

## Senate Standing Committee on Economics

### ANSWERS TO QUESTIONS ON NOTICE

#### Treasury Portfolio

#### Supplementary Budget Estimates

20 October 2011

**Question No:** SBT 85

**Topic:** Executive coaching and leadership training 2010-11

**Hansard Page:** Written

#### Senator Bushby asked:

In relation to the purchase of executive coaching and/or other leadership training services purchased by each portfolio department and agency, please provide the following information for the year 2010-11:

- (a) Total spending on these services
- (b) The number of employees offered these services and their employment classification
- (c) The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted
- (d) The names of all service providers engaged

#### Answer:

As part of the ATO learning and development prioritisation process for 2010-11, resources were allocated to purchase executive coaching services and other leadership training as detailed below.

#### (a)

\$518,487 was expended on the purchase of executive coaching services and \$641,047 was expended on the purchase of other leadership training for 2010-11.

#### (b) and (c)

SES and EL2 employees can participate in externally purchased executive coaching. The table below shows the number of ATO ongoing employees who were offered and utilised executive coaching services by level:

	Offers made	Services utilised
SES	43	25
EL2	214	102
<b>Total</b>	<b>257</b>	<b>127</b>

Total number of employees who utilised other externally purchased leadership training services by level:

	<b>Services utilised</b>
SES	103
EL2	192
EL1	411
APS6	13
<b>Total</b>	<b>719</b>

Data regarding offers made for externally purchased leadership training services is not available due to a shift from manual to electronic processing in the middle of 2010-11.

Study leave is not granted to employees with respect to this type of coaching and training as it is conducted in work hours.

**(d)**

*Leadership training providers*

- Acorn Training Services Pty Ltd
- AIM - Australian Institute Of Management
- Australian National University Centre for Dialogue
- Australia and New Zealand School of Government
- Australian Davos Connection
- Australian Public Service Commission
- Centre for Corporate Public Affairs
- Centre for Public Management
- Franklin Covey Pty Ltd
- Global Achievers Company Pty Ltd
- Melbourne Business School
- QPOL
- Results Coaching System
- The Leadership Consortium
- The People Dimension Group Pty Ltd
- Workplace Training & Advisory
- Results Consulting
- Global Learning
- Yellow Edge Pty Ltd

*Executive Coaching providers:*

- Arbuthnot & Associates
- Be Learning Pty Ltd
- Emergence International
- Focused Future
- Foresight Management Group Pty Ltd
- Hewson Executive Development Pty Ltd
- Institute of Executive Coaching
- Interaction consulting Group
- JenGen Consulting Pty Ltd
- JLA Initiatives
- Knowledge Teams International Pty Ltd
- Pathways to Performance

- Queensland Chamber of commerce and Industry Limited
- Results Coaching System
- Royal Melbourne Institute of Technology
- Shirlaws Pty Ltd
- Spectrum Australia Pty Ltd
- Temact Pty Ltd
- The Open Door Coaching Group Pty Ltd
- The People Dimension Group Pty Ltd
- The Teleran group Pty Ltd
- Veritias Alliance Pty Ltd
- WDSScott Asia Pty Ltd
- Whyte Co. Pty Ltd
- Yellow Edge Pty Ltd
- Young Samuel Chambers Ltd