

**Senate Community Affairs Committee**  
**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**  
**FAMILIES, HOUSING, COMMUNITY SERVICES AND**  
**INDIGENOUS AFFAIRS PORTFOLIO**  
**2012-13 Additional Estimates Hearings**

**Outcome Number:** Cross Outcome

**Question No:** 257

**Topic:** Executive Coaching and Leadership Training

**Hansard Page:** Written

**Senator Boyce** 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 (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;
- d) The total number of hours involved for all employees (provide a breakdown for each employment classification);
- 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 agencies own premises, please provide:

- a) The location used;
- b) The number of employees who took part on each occasion (provide a breakdown for each employment classification);
- c) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification);
- d) Any costs the department or agencies incurred to use the location.

**Answer:** In order to respond to the level of detail required in the Question on Notice, the Department and Portfolio Bodies would be required to allocate extensive resources to gather this information. However, information which is readily available is provided below.

For the financial year to 31 January 2013, the total cost of these services for which information has been reported for the Department is \$291,773 (GST inclusive).

**Attachment A** provides the available information in response to questions three and four.

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Figures for the number of employees offered these services, and their classifications, are not available.

Information regarding portfolio bodies is at **Attachment B**.

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**Executive Leadership Training & Coaching July 2012 – January 2013**

**Attachment A**

<b>Name of Service</b>	<b>Provider</b>	<b>Nature of Service</b>	<b>Group/1on1</b>	<b>Number of days/hrs</b>	<b>Attendees</b>	<b>Classification</b>	<b>Total Cost – course (GST incl)</b>	<b>Location</b>
Winning That SES Job	Executive Intelligence Group	Training	Group	1 day	11	EL2 & SESB1	\$25,300	EIG, Braddon ACT
Coaching Skills for Managers	Centre for Public Management Pty Ltd	Training	Group	2 days	21	EL2 & SESB1	\$21,311	In house
Manager Development Program	Yellow Edge	Training	Group	7 days	59	APS6, EL1, EL2, SPAO	\$52,667	Yellow Edge, Barton, ACT
Leading and Managing Small Teams	APSC	Training	Group	3 days	1	APS6	\$3,410	APSC, Aviation House, Woden, ACT
ANZSOG - EMPA	ANZSOG	Masters Program	Group	3 days	1	EL2	\$31,131	Canberra
ANZSOG – EFP	ANZSOG	Masters Program	Group	2 days	1	SESB1	\$51,600	Various
Community Development Building	Criterion	Conference	Group	2 days	1	EL1	\$3,266	Darwin, NT
EL1 Masterclass non-residential	APSC	Training	Group	3 days	1	EL1	\$3,410	Old Parliament House
Executive Level Transition - EL2	APSC	Training	Group	1 day	1	EL1	\$699	APSC, Aviation House, Woden, ACT
Essentials for new team leaders	APSC	Training	Group	2 days	1	APS6	\$2,497	APSC, Aviation House, Woden, ACT
Influencing skills for executive levels	APSC	Training	Group	1 day	1	EL2	\$699	APSC, Aviation House, Woden, ACT

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<b>Name of Service</b>	<b>Provider</b>	<b>Nature of Service</b>	<b>Group/1on1</b>	<b>Number of days/hrs</b>	<b>Attendees</b>	<b>Classification</b>	<b>Total Cost – course (GST incl)</b>	<b>Location</b>
EL1 Transition Course	APSC	Training	Group	1 day	1	EL1	\$635	APSC, Aviation House, Woden, ACT
Leading and Managing Small Teams	APSC	Training	Group	3 days	1	EL1	\$3,410	APSC, Aviation House, Woden, ACT
Public Sector Leadership Summit	APSC	Conference	Group	2 days	22	EL2, SESB1	\$28,600	Sydney, NSW
Leadership & Strategy	CPM	Residential	Group	3 days	23	EL1, EL2	\$53,888	Bungendore, NSW
Executive Coaching	Various including: Best Practice Consulting Amanda Horne P/L Margie Darcie Deborah May P/L	Coaching	1 on 1	18.5 hours	6	APS3, A/G EL1, EL2, SESB1	\$9,250	Various
<b>Total</b>							<b>\$291,773</b>	

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**Portfolio Body Input to Portfolio-wide Question on Notice**

**Attachment B**

Portfolio Body	Name of Service	Provider	Nature of Service (leadership or Coaching)	Group/ 1 on 1	Number of days/hrs	Attendees (Number)	Classification	Total Cost – course (GST inclusive)	Location
<b>Aboriginal Hostels Limited</b>	Mentoring	McCarthy Mentoring	Coaching	1 on 1	7 hours	1	SES2	\$2,278	In-House
	Executive Fellows Program	ANZSOG	Leadership	Group	15 days	1	SES1	\$32,000	Residential
<b>Anindilyakwa Land Council</b>	Mentoring/Leadership/ Governance	In- House Governance Development Manager	Leadership and Coaching	Groups and one on one.	14 days	25	Board EL	\$10,000	In-House
<b>Australian Institute of Family Studies</b>	Australian Government Leadership Network Conference	Australian Public Service Commission	Leadership	Group	2 days	1	SES Band 1	\$1,181.82	Melbourne
	APS Views	Australian Public Service Commission	Leadership	Group	1 day	2	Director SES Band 1	\$209.10	Canberra
	Leadership Conversations	Australian Public Service Commission	Leadership	Group	3.5 hours	1	Director	\$104.55	Canberra
<b>Central Land Council</b>	Nil								

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<b>Indigenous Business Australia</b>	For the Financial Year 2012-13 to date (as at 31 January 2013) IBA's expenditure on executive coaching was \$974. One provider, Trish Bergin Consulting, was engaged to provide one-on-one executive coaching. One SESB1 officer accessed this service during the reporting period. All coaching was conducted in Canberra at no additional cost for location.								
<b>Indigenous Land Corporation</b>	Nil								
<b>Northern Land Council</b>	Nil								
<b>Outback Stores</b>	Nil								
<b>Social Security Appeals Tribunal</b>	Nil								
<b>Tiwi Land Council</b>	Nil								
<b>Torres Strait Regional Authority</b>	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	2.5hrs	2	EL1	\$425	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	2.25hrs	2	EL1	\$382	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1hrs	1	EL1	\$170	Thursday Island

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<b>Portfolio Body</b>	<b>Name of Service</b>	<b>Provider</b>	<b>Nature of Service (leadership or Coaching)</b>	<b>Group/ 1 on 1</b>	<b>Number of days/hrs</b>	<b>Attendees (Number)</b>	<b>Classification</b>	<b>Total Cost – course (GST inclusive)</b>	<b>Location</b>
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	2hrs	2	APS5 & EL1	\$340	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	1hrs	2	APS5	\$170	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	2hrs	4	APS5 – EL1	\$340	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	8hrs	4	APS6-EL1	\$1,360	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	1 on 1	19.5hrs	6	APS5-EL1	\$3,315	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group & 1 on 1	27.5	6	APS5-EL1	\$4,675	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	3.75hrs	7	APS5-EL1	\$637	Thursday Island
	Mentoring & Coaching	Ray Shatte – Arenelle	Mentoring & Coaching	Group	21.25hrs	1	EL1	\$3,612	Thursday Island

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<b>Workplace Gender Equality Agency</b>	Executive Coaching	Yellow Edge	Coaching	1 on 1	6 hours	1	EL2	\$2,772.00	NSW
<b>Wreck Bay Aboriginal Community Council</b>	Nil								