

Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Industry Portfolio
Supplementary Budget Estimates Hearing 2013-14
21 November 2013

AGENCY/DEPARTMENT: DEPARTMENT OF INDUSTRY

TOPIC: Executive Coaching and Leadership Training

REFERENCE: Written Question – Senator Ludwig

QUESTION No.: SI-176

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from 7 September 2013 to date:

1. Total spending on these services
2. The number of employees offered these services and their employment classification
3. 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)
4. The names of all service providers engaged
5. For each service purchased from a provider listed under (4), 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)
6. 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

There was no expenditure on Executive Coaching for the period 7 September 2013 to 30 November 2013.

1. The Department has spent a total of \$117,314.80 on leadership training services between 7 September 2013 and 30 November 2013. This expenditure is split over three management and leadership programs:
 - Stepping into Leadership
 - Management Action Program
 - Management to Leadership Program.

2. All Executive Level 1, Executive Level 2 and APS 6 employees were offered the opportunity to attend.
3. Fifty-five employees attended (fifteen APS6s, six EL1s & thirty-four EL2s), nil study leave as all development was conducted during work hours.
4. Results Consulting and ODS Management.
5. Results Consulting
 - a) Management Action Program – Management and Leadership Program
 - b) Group based
 - c) 18 employees (one EL1 and seventeen EL2)
 - d) 36.25 hours per participant per program
 - e) \$75,774.80
 - f) all information on providers of our corporately funded learning and development programs, including the total spend and a description of the services can be found on AusTender.

Results Consulting

- a) Management to Leadership Program – Management and Leadership Program
- b) Group based
- c) 17 employees (all EL2 classification)
- d) 15 hours per participant per program
- e) \$22,635
- f) all information on providers of our corporately funded learning and development programs, including the total spend and a description of the services can be found on AusTender.

ODS Management

- a) Stepping into Leadership Program – Management and Leadership Program
- b) Group based
- c) 20 employees (fifteen APS6 and five EL1)
- d) 22.5 hours per participant per program
- e) \$18,905
- f) all information on providers of our corporately funded learning and development programs, including the total spend and a description of the services can be found on AusTender.

6. Management Action Program

- a) Sutton Forest
- b) 18 employees (one EL1 and seventeen EL2)
- c) 22.5 hours per participant per program
- d) Costs are included in 5 e) above

Management to Leadership Program (pilot)

- a) Telstra Tower Executive Centre
- b) 17 employees (all EL2 classification)
- c) 15 hours per participant per program
- d) Costs are included in 5 e) above

Stepping into Leadership

- a) The Boathouse, Canberra
- b) 20 employees (15 APS6 and five EL1)
- c) 22.5 hours per participant
- d) Costs are included in 5 e) above

Please note as this information is as at 30 November 2013, it does not include the Anti-Dumping Commission. The Australian Customs and Border Protection Service will report on the Commission where appropriate in their responses to 2013-14 Budget Estimates Questions on Notice.