

## Senate Standing Committee on Economics

### ANSWERS TO QUESTIONS ON NOTICE

#### Treasury Portfolio

#### Supplementary Budget Estimates

20 October 2011

**Question No:** SBT 86

**Topic:** Executive coaching and leadership training 2010-11

**Hansard Page:** Written

#### Senator Bushby asked:

For each service purchased from a provider listed under (d) above, 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)

#### Answer:

For each of the providers listed in the response to SBT 85 (d), details are provided below.

#### (a-f)

Table 1 provides a summary of **executive coaching services** purchased from providers for 2010-11. Fees outlined are the total costs charged by each provider on an hourly basis, except Whyte & Co who charged a package rate. The services were provided on a one-on-one basis, onsite at ATO premises.

**Table 1: Executive coaching**

Provider	Ave no. of hours	No. of staff	Total hours	EL2	SES	Total cost
Arbuthnot & Associates	3.5	1	3.5	1	0	1,312.50
Be Learning P/L	7.5	1	7.5	1	0	3,375.00
Emergence International	5.4	19	103.0	14	5	51,750.00
Focused Future	7.0	13	91.5	9	4	47,580.00
Foresight Management Group P/L	7.5	2	15.0	1	1	16,500.00
Hewson Executive Development P/L	7.5	2	15.0	1	1	9,218.25
Institute of Executive Coaching	5.5	7	38.5	5	2	33,880.00

<b>Provider</b>	<b>Ave no. of hours</b>	<b>No. of staff</b>	<b>Total hours</b>	<b>EL2</b>	<b>SES</b>	<b>Total cost</b>
Interaction Consulting Group	7.0	8	56.0	6	2	22,400.00
JenGen ConSulting P/L	7.5	1	7.5	1	0	2,113.65
JLA Initiatives	7.5	3	22.5	3	0	10,125.00
Knowledge Teams International P/L	6.8	4	27.0	4	0	12,150.00
Pathways to Performance	7.5	2	15.0	2	0	5,250.00
Queensland Chamber of commerce and Industry Limited	5.9	10	58.5	10	0	16,087.50
Results Coaching System	6.5	12	77.5	12	0	92,250.00
Royal Melbourne Institute of Technology	7.5	2	15.0	1	1	10,200.00
Shirlaws P/L	7.5	5	37.5	4	1	28,125.00
Spectrum Australia P/L	7.5	1	7.5	1	0	3,750.00
Temact P/L	6.0	2	12.0	2	0	4,500.00
The Open Door Coaching Group P/L	6.5	3	19.5	3	0	12,675.00
The People Dimension Group P/L	7.0	2	14	0	2	4,200.00
The Teleran group P/L	7.0	2	14.0	2	0	8,718.22
Veritias Alliance P/L	8.6	6	51.5	6	0	31,157.50
WDSScott Asia P/L	7.5	1	7.5	1	0	3,000.00
Whyte Co. P/L	6.4	9	58.0	7	2	27,000.00
Yellow Edge P/L	6.6	7	46.5	4	3	40,920.00
Young Samuel Chambers Ltd	7.5	2	15.0	1	1	20,250.00
		127	836.0	102	25	518,487.62

Table 2 provides a summary of **other leadership training** services purchased from providers for 2010-11. Fees outlined are the total costs charged by each provider per 'complete package'. Except where shown, services were provided at external locations (the cost of which was incorporated into the cost of the services as indicated) and services were provided on a group basis.

**Table 2: Other leadership training**

Provider	Course Name	Ave no. hrs	No. of staff	Tot. hrs	APS6	EL1	EL2	SES	Location	Value
Acorn Training Services P/L	The Voice of Leadership	7	1	7	1	0	0	0	ACT	495.45
AIM	Fishing for Success	7	1	7	0	1	0	0	ACT	354.54
ANU Centre for Dialogue	Leadership - Art of Hosting	21	1	21	0	0	1	0	ACT	1,804.55
ANZSOG	ANZSOG Executive Workshop	14	1	14	0	0	0	1	QLD	5,268.18
Australian Davos Connection	ADC Future Summit 2011	7	2	14	0	0	0	2	VIC	3,363.64
APSC	APSC Executive Level Transition EL1	7	1	7	1	0	0	0	NSW	577.27
APSC	Assess your leadership capabilities	7	1	7	1	0	0	0	ACT	577.27
APSC	Achieving public sector excellence	7	1	7	0	0	0	1	ACT	1,045.45
APSC	Career Development	21	4	84	1	0	0	3	ACT	47,000.00
APSC	Conflict resolution for Executive Level	14	2	28	1	1	0	0	ACT	2,263.64
APSC	EL1 Masterclass	21	2	42	0	2	0	0	ACT	6,718.18
APSC	EL2 Strategic Leadership Board	21	2	42	0	0	2	0	ACT	5,636.36
APSC	Essentials for New Team Leaders	7	1	7	1	0	0	0	ACT	1,131.82
APSC	Exec. Leadership Dimensions	21	2	42	0	1	1	0	ACT	5,636.36
APSC	Exec. Leadership Dimensions EL2 Residential	28	1	28	0	0	1	0	ACT	4,263.64
APSC	LAFIA Asia 2011 Study Tour	147	1	147	0	0	0	1	Indonesia, India	27,800.00
APSC	LAFIA Pacific 2011 Study Tour	105	1	105	0	0	0	1	PNG, Vanuatu, Tonga	23,409.09
APSC	Leadership Horizons	7	1	7	0	0	0	1	VIC	7,177.27
APSC	Leading across boundaries	21	1	21	0	0	0	1	ACT	7,590.91
APSC	Management Essentials	7	1	7	0	1	0	0	ACT	577.27
APSC	SES Executive Orientation	21	10	210	0	0	0	10	Multiple sites	22,727.30
APSC	Shaping Strategic Thought	7	9	63	4	4	0	1	ACT	5,195.47
Centre for Corp. Public Affairs	Annual Residential	35	1	35	0	0	0	1	ACT	5,909.09
Centre for Public Management	From Management to Leadership	28	2	56	0	2	0	0	NSW	8,104.73
Centre for Public Management	Leading with Strat. Intel. (Residential)	21	1	21	0	1	0	0	VIC	2,963.64
Franklin Covey P/L	7 Habits	14	64	896	0	0	64	0	ATO sites	28,954.52
Global Achievers Company P/L	Inside Innovation	7	26	182	1	10	7	3	Multiple sites	21,703.82
Global Achievers Company P/L	Leading Bold Change	7	35	245	2	8	22	3	Multiple sites	35,226.50

Provider	Course Name	Ave no. hrs	No. of staff	Tot. hrs	APS6	EL1	EL2	SES	Location	Value
Global Achievers Company P/L	The Challenge of Change	14	1	14	0	0	0	1	ACT	2,000.00
Global Learning	Coaching Conversations	7	111	777	0	111	0	0	ATO sites	93,681.82
Global Learning	Growing Performance	7	88	616	0	88	0	0	ATO sites	Procured with the item above
Melbourne Business School	Strategic negotiations	35	1	35	0	0	1	0	VIC	8,526.36
QPOL	Leadership Development Unit	105	1	105	0	1	0	0	QLD	2,545.45
Results Consulting	Team Coaching	14	2	28	0	0	2	0	NSW	3,313.64
Results Consulting	Corporate Acumen	21	12	252	0	12	0	0	ATO sites	190,590.91
Results Consulting	Doing the Tough Stuff	14	84	1176	0	84	0	0	ATO sites	Procured with the item above
Results Consulting	Juggling Chainsaws	7	79	553	0	79	0	0	ATO sites	Procured with the item above
The Leadership Consortium	The Influential Leader	35	1	35	0	0	0	1	ACT	8,100.00
Workplace & Training Advisory	Leadership communications workshop	7	1	7	0	0	1	0	ACT	540.91
Yellow Edge	EL2 Leadership Forum	14	53	742	0	0	53	0	ATO sites	23,872.73
Yellow Edge	SES Leadership Forum	14	72	1008	0	0	0	72	ATO sites	24,400.00
			682	7700	13	411	155	103		641,047.78