

## **QUESTION TAKEN ON NOTICE**

**ADDITIONAL ESTIMATES HEARING : 08 February 2016**

IMMIGRATION AND BORDER PROTECTION PORTFOLIO

**(AE16/084) - Executive coaching and leadership training - Internal Product (DIBP)**

Senator Ludwig, Joe (L&CA) written:

Since the change of Prime Minister on 14 September, 2015:

Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

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 form 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 (provide a breakdown for each employment classification)
  5. The total amount spent on the service
  6. A description of the fees charged (i.e. per hour, complete package)
5. 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 (provide a breakdown for each employment classification)
  3. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
  4. Any costs the department or agency's incurred to use the location
6. In relation to education/executive coaching and/or other leadership training services paid for by the department what agreements are made with employees in regards to continuing employment after training has been completed?
7. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

*Answer:*

1. The Total spend for Executive Coaching and Leadership training from 14 September 2015 to 31 December 2015 is \$246,954 excluding GST (see table below for breakdown).
2. Refer to 4.
3. The total number of employees who have utilised these services is 91. Numbers by employment classification are:

APS 3	APS 4	APS 5	APS 6	EL1	EL2	SES Band 1	SES Band 2	External
3	2	13	22	19	14	20	9	4

No study leave is granted.

4. The names of all service providers engaged for each service purchased from a provider listed under (4), please provide:

	4.1	4.2	4.3	4.4	4.5	4.6
Name of service provider engaged	Name and nature of service purchased	One-on-one / Group based	Number of employees attended and classifications	Total hours	Total amount spent on service (ex GST)	Description of fees charged
Bendelta	<b>Foundational Leadership:</b> Corporate internal leadership program	Group	APS 3 = 3 APS 4 = 2 APS 5 = 11 APS 6 = 11 Executive Level 1 = 2 External = 2	APS 3 = 120 hours APS 4 = 80 hours APS 5 = 440 hours APS 6 = 440 hours Executive Level 1 = 80 hours External = 80 hours  Total hours = 1240	\$52,000	Complete package
Bendelta	<b>Strengthening Leadership:</b> Corporate internal leadership program	Group	APS 5 = 2 APS 6 = 11 Executive Level 1 = 10 Executive Level 2 = 2 External = 2	APS 5 = 80 hours APS 6 = 440 hours Executive Level 1 = 400 hours Executive Level 2 = 80 hours External = 80 hours  Total hours = 1080	\$54,400	Complete package
Bendelta	<b>Mastering Leadership Pilot Program:</b> Corporate internal leadership program including executive coaching	Group	Executive Level 1 = 6 Executive Level 2 = 3	Executive Level 1 = 396 hours Executive Level 2 = 66 hours  Total hours = 594	\$61,000	Complete package
APSC	<b>SES Orientation:</b> Foundation leadership program	Group	SES Band 1 = 5	SES Band 1 = 140 hours  Total hours = 140	\$16,000	Complete package

Yellow Edge	<b>China Global Leadership Practice:</b> Corporate leadership and management program	Group	SES Band 2 = 1	SES Band 2 = 64 hours Total hours = 64	\$15,000	Complete package
Yellow Edge	<b>India Global Leadership Practice:</b> Corporate leadership and management program	Group	SES Band 1 = 1	SES Band 1 = 56 hours Total hours = 56	\$9,000	Complete package
AIPM	<b>Graduate Certificate of Applied Management:</b> Corporate leadership and management program	Group	Executive Level 1 = 1 Executive Level 2 = 1	Executive Level 1 = 240 hours Executive Level 2 = 240 hours Total hours = 480	\$20,909	Complete package
APSC	<b>Career Development Assessment Centre:</b> Corporate leadership and management program	Group	Executive Level 2 = 1	Executive Level 2 = 40 hours Total hours = 40	\$11,750	Complete package
Boston Consulting Group (BCG)	<b>Leadership and Talent Enablement Centre:</b> Leadership workshop	Group	SES Band 1 = 10 SES Band 2 = 8	SES Band 2 = 120 hours SES Band 1 = 150 hours Total hours = 270	\$5,918	Complete package

Yellow Edge; Bendelta; Interaction Consulting; Management Drives Australia; and International Executive Coaching Leadership	<b>Leading Complex Change:</b> Service and support integration program including executive coaching	One-on-one and Group	SES Band 1 =3 Executive Level 2 =7	SES Band 1 = 28.5 hours Executive Level 2 = 79 hours  Total hours = 107.5	\$0	Complete Package (group forums and one-on- one coaching sessions)
Matilda Emberson Strategies	<b>Executive Coaching</b>	One-on-one	SES Band 1 = 1	SES Band 1 = 1 hour  Total hours = 1	\$405	Per Session

**5. Where a service was provided at any location other than the department or agency's own premises, please provide:**

Training Program	Location used	Number of employees who took part on each session	Total number of hours	Cost incurred to use location
SES Orientation	APSC Training Facility, Canberra	SES Band 1 = 5	SES Band 1 = 28 hours  Total hours = 140	Included in cost of program
China Global Leadership Practice	Canberra 3 days. Shanghai 5 days.	SES Band 2 = 1	SES Band 2 = 64 hours  Total hours = 64	Included in cost of program
India Global Leadership Practice	Canberra 2 days. Bangalore 5 days.	SES Band 1 = 1	SES Band 1 = 56 hours  Total hours = 56	Included in cost of program
Graduate Certificate of Applied Management	Australian Institute of Police Management Manly, NSW	Executive Level 1 = 1 Executive Level 2 = 1	Executive Level 1 = 240 hours Executive Level 2 = 240 hours  Total hours = 480	Included in cost of program

Career Development Assessment Centre	Tuggeranong Homestead, Canberra	Executive Level 2 = 1	Executive Level 2 = 40 hours Total hours = 40	Included in cost of program
Leadership and Talent Enablement Centre	Rydges Capital Hill	SES Band 1 = 10 SES Band 2 = 8	SES Band 2 = 120 hours SES Band 1 = 150 hours Total hours = 270	\$572
Executive Coaching	Yellow Edge Office, Barton	SES Band 1 = 1	SES Band 1 = 1 hour Total hours = 1	Included in cost of program

6. Nil.

7. Nil.