

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates 2012

15 – 17 February 2012

Question: AET 368 - 370

Topic: Executive Coaching and Leadership Training (Tsy)

Hansard Page: Written

Senator BUSHBY asked:

368. 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:
- Total spending on these services
 - The number of employees offered these services and their employment classification
 - The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted
 - The names of all service providers engaged
369. For each service purchased from a provider listed under (4), please provide:
- The name and nature of the service purchased
 - Whether the service is one-on-one or group based
 - The number of employees who received the service and their employment classification
 - The total number of hours involved for all employees
 - The total amount spent on the service
 - A description of the fees charged (i.e. per hour, complete package)
370. Where a service was provided at any location other than the department or agency's own premises, please provide:
- The location used
 - The number of employees who took part on each occasion
 - The total number of hours involved for all employees who took part
 - Any costs the department or agency's incurred to use the location

Answer:

368.

(a) The cost of leadership and coaching training services purchased by the department FYTD (as at 31 January 2012) is \$213,935.

(b) Leadership training was offered to 50 EL1 and EL2 staff and one SES Band 1 officer. All SES officers were offered executive coaching.

(c) Forty-six staff accessed leadership training and executive coaching FYTD (as at as at 31 January 2012). The number of hours study leave taken for each participant is not available. To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

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(d) Service providers engaged to deliver leadership training and executive coaching include:

	Provider	Participants	Expenditure
Executive coaching	Vantage Point Consulting	0	0
	Centre for Public Management Pty Ltd	1 SESB1 officer	\$318
	The Leader Factor	0	0
	Calibre3	0	0
Leadership training	Vantage Point Consulting	17 EL2s	\$124,528
	Bendelta	24 EL1 and EL2 staff	\$33,814
	Australian Public Service Commission	3 EL2s	\$38,775
	Yellow Edge	1 SESB1 officer	\$16,500

369.

(a) See response to 368 (d).

(b) Executive Coaching is a one-on-one arrangement. Leadership training is based on group sessions.

(c) Refer to response 368 (d).

(d) To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

(e) Refer to answer for 368 (d).

(f) Fees for executive coaching are based on a per hour cost. Fees for Leadership training are based on a complete package.

370.

(a) External venues were used for leadership training as follows:

- Elizabeth Mckay Aquatic Centre (Canberra Girls Grammar School) – Three sessions with 24 staff, one session with 17 staff
- The Hotel Heritage – one session with 24 staff
- Rydges Eagle Hawk Resort – one session with 17 staff
- Hotel Kurrajong – one session with 17 staff

(b) Refer to response 370 (a).

(c) To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.

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(d) The cost of using these locations was \$29,612.