australia	Conference	Group	2 days	10	EL 2	\$19,950	National Convention Centre, Canberra
Public Sector Leadership Summit	Workplace Training Advisory Australia	Package	Group	2 days	10	EL2/A/g SES B1	\$24,146	
Public Sector Young Leaders		Leadership	Group	1 day	1	APS6	\$315	
Results Based Accountability 101		Leadership	Group	1 day	1	EL1 – EL2	\$215	
SES Networks – New Directions – Ministers Views	APSC	Seminar	Group	2 hours	2	SES	\$239	
SES Seminar Series	APSC	Seminar	Group	2 hours	1	SES	\$115	
Shaping Strategic Thought	APSC	Leadership	Group	1 day	1	EL1	\$459	
Shaping Strategic Thought	APSC	Leadership	Group	1 day	1	EL2	\$417	
The 4-D System		Leadership	Group	1 day	1	EL2	\$493	
Transition to EL1	APSC	Coaching	Group	1 day	1	APS6	\$352	
Winning that SES Job	Executive Intelligence Group	Leadership	Group	1 day	6	EL 2	\$12,100	EIG, Braddon ACT
Winning That SES Job	Executive Intelligence Group	Leadership	Group	1 day	10	EL2	\$23,000	EIG, Braddon ACT
Women’s Leadership Forum		Seminar	Group	2 days	1	APS6	\$795	
Totals					231		\$496,142	

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Attachment B

Portfolio Bodies.

Portfolio Body	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
Aboriginal Hostels Limited	The APS Professional and Practical Leadership	APSC	Leadership	Group	22.8 hours	1	EL2	\$4,290.00	Residential – Bowral NSW
	Application and Interview coaching	Cameron and Associates	Coaching	1 on 1	15.2 hours	1	EL2	\$4,840.00	AHL
	Winning that SES job	APSC	Coaching	Group	7.6 hours	1	EL2	\$2,530.00	APSC
Anindilyakwa Land Council	<i>Nil</i>								
Australian Institute of Family Studies¹	People Development training	Proteus Leadership Centre	Training	Group	1 day	17	APS 6 – to SES Band 1	\$4,500.00	Melbourne

¹ In order to respond to the level of detail requested in the Question on Notice, in particular the detail with respect to the employment classification of each participant, the Institute would be required to allocate extensive resources to gather this information. The Institute has however gathered the other information as requested and this is set out in this table.

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	New Leadership Horizons – SES Band 1 Residential Program	Australian Public Service Commission	Training	Group	3 days	1	SES Band 1	\$7,180.00	Canberra
	Australian Government Leadership Network Conference	Australian Public Service Commission	Conference	Group	2 days	3	EL 1 to SES Band 1	\$3,136.35	Melbourne
	Executive Leadership Dimension	Australian Public Service Commission	Training	Group	3.5 days	2	EL2	NA	Melbourne
	Executive Coaching	Win Win Workplace Strategies Pty Ltd	Coaching	One on One		1	EL 2	\$4,070.00	Melbourne
Central Land Council	Executive Coaching	Healthy Outlook	Leadership	1 on 1	30 hours	2	SOG C - SOG A	\$6,500.00	Alice Springs
	Leadership Training	Healthy Outlook	Coaching	1 on 1	4	1	ASO 6	\$800.00	Alice Springs
Equal Opportunity for Women in the Workplace Agency	EL2 Transition	APSC	Leadership	Group	15.00 hours	2	EL2	\$1,270.00	Canberra
	Managerial Self Development	MGSM	Leadership	Group	35.0 hours	1	EL1	\$3,660.00	Sydney
	EL1 Masterclass	APSC	Leadership	Group	22.5 hours	1	EL1	\$4,290.00	ACT

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Portfolio Body	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
	Essentials for New Team Leaders	APSC	Leadership	Group	15.00 hours	1	APS5	\$1,245.00	ACT
	EL1 Transition	APSC	Leadership	Group	7.5 hours	1	EL1	\$635.00	ACT
	EL2 Transition	APSC	Leadership	Group	7.5 hours	1	EL2	\$635.00	ACT
	Leading Successful Projects	APSC	Leadership	Group	15.00 hours	1	EL1	\$1,245.00	ACT
	AITD Workshop	AITD	Leadership	Group	7.5 hours	1	APS6	\$454.55	Sydney

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