

Senate Finance and Public Administration Legislation Committee —Budget Estimates Hearing—May 2011

Answers to Questions on Notice

Parliamentary departments, Department of Parliamentary Services

Topic: **Executive Coaching and Leadership Training**

Question: **27**

Written **Senator Fifield**

Date set by the committee for the return of answer: 8 July 2011

- (a) 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 FYTD:
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 and their employment classification
 4. The names of all service providers engaged
- (b) For each service purchased from a provider listed under (4), please provide:
1. The name and nature of the service purchased
 2. Whether the service is one-on-one or group based
 3. The number of employees who received the service and their employment classification
 4. The total number of hours involved for all employees
 5. The total amount spent on the service
 6. A description of the fees charged (i.e. per hour, complete package)
- (c) Where a service was provided at any location other than the department or agency's own premises, please provide:
1. The location used
 2. The number of employees who took part on each occasion
 3. The total number of hours involved for all employees who took part
 4. Any costs the department or agency's incurred to use the location.

Answer

- (a) The FYTD purchase of executive coaching and/or other leadership training:
1. \$107,710
 2. All staff, where identified as a development requirement (PSL1–SES Band 2)
 3. 49 employees (classification range PSL4–SES Band 1)
 4. Australian Public Service Commission;
Ross Begbie and Associates;
Interaction Consulting Pty Ltd;
Centre for Public Management.

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(b) Details of services provided by providers listed under (a) 4.

Service	Nature	1-on-1 or Group	No. of empl.	Level	Hours	Cost	fees/hr or package
Careers Development Assessment Centre	Leadership and coaching	Group	2	PEL2	63	\$23,500	package
Results through People	Leadership	Group	23	PSL4-PEL2	483	\$35,416	package
Building team leadership skills	Leadership	Group	13	PSL3-PEL2	182	\$10,744	package
From Management to Leadership	Leadership and coaching	Group	6	PEL1-2	180	\$31,145	package
Executive Coaching	Individual coaching	One on one	1	PEL2	6	\$2,400	per hour
Influencing Skills in Leadership	Leadership development	Group	1	PSL6	15	\$1,780	package
Analysing and Strategic Thinking	Leadership development	Group	1	PSL5	15	\$1,570	package
Strategic Thinking	Leadership	Group	2	PSL5; PEL1	15	\$1,154	package

(c) Services provided outside of DPS's own premises—costs to use facilities were included in course fees.

Service	Location	No. of Employees	Hours
Careers Development Assessment Centre	Tuggeranong Homestead, ACT	2	63 hrs
From Management to Leadership	The Briars, Bowral	6	180 hrs
Executive Coaching	ACT business premise	1	6 hrs
Influencing Skills in Leadership	The Briars, Bowral	1	14 hrs
Analysing and Strategic Thinking	ACT business premise	1	14 hrs