

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

TREASURY

Australian Taxation Office

(Budget Estimates 30 May 2006)

Question **BET-145**

Topic: **COST BREAKDOWN OF EXECUTIVE COACHING AND/OR
OTHER LEADERSHIP TRAINING SERVICES**

Hansard **Written Question**

Senator **Ludwig** asked:

The following questions relate to the purchase of executive coaching and/or other leadership training services by the department/agency, broken down for each of the last four financial years.

Where available, please provide:

1. *Total spending on these services.*

Answer:

2002/03	\$487,127
2003/04	\$369,537
2004/05	\$500,901
2005/06	\$843,067

2. *The number of employees offered these services and their salary level.*

Answer:

Services are available to Executive Level and SES staff across the organisation. The following is the expenditure for leadership training and coaching coordinated by the corporate ATO leadership area for EL 2s and SES. See following table:

YEAR	LEVEL	NUMBER at LEVEL	SALARY
2002/03	EL2.1& 2.2	1422	\$75,376 to \$93,861
	SES B1 & B2	203	\$97,300 to \$165,100
2003/04	EL2.1& 2.2	1498	\$75,376 to \$93,861
	SES B1 & B2	222	\$101,400 to 149,800
2004/05	EL2.1& 2.2	1468	\$78,768 to \$101,518
	SES B1 & B2	211	\$106,500 to \$157,200
2005/06	EL2.1& 2.2	1655	\$75,376 to \$93,861
	SES B1 & B2	257	\$101,400 to 149,800

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3. *The number of employees who have utilised these services and their salary level.*

Answer:

YEAR	Numbers	Salary Level
2002/03	Not available.	EL2.1 & 2.2 \$75,376 to \$93,861 SES B1 & B2 \$97,300 to \$165,100
2003/04	155	EL2.1 & 2.2 \$75,376 to \$93,861 SES B1 & B2 \$101,400 to \$149,800
2004/05	83	EL2.1 to 2.2 \$78,768 to \$101,518 SES B1 & B2 \$106,500 to \$157,200
2005/06	168	EL2.1 to 2.2 \$78,768 to \$101,518 SES B1 & B2 \$106,500 to \$157,200

4. *The names of all service providers engaged.*

Answer:

- 2002/03** The Teleran Group Pty Ltd
Mind Openers International Pty Ltd
Pathways to Performance
Interaction Consulting Group
The Leader Factor Pty Ltd
ANZSOG – Executive Fellowship
- 2003/04** The Teleran Group Pty Ltd
Interaction Consulting Group
Australian Public Service Commission
Pathways to Performance
ANZSOG – Executive Fellowship
The Leader Factor Pty Ltd
- 2004/05** 6e Leadership Coaching
Hewson’s Executive Development t/a Hewson’s Aust.
Australian Institute of Management Qld & NT
Australian Institute of Management Vic & Tas
Focused Future
Enso Pty Ltd
The Teleran Group
Veritas Alliance Pty Ltd
The Leader Factor
United KFPW HR Service Pty Ltd
Stephenson Partnership
Australian Public Service Commission
ANZSOG – Executive Fellowship

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2005/06 Human Synergistics Australia Pty Ltd
Pathways to Performance
Veritas Alliance Pty Ltd
The Leader Factor Pty Ltd
Harris Smith and Associates
6e Leadership Coaching
Hewson's Executive Development t/a Hewson's Aust.
Australian Institute of Management Qld & NT
Australian Institute of Management Vic & Tas
Focused Future
Enso Pty Ltd
The Teleran Group Pty Ltd
United KFPW HR Service Pty Ltd
Interaction Consulting Group
Australian Services Leadership
Australian Public Service Commission LAFIA Asia
Australian Public Service Commission LAFIA Pacific
Australian Public Service Commission
ANZSOG – Executive Workshop
ANZSOG – Executive Fellowship

5. *For each service purchased from a provider listed in the answer to the previous question, 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.
 - 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 (e.g. per hour, complete package).
 - g. 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.

Answer:

The answers to question 5 above have been provided in the attached tables: A; B; C; & D.

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Attachment A

2002-03

Question 5 A

A	B	C	D	E	F	G (i)	G (ii)	G (iii)	
Names of service providers engaged	Nature of the services purchased	one-on-one or group based services	Number of employees who received the service	Total number of hours involved for all employees	The total amount spent on the services	Description of Fees	The location used if not agency's own premises	Number of employees who took part on each occasion	Total number of hours for all employees who took part.
Mind Openers International Pty Limited	Intensive coaching program	one-on-one	1	24	\$10,000.00	\$500.00 p/h	N/A	N/A	N/A
Pathways to Performance	Leadership coaching	one-on-one	1	9	\$1,100.00	\$275.00 p/h	N/A	N/A	N/A
Pathways to Performance	Leadership coaching	one-on-one	1	9	\$2,200.00	\$275.00 p/h	N/A	N/A	N/A
The Teleran Group	Leadership coaching	one-on-one	1	9	\$5,060.00	\$550.00 p/h	N/A	N/A	N/A
Interaction Consulting Group	Leadership coaching	one-on-one	1	9	\$3,960.00	\$440.00 p/h	N/A	N/A	N/A
The Teleran Group	Leadership coaching	one-on-one	1	9	\$4,950.00	\$550.00 p/h	N/A	N/A	N/A
The Teleran Group	Leadership coaching	one-on-one	1	9	\$4,950.00	\$550.00 p/h	N/A	N/A	N/A
The Leader Factor	SES Talent Pool	one-on-one & Group	18	860	\$331,880.00	\$385.00 p/h	National Convention Centre	18	136
ANZSOG School of Government	Leadership Program	one-on-one & Group	2	60	\$44,000.00	\$22,000.00 per person	ANZSOG Melbourne	2	60
			27	998	\$408,100.00			20	196

Attachment B

2003 -04

Question 5 Names of service providers engaged	A Nature of the services purchased	B one-on-one or group based services	C Number of employees who received the service	D Total number of hours involved for all employees	E The total amount spent on the services	F Description of fees	G (i) The location used if not agency's own premises	G (ii) Number of employees who took part on each occasion	G (iii) Total number of hours for all employees who took part
The Teleran Group	Leadership coaching	one-on-one	1	6	\$3,300.00	\$550.00 p/h	N/A	N/A	N/A
The Teleran Group	Leadership coaching	one-on-one	1	9	\$4,950.00	\$550.00 p/h	N/A	N/A	N/A
The Teleran Group	Leadership coaching	one-on-one	1	9	\$4,950.00	\$550.00 p/h	N/A	N/A	N/A
The Teleran Group	Leadership coaching	one-on-one	1	15	\$10,650.00	\$550.00 p/h	N/A	N/A	N/A
Interaction Consulting	Leadership coaching	one-on-one	1	9	\$6,750.00	\$550.00 p/h	N/A	N/A	N/A
The Teleran Group	Leadership coaching	one-on-one	1	4.5	\$2,775.00	\$550.00 p/h	N/A	N/A	N/A
The Teleran Group	Leadership coaching	one-on-one	1	9	\$6,750.00	\$550.00 p/h	N/A	N/A	N/A
Interaction Consulting	Leadership coaching	one-on-one	1	9	\$6,750.00	\$550.00 p/h	N/A	N/A	N/A
Australian Public Service Commission	EL2 Transition program	Group based	50	350	\$18,637.50	N/A	Crowne Plaza Hotel, Canberra	50	350
Australian Public Service Commission	EL2 Capability	Group based	20	140	\$4,660.00	\$1,865.00 per day	N/A	N/A	N/A
Australian Public Service Commission	SES Orientation	Group based	20	140	\$20,985.50	\$2,725.00 per day	Chifley on Northbourne, Canberra	20	140
The Teleran Group	Leadership coaching	one-on-one	1	9	\$3,300.00	\$550.00 p/h	N/A	N/A	N/A
The Teleran Group	Leadership coaching	one-on-one	1	9	\$3,960.00	\$550.00 p/h	N/A	N/A	N/A

Interaction Consulting	Leadership coaching	one-on-one	1	6	\$1,626.00	\$271.00 p/h	N/A	N/A	N/A
Interaction Consulting	Leadership coaching	one-on-one	1	7.5	\$3,367.50	\$271.00 p/h	N/A	N/A	N/A
Interaction Consulting	Leadership coaching	one-on-one	1	3	\$1,320.00	\$440.00 p/h	N/A	N/A	N/A
Interaction Consulting	Leadership coaching	one-on-one	1	14	\$6,280.00	\$440.00 p/h	N/A	N/A	N/A
Interaction Consulting	Leadership coaching	one-on-one	1	5	\$1,430.00	\$286.00 p/h	N/A	N/A	N/A
Interaction Consulting	Leadership coaching	one-on-one	1	4	\$1,084.00	\$271.00 p/h	N/A	N/A	N/A
The Teleran Group	Leadership coaching	one-on-one	1	9	\$3,300.00	\$550.00 p/h	N/A	N/A	N/A
Interaction Consulting	Leadership coaching	one-on-one	1	3	\$1,320.00	\$440.00 p/h	N/A	N/A	N/A
Interaction Consulting	Leadership coaching	one-on-one	1	7.5	\$3,420.00	\$440.00 p/h	N/A	N/A	N/A
Pathways to Performance	Leadership coaching	one-on-one	1	12	\$3,300.00	\$275.00 p/h	N/A	N/A	N/A
ANZSOG School of Government	Leadership Program	Group based	1	60	\$23,100.00	\$4620.00 per day	ANZSOG Melbourne	1	60
Australian Public Service Commission	Career Development Assessment Centre	one-on-one Group based	6	50	\$51,000.00	\$8,500.00 per person	CDAC, Canberra	6	50
The Leader Factor Pty Ltd	Multi Source Feedback	one-on-one Group based	18	50	\$151,921.75	N/A	N/A	18	50
The Teleran Group	Leadership coaching	one-on-one	20	75	\$18,650.00	\$550.00 p/h	N/A	N/A	N/A
			155	1024.5	\$369,537.25			95	650

Attachment C

2004-05

Question 5

A	B	C	D	E	F	G (i)	G (ii)	G (iii)	
Names of service providers engaged	Nature of the services purchased	one-on-one or group based services	Number of employees who received the service	Total number of hours involved for all employees	The total amount spent on the services	Description of Fees	The location used if not agency's own premises	Number of employees who took part on each occasion	Total number of hours for all employee who took part,
6e Leadership Coaching	Executive Coaching Services	one-on-one	6	54	\$29,700.00	\$550.00 p/h	N/A	N/A	N/A
Hewsons Executive Development Pty Ltd trading as Hewsons Australia	Executive Coaching Services	one-on-one	3	27	\$15,840.00	\$275.00 to \$440.00 p/h	N/A	N/A	N/A
Australian Institute of Management Qld & NT	Executive Coaching Services	one-on-one	2	18	\$3,800.00	\$250.00 to \$275.00 p/h; \$1,900.00 per report	N/A	N/A	N/A
Australian Institute of Management - Victoria & Tasmania - College of Education & Training	Executive Coaching Services	one-on-one	3	27	\$10,440.00	\$365.00 p/h; \$195.00 admin fee per candidate.	N/A	N/A	N/A
Focused Future	Executive Coaching Services	one-on-one	2	9	\$7,425.00	\$412.40 p/h	N/A	N/A	N/A
Enso Pty Limited	Executive Coaching Services	one-on-one	6	54	\$29,700.00	\$550.00 p/h	N/A	N/A	N/A

The Teleran Group Pty Limited	Executive Coaching Services	one-on-one	10	90	\$36,000.00	\$600.00 per coaching session	N/A	N/A	N/A
Veritas Alliance Pty Limited	Executive Coaching Services	one-on-one	6	54	\$22,770.00	\$385.00 to \$495.00 p/h	N/A	N/A	N/A
The Leader Factor Pty Limited	Executive Coaching Services	one-on-one	2	18	\$6,930.00	\$385.00 p/h	N/A	N/A	N/A
United KFPW HR Services Pty Ltd	Executive Coaching Services	one-on-one	2	36	\$9,900.00	\$275.00 p/h	N/A	N/A	N/A
Focused Future	Executive Coaching Services	one-on-one	1	9	\$3,712.50	\$412.50 p/h	N/A	N/A	N/A
The Teleran Group Pty Limited	Executive Coaching Services	one-on-one	1	18	\$7,200.00	\$600 per session	N/A	N/A	N/A
Veritas Alliance Pty Limited	Executive Coaching Services	one-on-one	1	7.5	\$2,887.50	\$385 p/h	N/A	N/A	N/A
The Stephenson Partnership Group Pty Limited	Executive Coaching Services	one-on-one	1	4.5	\$1,806.75	\$401.50 p/h	N/A	N/A	N/A
The Leader Factor Pty Limited	Multi-source Feedback	one-on-one	25		\$108,576.00	\$385.00 p/h	N/A	N/A	N/A
ANZSOG School of Government	Leadership program	one-on-one & Group	2	60	\$47,600.00	\$23,800.00 per person	ANZSOG Melbourne	1	60
Australian Public Service Commission LAFIA study tour PACIFIC	LAFIA study tour - Pacific	one-on-one & Group	1	50	\$26,000.00	Services \$22,000.00 Travel - \$3,000	Pacific Countries	1	50
The Leader Factor Pty Limited	SES Talent Pool	one-on-one & Group	8	414	\$130,613.85	\$385.00 p/h	Rydges Hotel, Canberra	8	64
			82	950	\$500,901.60			10	174

Attachment D

2005-06

Question 5

A	B	C	D	E	F	G (i)	G (ii)	G (iii)	
Names of service providers engaged	Nature of the services purchased	one-on-one or group based services	Number of employees who received the service	Total number of hours involved for all employees	The total amount spent on the services	Description of Fees	The location used if not agency's own premises	Number of employees who took part on each occasion	Total number of hours for all employees who took part
Human Synergistics Australia Pty Ltd	Leadership Impact Workshop	Group based	17	238	\$30,023.00	\$1,707.19 per participant	Chifley on Northbourne, 102 Northbourne Avenue, Canberra	17	238
Veritas Alliance Pty Limited	Executive Coaching Services	one-on-one	1	9	\$3,465.00	\$385.00 p/h	N/A	N/A	N/A
The Leader Factor Pty Limited	Executive Coaching Services	one-on-one	1	12	\$6,930.00	\$385.00 p/h	N/A	N/A	N/A
Harris Smith & Associates	Executive Coaching Services	one-on-one & group	5	96	\$62,125.00	\$2,450.00 to \$2,650.00 per day	N/A	N/A	N/A
6e Leadership Coaching	Executive Coaching Services	one-on-one	6	90	\$49,500.00	\$550.00 p/h	N/A	N/A	N/A
Hewsons Executive Development Pty Ltd trading as Hewsons Australia	Executive Coaching Services	one-on-one	3	45	\$19,800.00	\$275.00 to \$440.00 p/h	N/A	N/A	N/A
Australian Institute of Management Qld & NT	Executive Coaching Services	one-on-one	2	30	\$15,475.00	\$250.00 to 275.00 p/h	N/A	N/A	N/A

Australian Institute of Management - Victoria & Tasmania - College of Education & Training	Executive Coaching Services	one-on-one	3	45	\$5,670.00	\$365.00 p/h; \$195.00 admin fee per candidate.	N/A	N/A	N/A
Focused Future	Executive Coaching Services	one-on-one	3	45	\$18,562.50	\$412.50 p/h	N/A	N/A	N/A
Enso Pty Limited	Executive Coaching Services	one-on-one	5	75	\$41,250.00	\$550.00 p/h	N/A	N/A	N/A
The Teleran Group Pty Limited	Executive Coaching Services	one-on-one	10	150	\$60,000.00	\$600 per session	N/A	N/A	N/A
Veritas Alliance Pty Limited	Executive Coaching Services	one-on-one	6	90	\$37,950.00	\$385.00 to \$495.00 p/h	N/A	N/A	N/A
The Leader Factor Pty Limited	Executive Coaching Services	one-on-one	2	18	\$11,550.00	\$385.00 p/h	N/A	N/A	N/A
United KFPW HR Services Pty Ltd	Executive Coaching Services	one-on-one	3	45	\$12,375.00	\$275.00 p/h			
Veritas Alliance Pty Limited	Executive Coaching Services	one-on-one	1	15	\$7,425.00	\$495.00 p/h	N/A	N/A	N/A
Enso Pty Limited	Executive Coaching Services	one-on-one	1	18	\$9,900.00	\$550.00 p/h	N/A	N/A	N/A
Veritas Alliance Pty Limited	Executive Coaching Services	one-on-one	1	6	\$2,310.00	\$385.00 p/h	N/A	N/A	N/A
The Leader Factor Pty Limited	Executive Coaching Services	one-on-one	1	18	\$6,750.00	\$375.00 p/h	N/A	N/A	N/A
Harris Smith & Associates	Executive Coaching Services	one-on-one	3	34	\$43,700.00	\$2,450.00 per day	N/A	N/A	N/A
Veritas Alliance Pty Limited	Executive Coaching Services	one-on-one	8	192	\$14,520.00	\$2,640.00 per day	N/A	N/A	N/A
Veritas Alliance Pty Limited	Executive Coaching Services	Group based	4	8	\$2,640.00	\$2,640.00 per day	N/A	N/A	N/A
Interactions Consulting Group	Executive Coaching Services	one-on-one	1	8.5	\$4,180.00	\$440.00 p/h	N/A	N/A	N/A
The Leader Factor Pty Limited	SES Talent Pool for potential Band 2's	one-on-one	25	350	\$134,045.10	\$385.00 p/h	Rydges Capital Hill, Canberra	8	64

The Leader Factor Pty Limited	SES Talent Pool for potential Band 2's	one-on-one	18	48	\$18,480.00	\$385.00 p/h	N/A	N/A	N/A
Australian Service Leadership Study Tour	Study Tour	one-on-one & Group	1	50	\$6,600.00	\$1,320.00 per day	N/A	1	50
Australian Public Service Commission	SES Orientation Program	one-on-one & Group	22	352	\$15,392.10	Program \$11,039.00 Services \$4,353.00	The Boathouse by the Lake, Canberra	22	16
ANZSOG School of Government	Executive Workshops	one-on-one & Group	1	60	\$6,600.00	\$1320.00 per day	ANZSOG, Melbourne	1	60
Australian Public Service Commission	LAFIA study tour - Pacific	one-on-one & Group	2	120	\$52,200.00	Services \$46,200.00 Travel - \$6,000	Pacific Islands	2	120
Australian Public Service Commission	LAFIA study tour - ASIA	one-on-one & Group	1	120	\$27,610.00	Services \$24,610.00 Travel - \$3,000	Asia countries	1	120
Australian Service Leadership	Study Tour	one-on-one & Group	2	50	\$13,200.00	\$6,600.00 per person	N/A	2	50
ANZSOG School of Government	Leadership Program	one-on-one & Group	1	50	\$23,100.00	\$4,620.00 per day	ANZSOG, Melbourne	1	50
Fyusion Asia Pacific	Multi user feedback project	one-on-one & group	8	68	\$79,729.50	\$1,980 per day	Waldorf on London, Canberra	8	68
			168	2555.5	\$843,057.20			63	836