

**Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Industry, Innovation, Science, Research and Tertiary Education Portfolio  
Budget Estimates Hearing 2012-13  
28 and 29 May 2012

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**AGENCY/DEPARTMENT:** DEPARTMENT OF INDUSTRY, INNOVATION, SCIENCE, RESEARCH AND TERTIARY EDUCATION

**TOPIC:** Executive Coaching and Leadership Training

**REFERENCE:** Written Question – Senator Bushby

**QUESTION No.:** BI-198

1. 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:
  - a) Total spending on these services
  - b) The number of employees offered these services and their employment classification
  - c) 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)
  - d) The names of all service providers engaged.
  
2. For each service purchased from a provider listed under d), 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)
  
3. Where a service was provided at any location other than the department or agency's 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 agency's incurred to use the location

**ANSWER**

**DEPARTMENT OF INDUSTRY, INNOVATION, SCIENCE, RESEARCH AND TERTIARY EDUCATION**

Please refer to AI-244 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 29 February 2012. Please refer to the following for the period 1 March 2012 and 31 May 2012.

## Leadership/Executive Coaching

1.

- a) Total \$128,958
- b) 79 employees at the APS6 to EL2 classification
- c) 79 employees at the APS6 to EL2 classification. Approximately 25 hours of study leave was granted to each eligible employee.
- d) All information on providers for corporately funded learning and development programs can be found on AusTender.

Only Senior Executive Service employees receive executive coaching. While Executive Level employees can also participate in external leadership development and have access to executive coaching, this information is not readily available and to provide would be an unreasonable diversion of resources.

2.

- a) All information on providers of corporately funded learning and development programs can be found on AusTender
- b) Group based
- c) 79 employees at the APS6 to EL2 classification
- d) 79 employees at the APS6 to EL2 classification. Approximately 25 hours of study leave was granted to each eligible employee.
- e) \$128,958
- f) Complete package

3.

- a) One residential was held at Sutton Forrest during this reporting period
- b) 20 employees at the EL2 Classification
- c) 725 hours or approximately 36 hours per participant per program
- d) \$86,035

## **AUSTRALIAN INSTITUTE OF ABORIGINAL AND TORRES STRAIT ISLANDER STUDIES (AIATSIS)**

Please refer to AI-244 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 29 February 2012.

For the period 1 March 2012 to 31 May 2012 AIATSIS incurred no expenditure relating to coaching and leadership training.

## **AUSTRALIAN INSTITUTE OF MARINE SCIENCE (AIMS)**

Please refer to AI-244 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 29 February 2012.

For the period 1 March 2012 to 31 May 2012 AIMS incurred no expenditure relating to coaching and leadership training.

## **AUSTRALIAN NUCLEAR SCIENCE AND TECHNOLOGY ORGANISATION (ANSTO)**

Please refer to AI-244 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 31 May 2012. Please refer below for details for the period 1 March 2011 and 31 May 2012.

1.

- a) Total spend on these services by ANSTO was \$16,819 (GST inclusive) and EUR 27,000 (\$A34,180).
- b) 26 managers.
- c) 22 managers as at 1 March 2012, no study leave was required.
- d) NINOX Consulting, PeopleNet Pty Ltd and INSEAD.

2.

- a) Ninox Consulting provides facilitators for the Managing@ANSTO and coaching for three senior managers; PeopleNet provide coaching for one senior manager; INSEAD provide senior management training.
- b) Managing@ANSTO and management training through INSEAD is group based. Executive coaching is one-on-one.
- c) 22 managers between 1 March and 31 May 2012. Four senior management are currently coached by the providers listed under 2(e), one General Manager attended training through INSEAD.
- d) 7 hours per employee. Other executive coaching was provided as deemed necessary and subject to change.
- e) Ninox Consulting: \$4,521  
PeopleNet Pty Ltd: \$2,200  
INSEAD: \$34,180
- f) Managing@ANSTO is run over two days at \$2400 (GST inclusive) per day; INSEAD is a program run over 20 days and doesn't have a daily rate; and PeopleNet Pty Ltd do not have daily rates, due to the nature of one-on-one coaching.

3.

- a. France.
- b. 4 General ManagerS.
- c. 20 days in two 10 day blocks.
- d. Nil.

## **AUSTRALIAN RESEARCH COUNCIL (ARC)**

Please refer to AI-244 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 29 February 2012.

For the period 1 March 2012 to 31 May 2012 ARC incurred no expenditure relating to coaching and leadership training.

## **AUSTRALIAN SKILLS QUALITY AUTHORITY (ASQA)**

For the period 1 July 2011 to 31 May 2012 ASQA incurred no expenditure relating to coaching and leadership training.

## COMMONWEALTH SCIENTIFIC AND INDUSTRIAL RESEARCH ORGANISATION (CSIRO)

Please refer to AI-244 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 31 May 2012. Please refer below for details for the period 1 March 2011 and 31 May 2012.

CSIRO classifies executive coaching as a form of training. Detailed information pertaining to the types of courses, costs and participants is not available centrally. A manual check of our records at all of CSIRO's sites for the specified period would be required to provide this information. CSIRO can obtain the information at this level of detail however it would involve a very significant diversion of Organisational resources.

### IP AUSTRALIA

Please refer to AI-244 for details on executive coaching and/or leadership training services for the period 1 July 2011 to 29 February 2012. Please refer below for details for the period 1 March 2012 to 31 May 2012.

1.

- a) \$43,210 (GST exclusive)
- b) 4 x EL1, 2 x EL 2 and 2 x SES
- c) 6 x EL and 2 x SES – no study leave was required
- d) **APSC – Leadership Training Services**  
**Right Management – Talent Management Services**  
**Melbourne Business School – Public Leadership Course**

2.

- a) **APSC – Leadership Services**
  - b) Group based (public course)
  - c) 2 x SES
  - d) 56 hours total
  - e) \$20,748 (GST exclusive)
  - f) Fee paid on completion of program
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- a) **Right Management – Talent Management Services**
  - b) Group based
  - c) 3 x EL 1 and 2 x EL 2
  - d) 15 hours total
  - e) \$13,636.36 (GST exclusive)
  - f) Fees paid on milestones in program
- 
- a) **Melbourne Business School – Leadership Services**
  - b) Group based (public Course)
  - c) 1 x EL
  - d) 36 hours total
  - e) \$8,825 (GST Exclusive)
  - f) Fees paid on completion of program

3.

- a) **APSC** – Leadership Training Centre Philip, ACT
- b) 2 x SES
- c) 56 hours
- d) No cost to agency

- a) **Melbourne Business School** – Accelerated Development for Emerging Managers  
Mt Eliza Business School, Mornington Peninsula, Victoria
- b) 1 x EL1
- c) 36 hours
- d) No cost to agency

### **TERTIARY EDUCATION QUALITY AND STANDARDS AGENCY (TEQSA)**

For the period 1 July 2011 to 31 May 2012 TEQSA incurred no expenditure relating to coaching and leadership training.