

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2011-12 Supplementary Estimates Hearings

Outcome Number: Cross

Question No: 76

Topic: Executive Coaching and Leadership Training

Hansard Page: Written

Senator McKenzie asked:

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
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
- 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
- iii. The total number of hours involved for all employees who took part
- iv. Any costs the department or agency's incurred to use the location

Answer:

In order to respond to some of the level of detail required, the Department and Portfolio Bodies would be required to allocate extensive resources to gather this information. Information which is readily collated is below.

1. The total cost for participation in the programs from 1 July 2011 to 31 January 2012 for which information has been reported is \$329,675.00 (GST inclusive).
2. Figures for the number of employees offered these services and their classifications are not available.
3. There were 164 employees utilising the services. Their employment classifications are included in the attached table.
4. Names of service providers engaged are in the attached table.

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For each service purchased from a provider the following information is provided in the attached table:

- a. The name and nature of the service purchased;
- b. Whether the service was one on one or group based;
- c. The number of employees who received the service and their employment classification;
- d. The total number of days/hours involved for all employees;
- e. The total amount spent on each service;
- f. All offerings were complete packages.

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| Name of Service | Provider | Nature of Service | Group/ 1 on 1 | Number of days/hours | Participants | Classification | Total Cost – course (GST inclusive) |
|---|---------------------------------------|--------------------------|----------------------|-----------------------------|---------------------|-----------------------|--|
| Coaching Skills for Senior Managers | CPM | Training | Group | 4 days | 10 | EL2/A/g SES B1 | \$20,077 |
| Public Sector Leadership Summit | Workplace Training Advisory Australia | Package | Group | 2 days | 10 | EL2/A/g SES B1 | \$24,146 |
| ANZSOG Executive Fellows Program | ANZSOG | Leadership | Group | 19 days | 1 | SES | \$27,500 |
| Essentials for new team leaders | APSC | Leadership | Group | 2 days | 1 | APS6 | \$1,245 |
| Assess your Leadership Capabilities | APSC | Leadership | Group | 1 day | 2 | APS6 & EL1 | \$320 |
| Leadership Training | APSC | Leadership | Group | 1 day | 1 | EL1 | \$4690 |
| SES Seminar Series | APSC | Seminar | Group | 2 hours | 1 | SES | \$115 |
| SES Networks – New Directions – Ministers Views | APSC | Seminar | Group | 2 hours | 2 | SES | \$239 |
| Executive Level Learning Network | APSC | Leadership | Group | 1 day | 1 | EL2 | \$70 |
| EL1 Transition | APSC | Leadership | Group | 1 day | 1 | APS6 | \$635 |
| Leading & Managing Remote Teams | Odyssey | Leadership | Group | 2 days | 2 | EL1 | \$1,450 |
| Cranlana Colloquium | Cranlana | Leadership | Group | 6 days | 2 | EL2 | \$9,900 |
| Residential | In-house | Leadership | Group | 3 days | 36 | SES | \$118,944 |
| Executive Level Learning Network | APSC | Leadership | Group | 1 day | 1 | EL2 | \$510 |
| Executive Leadership Dimensions | APSC | Leadership | Group | 3.5 days | 1 | SES B1 | \$1,377 |
| Leadership for Change Agents | ANZSOG | Leadership | Group | 1 day | 1 | EL2 | \$510 |
| Shaping Strategic Thought | APSC | Leadership | Group | 1 day | 1 | EL2 | \$417 |

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|--|---------------------------------------|----------------------|--------|-----------|----|--------------------|----------------|
| People development training | Proteus Leadership Centre | Training | Group | 1 day | 17 | APS6 to SES Band 1 | \$4,500 |
| Australian Government Leadership Network Conference | Australian Public Service Commission | Conference | Group | 2 days | 3 | EL1 to SES Band 1 | \$3,136 |
| New Leadership Horizons – SES Band 1 Residential Program | Australian Public Service Commission | Training | Group | 3 days | 1 | SES Band 1 | \$7,180 |
| Winning that SES Job | Executive Intelligence Group | Training | Group | 1 day | 6 | EL 2 | \$12,100 |
| Coaching Skills for Senior Managers | Centre for Public Management Pty Ltd | Training | Group | 2 days | 10 | EL 2 | \$16,327 |
| Public Sector Leadership Summit | Workplace Training Advisory Australia | Conference | Group | 2 days | 10 | EL 2 | \$19,950 |
| Leadership Extension Program - Planning | Directions for Change | Consultancy | Group | 17 hours | 8 | EL 2 | \$9,230 |
| Executive Leadership Dimension | Australian Public Service Commission | Training | Group | 3.5 hours | 2 | EL2 | Nil *Note 1 |
| Mentoring & Coaching | Ray Shatte – Arenelle | Mentoring & Coaching | 1 on 1 | 3.5 hours | 11 | EL1 & EL2 | \$4,463 |
| Management to Leadership | CPM | Leadership | 1 on 1 | 4 days | 1 | EL2 | \$1,564 |
| Leading & Managing Small Teams | APSC | Leadership | 1 on 1 | 3 days | 1 | EL1 | \$1,874 |
| Discovery Women as Leaders | OCPE/NT Government | Leadership | 1 on 1 | 17 days | 1 | SES | \$3,150 |
| Indigenous Career Trek | APSC | Leadership | 1 on 1 | 2 days | 1 | EL1 | \$544 |
| Access Your Leadership Capabilities | APSC | Leadership | 1 on 1 | 5 hours | 1 | EL2 | \$565 |

Note 1: Australian Institute of Family Studies advise opportunity provided though another APS agency.

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|---|--|--|--------|-----------|---|---------|---------|
| Professional PS – EL1 master class | APSC | Leadership | 1 on 1 | 3 days | 1 | EL1 | \$4,350 |
| Leading your team | APSC | Leadership | 1 on 1 | 2 days | 1 | EL1 | \$129 |
| Coaching | Centre for Public Management Pty Ltd | Coaching | 1 on 1 | 12 hours | 4 | EL 2 | \$5,452 |
| 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 | Casey Consulting | Mentoring | 1 on 1 | 2 hours | 1 | SESB1 | \$275 |
| Coaching | Tempo Strategies | Career Development | 1 on 1 | 4 hours | 1 | EL1 | \$350 |
| Career Development | Cameron & Associates | Career Development and application writing | 1 on 1 | 7.6 hours | 1 | EL1 | \$4,840 |
| Mediation Workshop | LEADR | Training | Group | 5 days | 1 | SOGA | \$2,838 |
| Directors Course | AICD | External course | Group | 5 days | 2 | CEO/CFO | \$5,850 |
| 2011 Australian Government Leadership Network (SA) Conference | Australian Government Leadership Network | Course | Group | 1 day | 1 | EL1 | \$380 |