

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

**Treasury Portfolio**

Budget Estimates 30 May – 1 June 2006

**Question: bet 17 (APRA)**

**Topic:** Cost of executive coaching and/or other leadership training services

**Hansard Page:** **Written**

**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.
2. The number of employees offered these services and their salary level.
3. The number of employees who have utilised these services and their salary level.
4. The names of all service providers engaged.
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:**

As APRA does not have SES staff, the information below applies to staff with salaries above or equal to \$119,535.00 (the lowest SES salary-range).

**2002 – 2003**

1. Total spent - \$48,025
- 2-3 Number of employees – 9 employees whose salaries were all above \$119,535.

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4. Toronto Centre, Australian Graduate School of Management , Macquarie Graduate School of Management, Mt Eliza Business School

5. Toronto Centre

- a. Leadership Centre for Financial Sector Supervision – One week residential course for senior supervisors to build leadership skills.
- b. group-based
- c. 1
- d. 38 hours
- e. \$5000 US
- f. complete package
- g. (i) Toronto Centre’s facility in Toronto, Ontario, Canada  
(ii and iii) see d. above.

Australian Graduate School of Management (AGSM)

- a. General Manager Program – five day residential program for general managers.
- b. group-based
- c. 1
- d. 42 hours
- e. \$10,780
- f. complete package
- g. (i) AGSM campus, Sydney  
(ii and iii) see d. above.

Australian Graduate School of Management (AGSM)

- a. Accelerated Development Program – 10 day residential program for senior managers.
- b. group-based
- c. 1
- d. 76 hours
- e. \$9,625
- f. complete package
- g. (i) AGSM campus, Sydney  
(ii and iii) see d. above.

Australian Graduate School of Management (AGSM)

- a. Managing People for Performance – two day course on performance management.
- b. group-based
- c. 1
- d. 15 hours
- e. \$2,970
- f. complete package
- g. (i) AGSM campus, Sydney  
(ii and iii) see d. above.

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Macquarie Graduate School of Management (MGSM)

- a. Foundations of General Management – five day residential program for general managers.
- b. group-based
- c. 1
- d. 38 hours
- e. \$7,700
- f. complete package
- g. (i) MGSM campus, Sydney  
(ii and iii) see d. above.

Mt Eliza Business School

- a. Manager Decision Making and Influencing – three day course on decision making and influencing.
- b. group-based
- c. 1
- d. 22 hours
- e. \$3,000
- f. complete package
- g. (i) Mt Eliza Business School Campus, Melbourne  
(ii and iii) see d. above.

Mt Eliza Business School

- a. Leadership Development Program – three day customised course for APRA managers.
- b. group-based
- c. 3
- d. 68 hours
- e. \$5,200
- f. complete package
- g. (i) Mt Eliza Business School Campus, Melbourne  
(ii and iii) see d. above.

**2003 – 2004**

1. Total Spent - \$110,100
- 2-3. Number of employees – 8 employees whose salary level was above \$119,535.00.
4. Toronto Centre, Columbia University, Australian Graduate School of Management, Macquarie Graduate School of Management, McCue Consulting
5. Toronto Centre
  - a. Leadership Centre for Financial Sector Supervision – one week residential course for senior supervisors to build leadership skills.
  - b. group-based
  - c. 2

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- d. 72 hours
- e. \$10,000 US
- f. complete package
- g. (i) Toronto Centre's facility in Toronto, Ontario, Canada  
(ii and iii) see d. above.

#### Columbia University

- a. The Columbia Senior Executive Program - four week residential program for senior executives.
- b. group-based
- c. 1
- d. 214 hours
- e. \$36,500 US
- f. complete package
- g. (i) New York, New York, U.S.A.  
(ii and iii) see d. above.

#### Australian Graduate School of Management (AGSM)

- a. Senior Manager Development Program – ten day residential program for senior managers.
- b. group-based
- c. 1
- d. 76 hours
- e. \$18,425
- f. complete package
- g. (i) AGSM campus, Sydney  
(ii and iii) see d. above.

#### Macquarie Graduate School of Management

- a. Foundations of General Management – six day residential program for general managers.
- b. group-based
- c. 1
- d. 45 hours
- e. \$8,800
- f. complete package
- g. (i) MGSM campus, Sydney  
(ii and iii) see d. above.

#### McCue Consulting

- a. APRA Manager Course – three day customised course for APRA managers to build management skills.
- b. group-based
- c. 4
- d. 91 hours
- e. \$2,000
- f. complete package

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g. N/A

**2004 – 2005**

1. Total Spent - \$52,400

2-3. Number of employees – 23 employees whose salary level was above \$119,535.00.

3. Toronto Centre, Australian Graduate School of Management, McCue Consulting

4. Toronto Centre

- a. Leadership Centre for Financial Sector Supervision – one week residential course for senior supervisors to build leadership skills.
- b. group-based
- c. 2
- d. 76 hours
- e. \$10,000 US
- f. complete package
- g. (i) Toronto Centre’s facility in Toronto, Ontario, Canada  
(ii and iii) see d. above.

Australian Graduate School of Management (AGSM)

- a. General Manager Program – five day residential program for general managers.
- b. group-based
- c. 1
- d. 76 hours
- e. \$9,800
- f. complete package
- g. (i) AGSM campus, Sydney  
(ii and iii) see d. above.

McCue Consulting

- a. APRA Manager Course – three day customised course for APRA managers to build management skills.
- b. group-based
- c. 3
- d. 68 hours
- e. \$1,500
- f. complete package
- g. N/A

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**Sympatico Coaching Practice**

- a. One on one executive coaching
- b. Individual based
- c. 17
- d. 52
- e. \$23,600
- f. Per hour
- g. (i) Sympatico offices, Sydney  
(ii and iii) see d. above.

**2005 – 2006**

1. Total Spent - \$95,100

2-3. Number of employees – 88 employees whose salary level was above \$119,535.00.

3. Toronto Centre, McCue Consulting, Maura Fay Group, Sympatico Coaching Practice

4. Toronto Centre

- a. Leadership Centre for Financial Sector Supervision – one week residential course for senior supervisors to build leadership skills.
- b. group-based
- c. 1
- d. 38 hours
- e. \$5,000 US
- f. complete package
- g. (i) Toronto Centre's facility in Toronto, Ontario, Canada  
(ii and iii) see d. above.

**McCue Consulting**

- a. APRA Performance Management Training – one day customised course for APRA managers on performance management.
- b. group-based
- c. 79
- d. 600 hours
- e. \$13,150
- f. complete package
- g. N/A

**Maura Fay Productions**

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- a. Executive Presentation Skills – one day customised course, plus two, two hours one on one coaching sessions for APRA managers on presentation skills.
- b. group and individual-based
- c. 10
- d. 116 hours
- e. \$17,200
- f. complete package
- g. N/A

**Sympatico Coaching Practice**

- a. One on one executive coaching program
- b. individual-based
- c. 35
- d. 124 hours
- e. \$56,000
- f. Per hour
- g. (i) Sympatico offices, Sydney  
(ii and iii) see d. above.