

**Senate Finance and Public Administration Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

Budget Estimates Hearing 27 May-6 June 2013

Prime Minister and Cabinet Portfolio

**Department/Agency:** Department of the Prime Minister and Cabinet

**Outcome/Program:** 1.1 Prime Minister and Cabinet

**Topic:** Executive Coaching and Leadership Training

**Senator:** Senator Ryan

**Question reference number:** 99

**Type of Question:** Written

**Date set by the committee for the return of answer:** 12 July 2013

**Number of pages:** 3

**Question:**

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 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
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

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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:**

1. The Department's spending on executive coaching and leadership training services totalled \$490,040 for the financial year to date.
2. All employees (801) across all classification levels.
3. A total of 36 staff accessed leadership training services ranging from Executive Level 1 to SES B3. The classifications of staff accessing other coaching services ranged from APS 3 – SES B3.
4. The answers to question 4a and 5d are detailed in Table 1. The Department does not record leadership training and executive coaching data in a way that would readily allow answers to be provided to questions 4b and c, 5e, 6 and 7, and sub part questions. To attempt to provide this level of detail would be an unreasonable diversion of departmental resources.

Service Provider	Title/Nature of Service	Classification	Cost (Exc. GST)
Australian Public Service Commission (APSC)	Leading Australia's Future in the Asia-Pacific	SESB1- SESB2	\$ 65,409
	Jawun Partnership Program	EL1& EL2	\$ 22,000
	Development Programs (various)	APS - SES	\$ 113,094
Yellow Edge Pty Ltd	Global Leadership Practice (GLP) to China	EL2-SESB1	\$ 45,000
National Security College	NSC Executive Development Programs	EL1-SES	\$ 85,443
Melbourne Business School	Mt Eliza Leadership Program	EL2	\$ 9,760
Cranlana Programme	Public Service Leadership Colloquium	EL2-SES	\$ 16,300
Adept Career Moves Pty Ltd	Career Coaching	APS3-SESB3	\$ 41,342
Hugh Watson Consulting			
Deborah May Pty Ltd			
Effective People Pty Ltd			
Resumes for Results Pty Ltd			
Interaction Consulting Group Pty Ltd			
Yellow Edge Pty Ltd			
Whon Pty Ltd	Learning Groups for APS Leadership	EL2-SESB1	\$ 17,800
ANZSOG	Executive Fellowship Program, Public Administration Program, Women in Leadership	EL2-SESB2	\$ 69,192
Yellow Edge	Coaching Skills Program	EL2-SES	\$ 4,700
<b>Total</b>			<b>\$490,040</b>

Table 1. Executive Coaching and Leadership Training