

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

Outcome Number: Cross Outcomes

Question No: 396, 397 & 398

Topic: Executive Coaching and Leadership Training

Hansard Page: Written

Senator Boyce asked:

- (396) 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:
- Total spending on these services
 - The number of employees offered these services and their employment classification
 - The number of employees who have utilised these services and their employment classification
 - The names of all service providers engaged
- (397) For each service purchased from a provider listed under (4), please provide:
- The name and nature of the service purchased
 - Whether the service is one-on-one or group based
 - The number of employees who received the service and their employment classification
 - The total number of hours involved for all employees
 - The total amount spent on the service
 - A description of the fees charged (i.e. per hour, complete package)
- (398) Where a service was provided at any location other than the department or agency's own premises, please provide:
- The location used
 - The number of employees who took part on each occasion
 - The total number of hours involved for all employees who took part
 - Any costs the department or agency's incurred to use the location

Answer:

In order to respond to the level of detail required in the Questions on Notice 396, 397 and 398, the Department and Portfolio Bodies would be required to allocate extensive resources to gather this information. Information which was readily available is provided.

The total costs for the period 1 July 2010 to 31 May 2011 for participation and delivery was \$512,750 (GST inclusive). Portfolio department and agency information on Leadership Programs is provided in the following table.

The Department currently does not keep a centralised record of the use of coaching services by staff, unless it is incorporated into centrally managed programs.

Some coaching is offered as part of FaHCSIA's in-house leadership programs.

Some Land Councils, which have limited staff, have not been in a position to respond to this request, as the administrative burden to do so places unreasonable work demands on the small number of staff in these offices.

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Period 1 July 2010 to 31 May 2011

Name of Service	Provider	Nature of Service	Group/ 1 on 1	Participants	Classification	Total Cost	Fee description
Conflict Resolution	Australian Public Service Commission (APSC)	Seminar	Group	1	EL1	\$1,245	Complete
Influencing	APSC	Seminar	Group	1	EL1	\$635	Complete
"A Tool Kit for New Managers" course	Centre for Continuing Education (University of Sydney)	Seminar	Group	2	APS4	\$1494	Complete
APSC Leadership Programs	APSC	Training Programs	1 on 1	66	SES	\$58,325	Individual
APSC Leadership Residential Program	APSC	Residential	Group	4	SES	\$38,015	Program
SES Band 1 Leadership Residential Program	Centre for Public Management (CPM)	Residential	Group	36	SES1	\$161,000	Group
EL2/Network EL1 Leadership Residential Program	CPM	Residential	Group	23	EL2/EL1	\$125,500	Group
Leadership Extension Program	CPM	Residential	Group	12	EL2	\$76,128	Group
Mentoring	Arenelle Pty Ltd	Mentoring	1 on 1	9	EL1 & EL2	\$11,900	Per hour
Leadership training	APSC	Training Program	Group	1	EL1	\$1,132	Package
Managing Strategy	Australian Institute of Management	Module	Group	1	EL1	\$2,200	Module
Managing Marketing	Australian Institute of Management	Module	Group	1	EL1	\$1,500	Module
Managing People	Australian Institute of Management	Module	Group	1	EL1	\$2,200	Module
Directors Course	Australian Institute of Company Directors	Director Course	Group	2	EL2	\$8215	Course
Management Program	University of SA	Professional	Group	1	EL1	\$5,500	Course
Leadership	University of Adelaide	Professional	Group	1	EL1	\$390	Course
Legal Workshop	Australian Corporation Lawyers Association	Leadership	Group	1	EL1	\$268	Workshop

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SES Breakfasts	APSC		Group	3	SES	\$345	Attendance
Leading Bold Change	Global Achievers	Change Management	Group	2	SES1 & SES2	\$1790	Course
Leader to Leader Series	APSC	Leadership	Group	2	EL2	\$170	Attendance
Shaping Strategic Thinking	APSC	Strategic Thinking	Group	1	EL1	\$635	Course
Senior Executive Orientation (Australian Hostels Limited)	In-house	N/A	Group	1	SES1	0	Course
Aboriginal & Torres Strait Islander Leadership	Criterion Conferences	Leadership/Diversity	Group	1	EL1	\$3,079	Course
Decision Makers	APSC	Decision Makers	Group	1	EL-SES	\$1,350	Course
SES Orientation	APSC	SES Orientation	Group	1	SES 1 and SES 2	\$2,273	Course
New Team Leaders	APSC	New Team Leaders	Group	1	EL 1 & EL2	\$566	Course
Executive Coaching Program	Macquarie University	Coaching Skills	Group	1	SES	\$3,500	Program
Executive Training Course	Sydney University	Executive Training	Group	2	SES	\$3,395	Course